

The background features a series of concentric, overlapping circles in light gray, some solid and some dashed, creating a sense of depth and movement. A large, vibrant green speech bubble is centered on the page, containing the main text. The speech bubble has a white outline and a small tail pointing downwards.

Embracing the Blustery Climate of equity and fairness in the world of Workforce Development

WHERE DO WE BEGIN?

IMPLICIT BIAS

- DEFINED AS A PREFERENCE OR AVERSION TO A PERSON OR GROUP OF PEOPLE
- FEELINGS ARE IMPLICIT-WE MAY BE UNAWARE OR MISTAKEN ABOUT THE NATURE OF THOSE FEELINGS.
- PEOPLE CAN ACT ON THE BASIS OF PREJUDICE WITHOUT INTENDING TO DO SO.

SELF
REFLECTION
&
EXAMINATION

■ **SELF REFLECTION IS A HUMBLING
PROCESS**

**IT IS IMPORTANT TO
KNOW**

- WHY YOU THINK THE WAY YOU DO.
- WHY YOU SAY THE THINGS YOU SAY
- WHY YOU DO CERTAIN THINGS

THEN BETTER YOURSELF!



SEND THE
RIGHT
MESSAGES

- INTENTIONALLY PAY ATTENTION TO WORDS USED
- KNOW CULTURAL DIFFERENCES
- WHAT MESSAGE IS YOUR BODY SENDING?
- WHAT ARE YOUR EYES SAYING?
- JUDGEMENTS-ARE YOU JUDGING OTHERS BASED ON YOUR EXPERIENCE AND UP BRINGING?

EQUITABLE PROGRAMS

- **FOCUS ON MOTIVATION**
 - Students work multiple jobs and demonstrate zeal, drive and motivation, meaning they recognize the values of employment skills.
 - Students are resilient
- **DIVERSITY**
 - Instructors with various backgrounds
 - Staff that understands the needs of students and how those needs differ
 - Knowing that values vary from person to person. Your values may not be the same as mine.
- **PROGRAMS THAT MEET COMMUNITY NEEDS**
 - Accessibility
 - Programs tailored to meet student and community needs and not solely because its been a long standing program
- **FAIRNESS**

Students are treated fair and kind regardless of background or funding source.