

Beyond Diversity to Inclusion **Training and Workshop**

Basic Assumption

- ▶ In this training, we begin with the assumption that racism and white privilege are real and pervasive in U.S. culture. This workshop and training are not a space to debate this premise.
- ▶ We also know that other groups of people are still marginalized and live with social inequities -- based on gender identity and expression, sexual orientation, religion, class, ability and age, and other forms of differences -- but the taboo against talking about race and racism make it uniquely challenging and uncomfortable to discuss and address.
- ▶ We take an intersectional approach to understanding the connections between marginalized identities.

Description

- ▶ Nonprofit organizations have worked to diversify their staff and leadership, but how do organizations create an environment where people feel they can actively participate, where their contributions are respected and valued?
- ▶ *Beyond Diversity to Inclusion* is focused on *racial* diversity and is about taking the next step toward moving beyond the individualism of diversity to the institutional and cultural change needed for inclusive organizations.

Objectives

- ▶ Move from representation (diversity) to inclusion (active participation guided by values and principles)
- ▶ Understand the role of implicit bias and impact on leadership, hiring, staffing, decision-making
- ▶ Prepare to having courageous conversations about race and racism
- ▶ Learn strategies and skills needed to build an organizational culture of inclusion
- ▶ Adopt the strategy of intentionality – build an inclusive orientation that is self-perpetuating through organizational systems, policies, and practices.

Workshop content

- ▶ Building common language
- ▶ Reflecting on organizational culture
- ▶ Identifying implicit bias
- ▶ Understanding the role of history
- ▶ Implementing strategies for action

TSNE MissionWorks presenters:

Meghan E.T. Patterson, MPH

Meghan Patterson has more than fifteen years of experience in leading and working in the public health, health care and science fields focused on grant-making, organizational development, policy and program development, data-driven program assessment and evaluation reporting. Meghan is an expert trainer and facilitator who enjoys thinking through programmatic, institutional and policy change strategies with a focus on sustainability and equity. She was the Director of the Center for Health Equity and Social Justice at the Boston Public Health Commission, the health department for the city of Boston for 8 years.

Meghan received her Bachelor of Arts degree from Tufts University with a double major of Pre-Medicine and Spanish and a minor in Italian Renaissance Art History. She holds a Master's in Public Health in Epidemiology and Biostatistics from Boston University School of Public Health.

Joanne Horgan, Human Resources Consultant and Lead Trainer

Joanne is currently a Human Resources Consultant and Lead Trainer for TSNE MissionWorks. Joanne has worked with MissionWorks (formerly Third Sector New England) since 1993. Joanne has served many roles in the organization over the years, all of them in TSNE's Human Resources practice. She has directed the internal HR function as well as led the HR team in its delivery of services to over 60 fiscally sponsored clients. Joanne has also been providing HR consulting and training for small to mid-sized grassroots, social justice and other mission-focused nonprofits for over 20 years. She also works with organizations to build performance management and other systems that are reflective of each organization's unique culture and centered on equity and inclusion. Joanne provides employee relations coaching and consultation and works with staff of all levels to build effective supervisory skills.

Joanne holds a BA in Organizational Psychology and a MS in Human Resources Counseling from Northeastern University.