



Being Intentional about Equity & Inclusion



Presented by: Lisa M. Bly-Jones, Ed.D. April 27, 2021

Lisa M. Bly-Jones, Ed.D.

- Diversity Dinners
- Facilitating Diversity Dialogues
- Seeking Educational Equity & Diversity
- Dialogues with Regional Employers
- Disaggregating Data for LWA#3
- Candid Conversations about Racial Equity
- NAWB's Racial Equity Taskforce
- Co-Chair of IWIB Equity Taskforce



Virtual meet and greet

- Ice Breaker for Breakout Rooms
- Question – Why this workshop?



Agenda

- Understanding Implicit Biases
- The Field of Workforce Development
- Let's Be intentional

“When we know better, we can do better”



Implicit Bias

- A distorting lens that's a product of both the architecture of our brain and the disparities in our society.
- Bias can lead to racial disparities in everything from preschool suspensions to corporate leadership. And the disparities themselves then bolster our biases.

Source: *Uncovering the Hidden Prejudice That Shapes What We See, Think and Do*, Jennifer L. Eberhardt, PhD

Characteristics of Biases

- Race (Skin color)
- Age
- Weight
- Ethnic Origin
- Accent
- Disability
- Height
- Gender



Categorization

- A **universal function** of the brain that allows us to **organize** and **manage** the overload of stimuli that constantly bombard us. **It's a system that brings coherence to a chaotic world**; it helps our brains make judgments more quickly and efficiently by instinctively relying on patterns that seem predictable.
- Whether bad or good, whether justified or unjustified, **our beliefs and attitudes** can become so strongly associated with the category that they are automatically triggered, **affecting our behavior and decision making**.

Source: *Uncovering the Hidden Prejudice That Shapes What We See, Think and Do*, Jennifer L. Eberhardt, PhD

Intent and Impact



Chat Discussion

- How do we know when we are being insensitive or unfair?
- How much of who we are and how we feel is dictated by things outside our awareness or control?
- How often are we really the tolerant, fair-minded person we want to be?
- And how can we learn to check ourselves and mute the negative impact that bias can have?

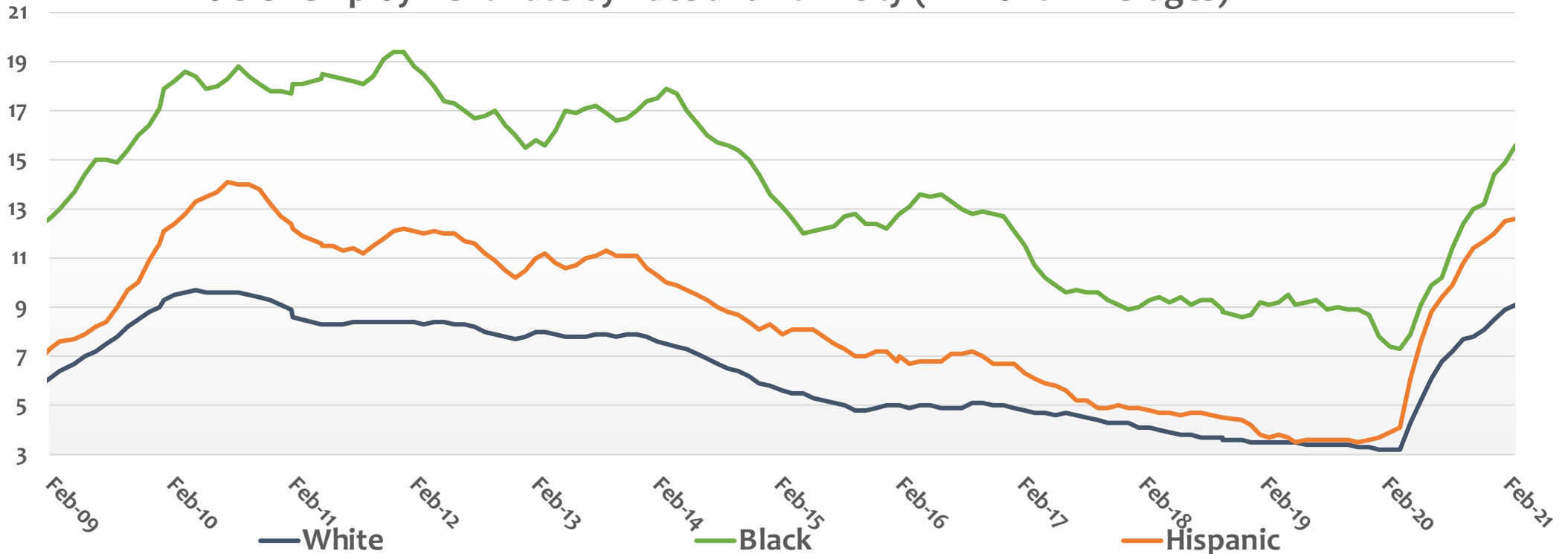
R-E-S-P-E-C-T

Decades of research have shown that across a variety of professions people care as much about how they are treated during the course of an interaction as the outcome of that interaction.



