LEARNING LEADING CHANGING

A learning exchange series for university-agency partnerships

Advancing Workplace Equity

Welcome

National Child Welfare Workforce Institute

LEARNING, LEADING, CHANGING

Centering and Acknowledgements

Agenda

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]

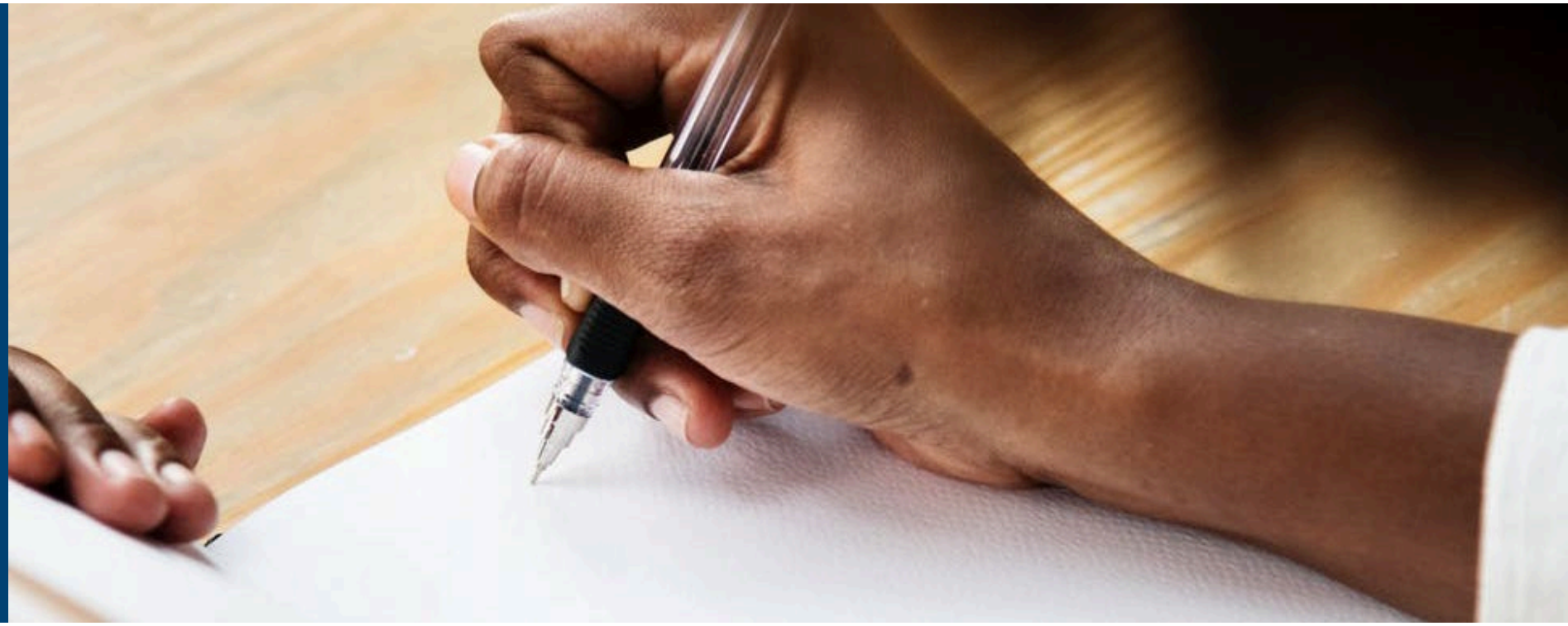
[Racial Equity Infographic]

[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/

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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Contact Info for Our Facilitators:

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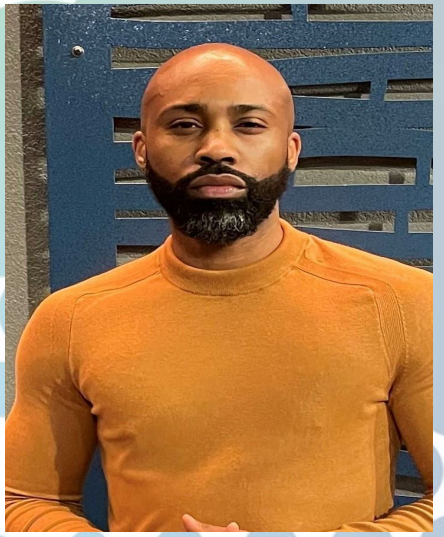

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Thank You!