

3-Day Seminar: Racial Equity and Organizational Change

Whether you are involved in your agency's diversity efforts, or a longtime leader looking to deepen your commitment to advance racial equity, this seminar will equip you with the tools needed to bring about important change within your agency. The commitment to advancing and maintaining racial equity practices can positively impact workplace culture; the ability to recruit and retain talented staff; and the ability to exceptionally provide and care for the communities served. Today's leaders recognize both the responsibility and opportunity to make meaningful change in their workplace through racial justice.

Through **three half-day sessions**, you will learn strategies for creating a culture of racial equity. This will include a broader lens discussion of applied frameworks and how to create change on the organizational level, and also a reflective lens for participants to examine their own personal biases, beliefs and assumptions about race. Attendees will connect with fellow human service leaders equally committed to this effort throughout the seminar. Together you will share and collaborate on key concerns and best practices that broaden your awareness and understanding of critical racial justice and equity issues affecting our sector. **We welcome a wide range of agency leaders who are at any step in this journey, we only ask that you are committed to doing the work and open to learning.**

Day I: Personal Path *Creating a culture of race equity starts with you.*

Participants will look inward to examine where you are on your own path to a strong commitment to racial equity. You will connect how your role can contribute to creating and maintaining a culture of racial equity within the workplace.

Day II: Organizational Path *What does it look like when an agency commits to this work?*

Participants will apply the new perspectives and insights gained in Day I to begin identifying the barriers and strengths your workplace has as it relates to racial equity and inclusion.

Day III: Creating Change *If you want to go far, go together.*

After creating an Agency Action Plan in Day II, The group will come together to share their strategies for enacting change and receive feedback from your peers and facilitators.

Participant benefits

- Tangible Personal & Agency Action Plan*
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- Networking with Other Sector Leaders*
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- Certificate of Completion*
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- 9 Social Work CEUs & SHRM PDCs*

Event Details:

- Dates:** Thursdays, Feb. 3, 10, & 17
- Location:** Virtual via Zoom
- Time:** 9am - 12:30pm
- Cost:** Members, \$140 | Non-members, \$200
- Intended Participants:** DEI committee members, HR leaders, senior management, executive management.

Presented by:
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