

Organizational Change for Diversity, Equity & Inclusion

Pre Workshop Information

Introduction

Welcome to **YW Organizational Change for Diversity, Equity & Inclusion**. Before we begin this workshop together, we have outlined the following steps to help you let us know about your experiences at the Mass Workforce Association, and build a foundation to:

- ✓ Develop a shared understanding of key concepts in organizational change and diversity, equity and inclusion for creating an inclusive workplace.
- ✓ Learn to identify barriers to inclusion in existing policies and practices.
- ✓ Increase skills and strategies to address manifestations of inequity in policies and practices.
- ✓ Introduce components for organizational change in your workplace.

It is important for all workshop participants to:

- **Registration and Zoom Information for Workshop, Please Contact:**
Please Contact: Raija Vaisanen at Massachusetts Workforce Association at rvaisanen@massworkforce.com.
- **Complete the YW Boston Intake Form below no later than March 14, 2022.**
This form will help inform your facilitators on which workshop questions and activities are most beneficial for your participation. If you have completed this form before, this is an opportunity for you to update your answers. If you have any issues with the survey please contact Dr. Sarah Faude, Director of Research and Evaluation at sfaude@ywboston.org.
- **Complete pre-work below before your workshop.**
If you have any issues arise when attempting to access the pre-work resources please reach out to your InclusionBoston facilitators: Evan Hines at ehines@ywboston.org and Rebecca Fox-Booth at rbooth-fox@ywboston.org.
- **Review the Poll Everywhere tutorial before the workshop.**
We use Poll Everywhere during the workshop as another way to engage participants and spark conversation. Please become familiar with this platform by watching the participant tutorial below. There is no need to sign up or download the app - you will be able to use Poll Everywhere during the workshop without signing up.

Workshop Date

[Wednesday, March 16, 2022; \(2:00-4:00pm\)](#)

ORGANIZATIONAL CHANGE FOR DIVERSITY, EQUITY & INCLUSION

Pre Workshop Information

Intake Form

[YW Boston Intake Form](#)

Pre-work

Race in the USA

Video

10 Minutes

[The Origin of Race in the USA](#)

How did Americans come to believe that race equals certain visible physical characteristics such as skin color and hair? Why do certain ethnic groups become reclassified as “white” over time?

Organizational Change

Video

12 Minutes

[Organizational Change for Diversity, Equity & Inclusion](#)

This video walks you through YW Boston’s approach to Organizational Change. We encourage you to pause and take notes throughout this resource.

Equity and Equality

Article

5 Minutes

[The Difference Between Workplace Equity and Equality and Why it Matters](#)

This article will discuss how equity and equality is related to diversity and inclusion.

Visioning

Harvard Business School

11 Minutes

[How to Communicate Organizational Change](#)

Change can be hard. This article details 4 steps to communicate your vision for organizational change at the Mayor’s Office of Housing.

Diversity, Equity and Inclusion

Article

5 Minutes

[Diversity, Equity and Inclusion in Public Administration](#)

Diversity, Equity and Inclusion (DEI), long a common topic among human resource managers, has now moved to the forefront of the public administration field. Leaders in government, nonprofit and other public service organizations are making it a priority to include consideration of DEI in all major decisions.

Power Dynamics

NPR Podcast

3 Minutes

[Why a Group’s Power Dynamics Interferes With Collaboration](#)

This article will address how identity and power dynamics interact.

Glossary

[YW Boston Glossary](#)

Use this YW Boston resource to create shared language for your discussion.

Poll Everywhere

Poll Everywhere is a web and SMS text-messaging interactive polling tool. During the workshop, facilitators may display a Poll Everywhere activity on-screen for you to engage with. The results will appear live on-screen for a group to discuss together.

