

LEARNING LEADING CHANGING

A learning exchange series for
university-agency partnerships

Advancing Workplace Equity

KEY TAKEAWAYS

Characteristics of an Equitable Organization

- Equitable opportunities for staff and clients
- Diverse and respectful
- Shared power and decision-making
- Inclusive and welcoming environment
- Black, Indigenous, and people of color (BIPOC) are in leadership positions and have elevated voices within the organization
- Differences are accepted and seen as an asset
- People feel safe while bringing their whole selves
- Collective efforts
- Understanding the work is never done and there is always room for improvement
- Equity is a priority
- Everyone is included in decision-making and valued
- Power is shared
- Individual and group needs are met
- There is a sense of belonging and inclusion for all
- Compensation is fair
- There is autonomy to use unique skills and attributes to get the work done
- Equal opportunity to be heard and advanced

SESSION 2 OF 3

Event Date:

04/19/2022

Recording:

<https://vimeo.com/701361345>

PowerPoint Deck With Resources:

<https://ncwwi.org/wp-content/uploads/2022/04/Advancing-Workplace-Equity-PPT.pdf>



Addressing Discrimination in the Workplace

- Hold monthly Diversity, Equity, and Inclusion (DEI) group meetings
- Make space for individualized trainings or smaller groups, which give people space to speak up
- Hold book clubs and lunch and learns where staff bring in food from a variety of cultures
- Blind the hiring process by taking all demographics out, leaving the education and experience available to view
- Learn what discrimination looks like and how to address it without embarrassing anyone
- Mandate anti-racist and DEI training
- Question and push back on policies that are inherently discriminatory
- Provide microaggression training
- Be intentional in the hiring process
- Lean into difficult conversations
- Hardwire interventions into policies, procedures, practices, and discussions
- Create a social equity task force or equity training team
- Include knowledge around diversity, equity, and inclusion in position descriptions

Creating a Safe Work Culture

- Listen and be empathetic, support the individual through the process
- Create affinity or support groups for staff of color
- Create a non-BIPOC group to support allyship
- Offer opportunities to those who may not have had prior opportunities
- Further explore how to create a safe working environment