Unemployment Trends

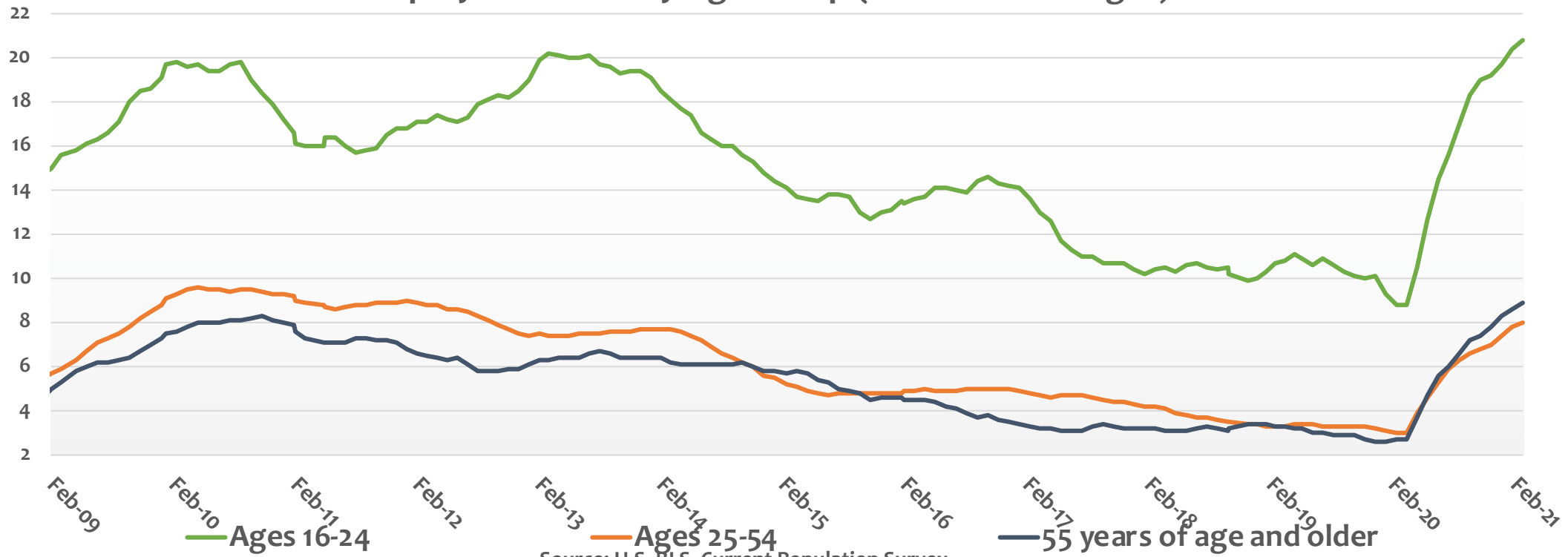
Illinois Unemployment Rate by Race and Ethnicity (12-Month Averages)



Source: U.S. BLS, Current Population Survey

Unemployment Trends

Illinois Unemployment Rate by Age Group (12-Month Averages)



Source: U.S. BLS, Current Population Survey

The Field of Workforce Development



An ecosystem of interconnected services and programs that seek to prepare and place workers in careers fit for the current economy.

Operating from a perceived belief of “race neutrality” and “universalism”, assuming that everyone has equal access and opportunity.

The Field of Workforce Development

Practitioners, funders, public leaders, advocates, policymakers, and employers must examine five core areas:

1. How we talk about our work?
2. How we do our work?
3. The policy framework we operate in?
4. How we work with employers?
5. How we work with funders/philanthropy?



The Field of Workforce Development

Change is Possible

Imagine if we all agreed to do our part in getting to the root, naming the thing, being explicit, and holding each other accountable.



Being Intentional

IWIB Equity Taskforce

- Equity Lens
- Policy, Programs and Data



Workforce Equity “A labor market in which racial income gaps are eliminated, all jobs are good jobs and everyone who wants to work has access to family supporting employment.”

Being Intentional

Leading the Charge in the Rockford Region

The Workforce Connection – LWA#3

- Board Leadership
- Board Development
- Committee Work
- External Messaging with Regional Employers
- Convening with Chief Elected Officials
- Workforce Wisdom Podcast



Data, Data and More Data

DISAGGREGATED DATA



- Education Status at Enrollment
- Education Status at Exit
- Industries and Sectors for Training
- Average Training Related Hourly Wage of Exited Customers
- Race, Gender, Age

Questions & Comments

- What have you learned?
- What will you do differently?
- What gives you hope?



It's a Journey, not a Destination

Contact Information:

Lisa M. Bly-Jones, Ed.D.

Board Executive Director

The Workforce Connection

www.theworkforceconnection.org

lbly@theworkforceconnection.org