[Poll Everywhere Participant Video tutorial](#) *5 mins*

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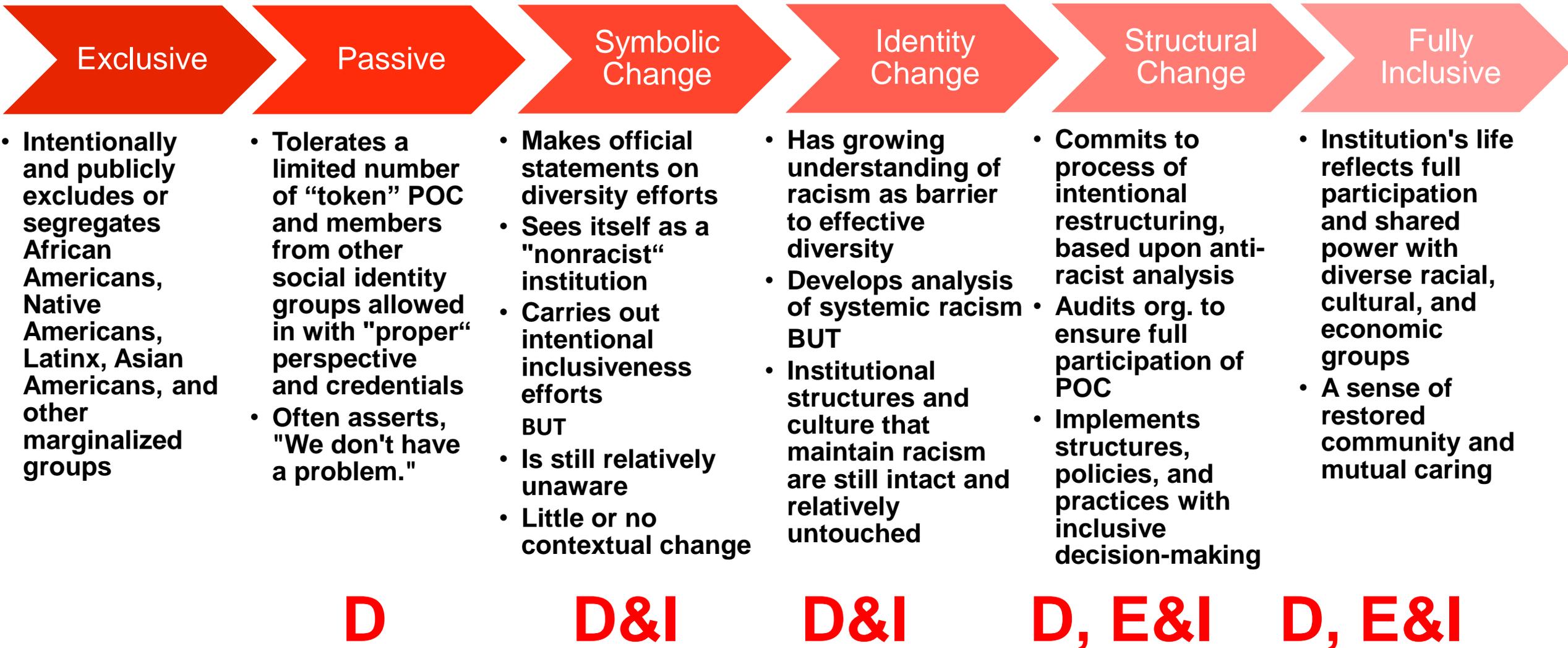


