



Equity Throughout An Employee's Experience

Human Resources Network

September 25, 2019, 12:00-1:00pm

Logistics

- Participants on mute
- Messages in the chat
- Question and Answer at the end of speaker's presentation
- We are recording and resources, including link to this webinar, will be sent within the next week

Group Intentions

- Try on new ideas and perspectives
- Ok to disagree
- Speak from the "I"
- Keep confidentiality

Objectives

- We aim to share information about the Justice Collective.
- We aim to share information about equity for an employee once they're hired.

Patrick Brown



Advancing Equity and Inclusion

Presented by Patrick Brown



THE JUSTICE COLLECTIVE

Agenda

Part I

- Opening Exercise
- Framing
- Shared Language

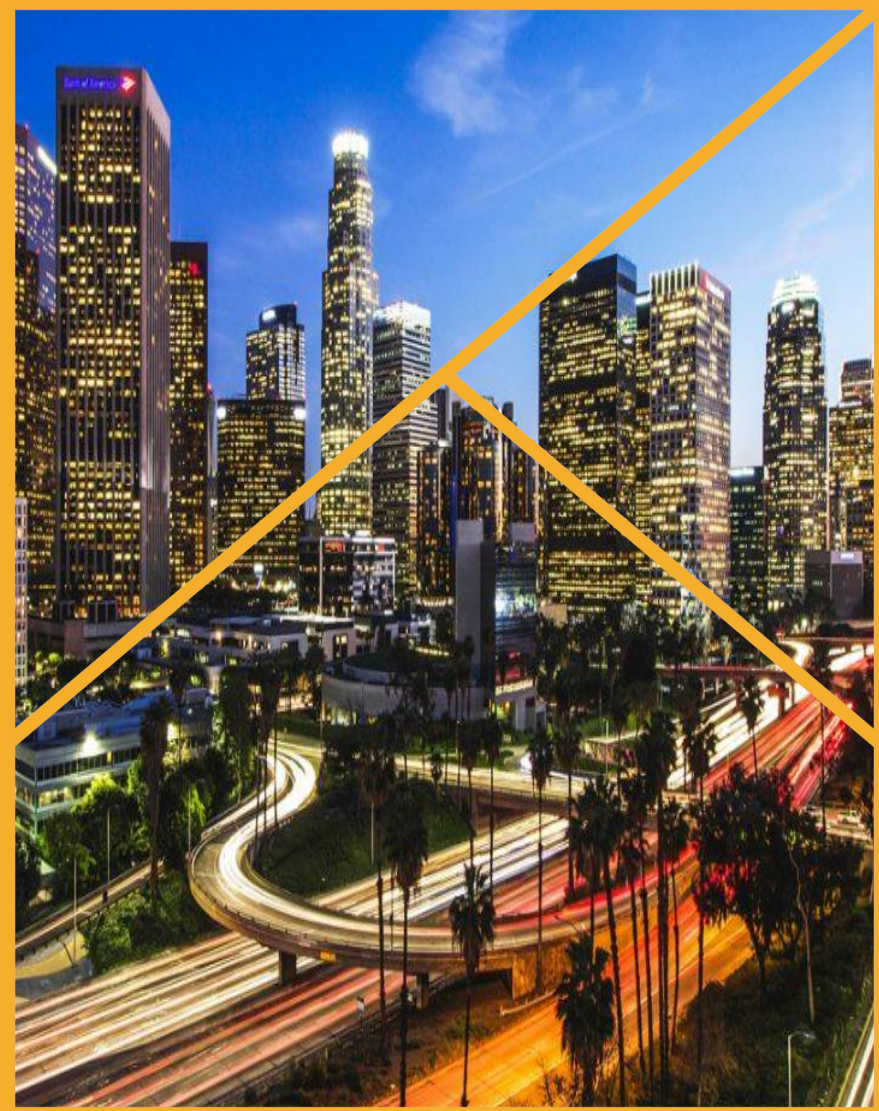
Part II

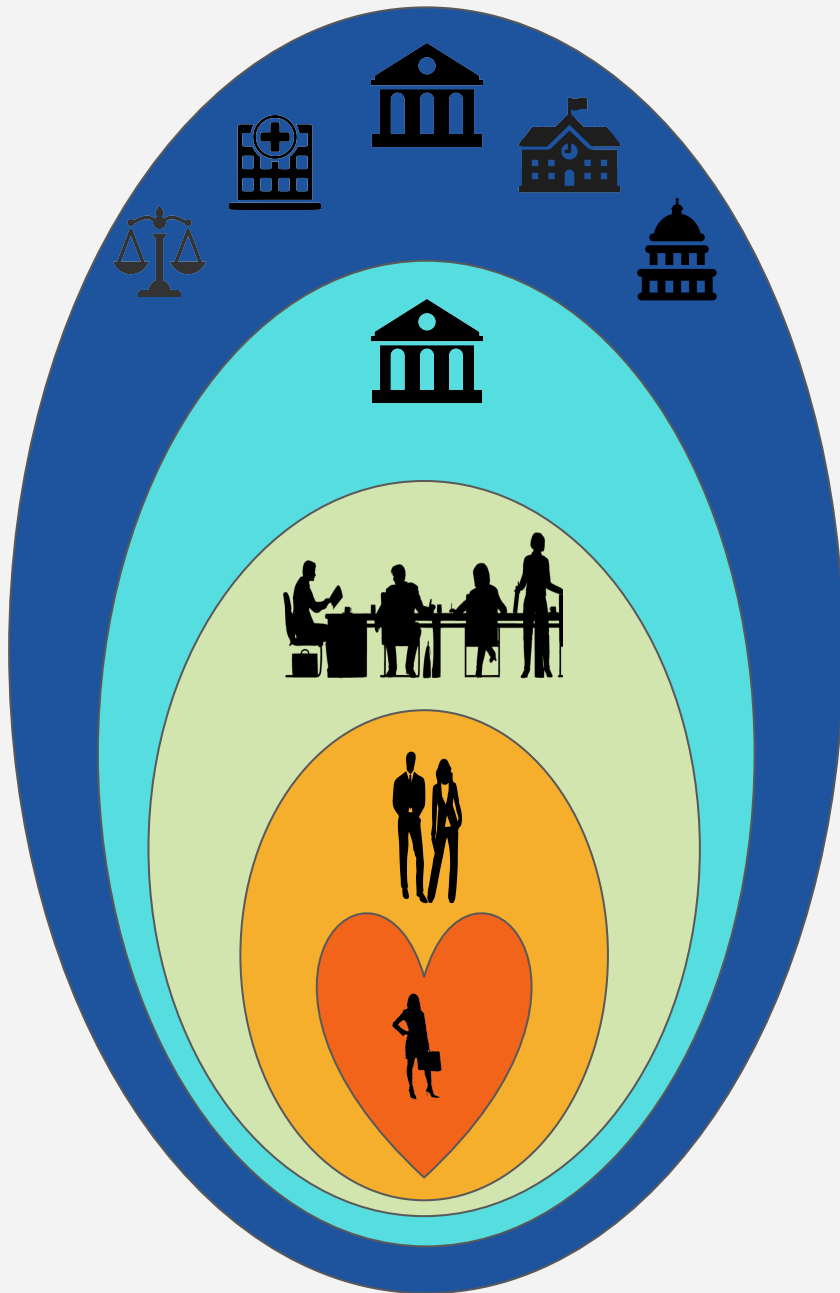
- Self-Assessment
- Organizational
Assessment
- Skill Practice

Opening Exercise

Think about your neighborhood growing up:

- What was it like? Was it suburban, rural, urban?
- Who lived in your neighborhood with you? Did they share your identity? Were they different from you?
- What were the dwellings like?
- Did people gather and commune?





