

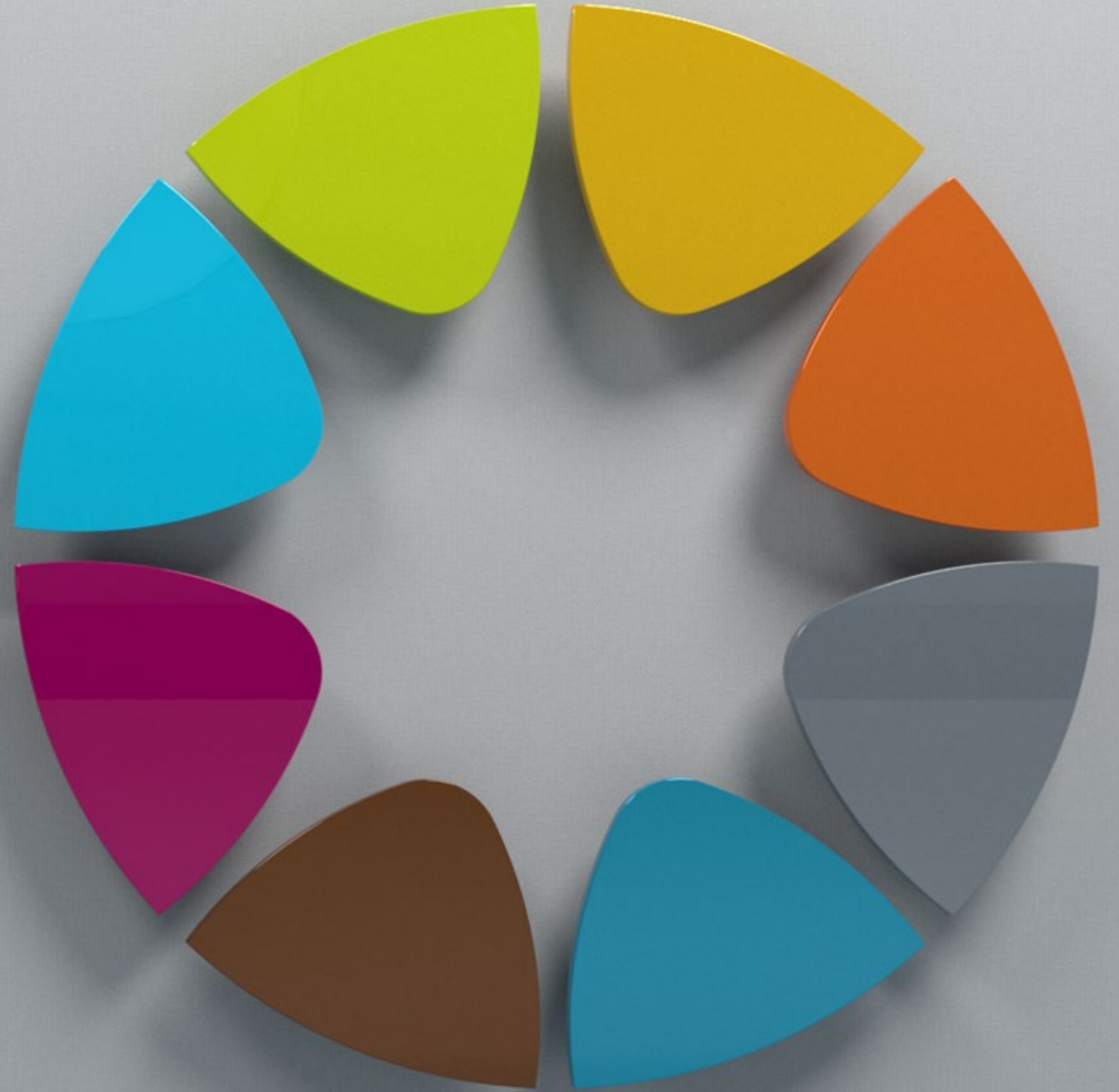
Building an Equity Program

Moving from Intent to Impact

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Session Introduction

Moving From Intent to Impact

How do we operationalize equity and antiracism in the workplace?

OUTCOMES:

- Knowledge of Commerce's evolution with equity work
 - Knowledge of Commerce's equity structure, built and upcoming
 - How to “operationalize” equity and antiracism in your everyday work
 - Participate in real talk about our shared challenges and aspirations
- Style: We'll be sharing this information a few different ways, including asking each other some of the most commonly asked questions we hear about our work



Assumptions & Expectations

Our shared space

- You are participating in this space with us because you have curiosity about how to deepen the equity commitment in your organization
- Inequities and systems of oppression have been long standing in our systems, and while we will not solve it in a one hour session, we will:
 - Keep our minds open to how we can be part of the solution
 - Listen to understand
 - Suspend negative judgements of ourselves or each other in this space



Commerce's Equity Journey

Building the Foundation; Iterating

- What was Commerce's equity structure before May of 2020?
- What cultural elements do you believe are most important to the success of an equity program?
- What was your first step in operationalizing equity at Commerce?
- What is unique about Commerce's equity structure?



Commerce's Equity Structure

Responsibility Over Advisorship



A Chief Equity & Operations Officer



A Managing Director of Equity & Belonging



Equity Consultants, Data Consultants,
Language Access Program,
Community Accountability
Consultant

STRATEGY &
PERFORMANCE



INTERNAL
COMMUNICATIONS +
COMMUNITY SPACES



POLICY



INFORMATION
TECHNOLOGY



OFFICE SERVICES



OUR GOALS AND OUTCOMES



Moving from One to All

Flipping the Narrative

- What happens when one person is responsible for equity in an organization?
- Shifting a paradigm – Equity Questions, not Answers
 - 1) What are the desired results and outcomes?
 - 2) What does the data tell us?
 - 3) How have communities been engaged or are there opportunities to expand engagement?
 - 4) **Who benefits and who is burdened?**
 - 5) What strategies can you implement to change the story?
 - 6) How will you ensure accountability, communicate, and evaluate results?



Activity

OPERATIONALIZING EQUITY, WHERE YOU ARE

- What do you need to know about equity and antiracism in the workplace?

If you are not purposefully including people...

You are almost certainly excluding people.



Activity

Group Discussion

What does it look/feel/sound like to embed equity in and antiracism in the workplace?

What cultural elements are most important to the success of an equity program?

What are the barriers we face, and how do we overcome them?



Ask The Questions

Embedding Equity in *All of Our Decisions*



WHO ARE WE INCLUDING?



WHO ARE WE NOT INCLUDING?



WHICH IDENTITIES BENEFIT?



WHICH IDENTITIES ARE BURDENED?



= Your leadership in equity and antiracism work