LEARNING LEADING CHANGING

A learning exchange series for university-agency partnerships

Advancing Workplace Equity
Centering and Acknowledgements
Discussion led by Donjai Calhoun, Early Childhood Services Director, Georgia Division of Family and Children Services, with Amy He, assistant professor at University of Denver Graduate School of Social Work and faculty affiliate with Butler Institute for Families; Shauna Rienks, research associate professor, University of Denver Graduate School of Social Work, and research and evaluation methods director at Butler Institute for Families.

Discussion with Panelists  Small Group Discussion  Takeaways and Closing
Small Group Discussions

- Make space for all voices to be heard
- Embrace creativity and originality
- Listen actively and be fully present
- Stay curious about the range of viewpoints
Small Group Discussions

• Introduce yourself and share one “aha” from the conversation

• Select your reporter, the person whose first name starts with the letter closest to “A”

• Select your facilitator, the person whose first name starts with the letter closest to “Z”
Discussion Questions

What specific actions have you seen work well in addressing discrimination in your workplace?

In what ways can university/agency partnerships advance diversity, equity, and inclusion in the workplace?

What ideas do you have for creating a safe work culture where staff can talk and do something about experiences of workplace discrimination?
Large Group Takeaways
Resources

Racial Equity Discussion Guide
Everyday Workplace Discrimination One Pager
Racial Equity Infographic
Microaggressions One Pager
Caucusing One Pager
Intercultural Development Inventory
Join Us!

March 21: Collaborating to Enhance ICWA Knowledge and Practice

April 19: Advancing Workplace Equity

**May 26: Engaging Emerging Leaders as a Retention Strategy**

Recordings available on our website: [https://ncwwi.org/ncwwi-webinars/](https://ncwwi.org/ncwwi-webinars/)
Evaluation

Please fill out the evaluation.

We are always learning and growing and want to meet your needs.

Please tell us how we can continue to improve!
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Thank You!