Mass Workforce Association: Organizational Change for Equity

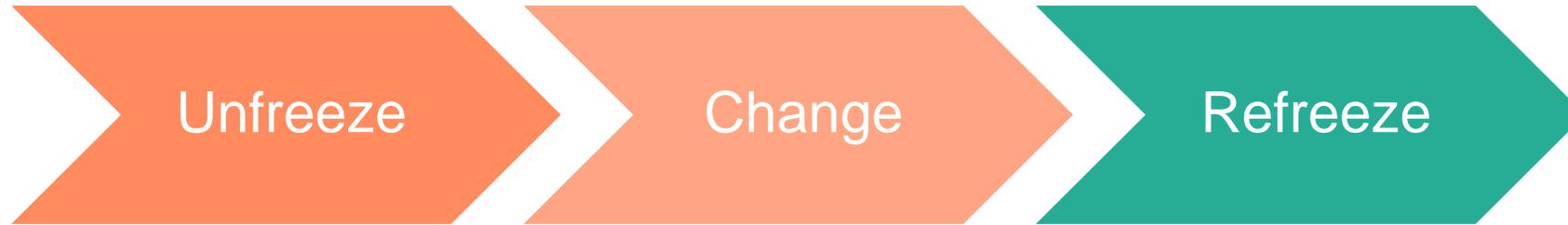
Facilitated by: Evan Hines and Rebecca Booth-Fox



Organizational DEI Journey



Lewin's Change Model



- Identify what needs to change
- Ensure support
- Develop motivation to change
- Understand and address concerns

- Communication
- Dispel rumors
- Empower action
- Involve people into the process

- Anchor changes into the culture
- Sustainable
- Support and training
- Celebrate the change

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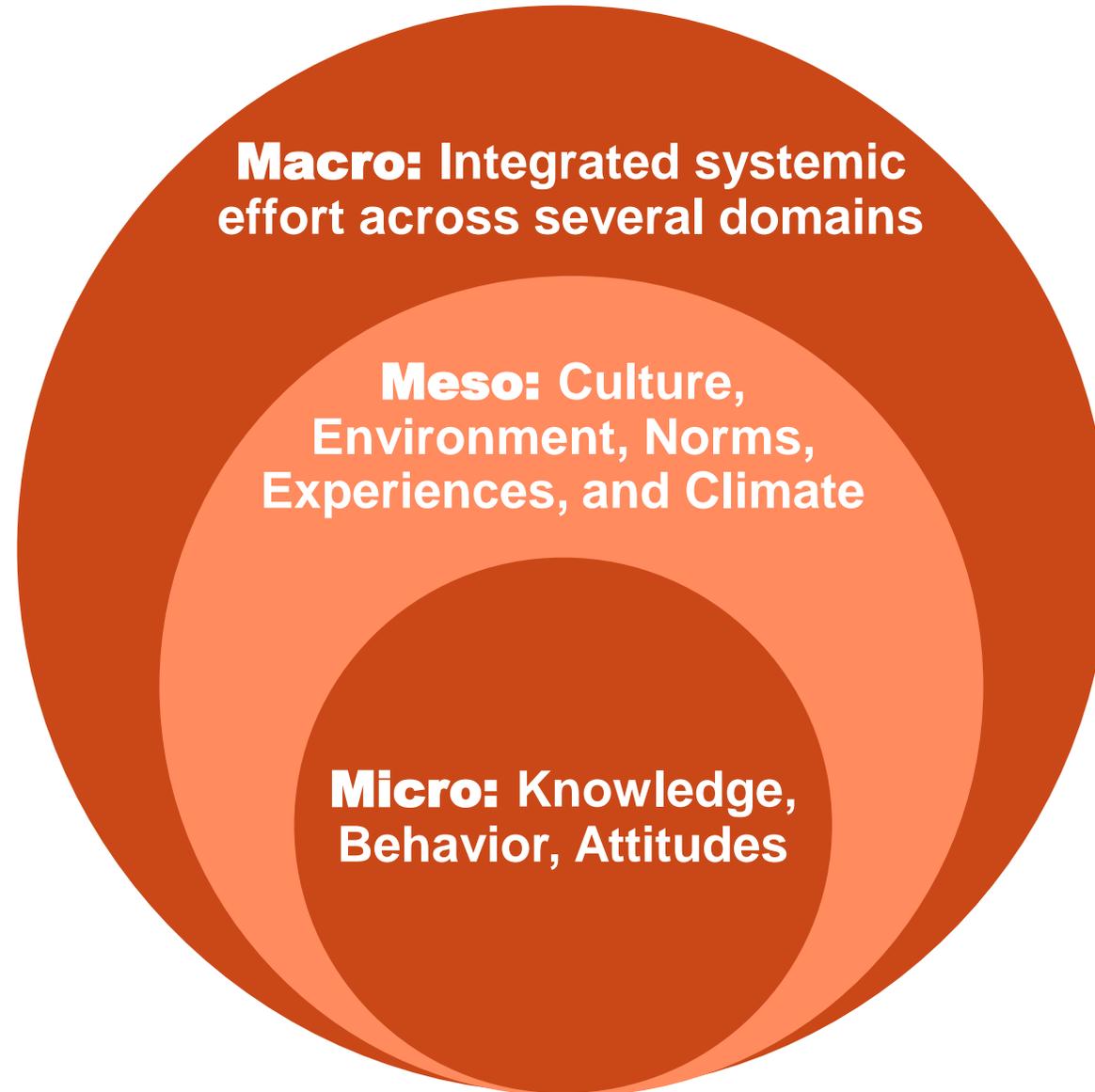
Small Group Discussion

