5 Strategies for Growing an Organizational Culture of Equity & Inclusion

2018 WRMC Session
Workshop Objectives

1. Explore definitions
2. Share learnings from OBCA’s journey
3. Generate New Ideas
4. Connect with others around equity work
What are the benefits of building a culture of Equity and Inclusion into your organization?
Outward Bound California

Definitions

EQUITY:

An approach that ensures that every student and staff member is given an equal opportunity to thrive and recognizes the role of historic oppression in individuals’ access to resources and opportunities.
Outward Bound California

Definitions

INCLUSION:

Creating a community in which all voices are represented and all members’ identities and lived experiences are honored and respected.
Utilizing the Experiential Education Cycle In Equity Work:

- Deliver Programming
- Gather data around student experience
- Analyze trends
- Implement learnings in staff trainings/building buy-in
- Improve program delivery
Five Strategies
Key Learnings:

- Keep content brief and accessible
- Engage multiple collaborators in creation of the content
- Provide multiple forms of media (written, video, images)
Community Conversations

Articles Club

Key Learnings:
- This work takes practice!
- Generate Community Agreements
- Engage multiple facilitators/ facilitation styles
Rigorous Stakeholder Feedback

Student Experience Analysis

Key Learnings:
- Collect data across multiple touchpoints and stakeholders
- Use of both qualitative and quantitative data when possible
- Include multiple people in the data analysis
Organizational Culture Assessments

Listening Sessions

Key Learnings:
- Utilize an external consultant when possible
- Engage all stakeholder groups within org
- Consider power & identity dynamics
Equity Approach to Safety & Risk Management

Emotional Safety Briefings

Key Learnings:
- Spend time to find reliable sources
- Engage multiple voices in creating and delivering content
- Partner with community stakeholders
Breakout Groups

Questions:
● Which of these strategies resonate with you or are you currently using?
● What could you envision your organization implementing?
● Identify 1 additional/first step you can take at your org.

Considerations:
● What support will you need?
● What collaborators can you engage, either internally or externally?
● If you will need buy-in from other stakeholders, how can you build it?
Thank You!

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