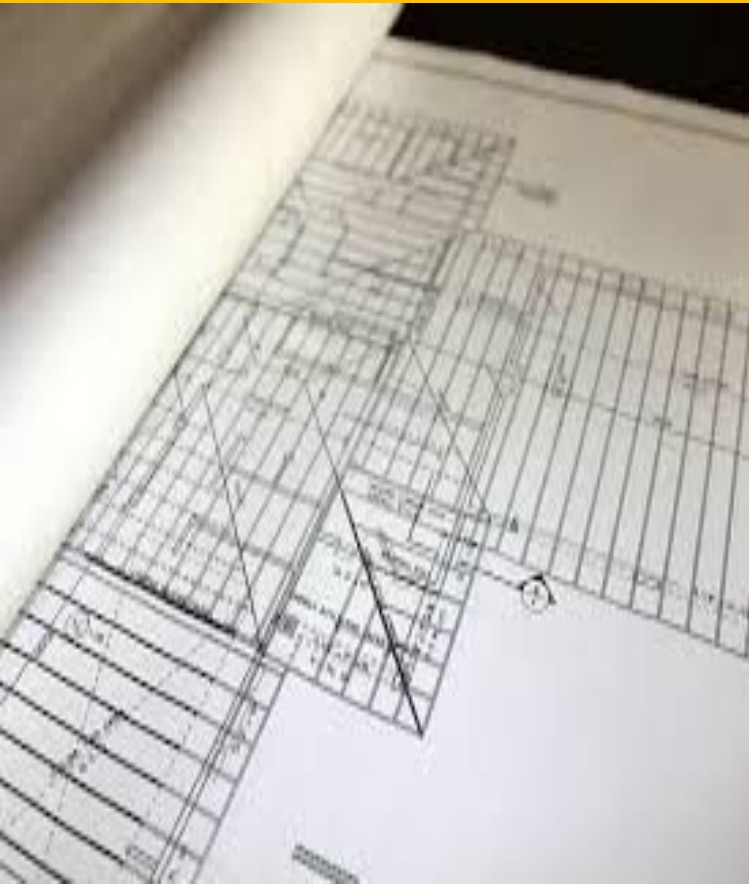
Structural

Institutional

Cultural

Interpersonal

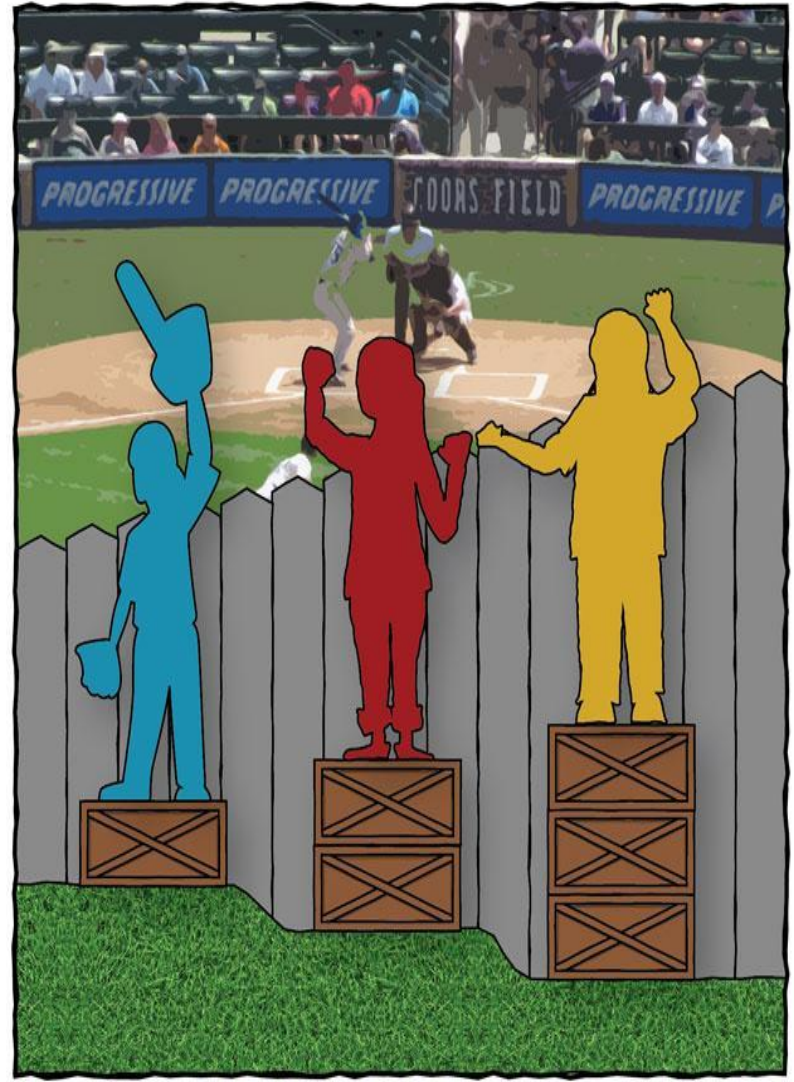
Internal



Equity Framing



EQUALITY



EQUITY



Shared Language

Key Terms

Institutional/Structural Racism or Racialized Oppression

Unconscious/Implicit Bias

Microaggressions

Intersectionality

Intent vs Impact

Ableism

Ageism

White Fragility



Self Assessment





Organizational Assessment

Skill Practice

Q&A

Closing

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Thank you!

Patrick Brown, patrick@thejusticecollective.org

Follow up!

Berty Arreguin, bertya@comasspoint.org

Next Session!

Monday, October 28, 8:30-10:30am @ CP