10 minutes

- What is your sphere of influence in applying the Lewin's Model within your respective organization?



Systems in the Organizations



Domains of Macro Level Change



SMARTIE



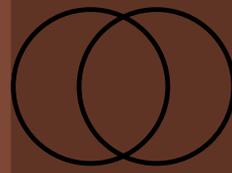
Strategic



Measurable



Ambitious



Realistic



Time-bound



Inclusive



Equitable

Case Study

See two slides below

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- Use the Organizational DEI Journey Diagram to identify where the organization in the case study is on its journey
- Use the SMARTIE tool to outline a plan of action for the organization. Take notes in order to report out recommendations.

History of Taskforce Agency

TaskForce Agency has quickly established itself as a quasi-state think-tank. Started by four cisgender white males, the organization exceeded their own expectations and grew rapidly in three years. While TaskForce Agency has statements identifying itself as an organization that values diversity and embraces equality, they have regularly been tagged in social media with trending topics such as *#Taskforcesowhite*, *#equitycantwait*, and *#diversity&inclusion?NOT!*

TaskForce Agency leadership has gone through a number of significant challenges in the last year and a half, including the integration of a couple of new members of color (who identify as women) and a new Deputy Director, who identifies as a White man and had only been at TaskForce Agency for six months prior to being appointed to the director level. Over half of TaskForce Agency staff identify as people of color, but few are in management positions and many are tired of communicating their experiences in larger groups. Management is divided on a number of issues, and regularly needs outside assistance to effectively align on key priorities.

OurGov's Strategic Plan

TaskForce Agency wants to bake DEI into their new five-year strategic plan and management hired a consultant to design a long-term plan for becoming a more equitable organization. To date, TaskForce Agency has:

- completed a company-wide organizational climate survey,
- presented findings to senior leadership,
- identified foundational DEI learnings for staff,
- retained an organization that specializes in DEI to deliver an ongoing series of trainings,
- developed department-wide and organization-wide DEI action plans.

During the second year of the five-year plan, TaskForce Agency's DEI work seems to have lost momentum. While the organization's leadership continues to release statements embracing diversity, equity and inclusion, the committee is losing the support of department managers to schedule and attend meetings, and departmental action plans have not seen any progress since the last check-in four months ago. There has been a 40% decrease of staff attendance in DEI trainings and participation in affinity groups.

DISCUSS

- *Where would you describe TaskForce Agency to be on their DEI Journey? Why?*
- *What role can the staff play in helping to get the organization moving forward?*
- *What needs to unfreeze to get to the next stage in their DEI journey?*

Use the SMARTIE tool to make ONE actionable goal for moving forward.



Next Steps

Please take 5 minutes to fill out the following survey for today's workshop. This is an opportunity to provide your feedback to the YW Boston team *and* clarify your takeaways for ongoing DEI work

<https://tinyurl.com/YWOrgChange2021>

Thank you for your time and participation!