



August Ecosystem Enrichment: DEI & Social Identity

Housekeeping Items

The session is being recorded, the PowerPoint and other materials will be sent out after the session.

Please mute yourselves to make sure that speakers can be heard and we do not experience feedback. No need to keep video on unless you want!

You will be able to ask questions using the chat function

If you'd like to ask your question live, please wait until Q&A

If you have are having issues with anything, feel free to text 317-690-4238



Key Learning Objectives

- ▶ How do we define the terms diversity, equity and inclusion? What about non-racial or less visible diversity (economic, LGBTQ, gender-bias)?
- ▶ Social Identity Wheel exercise
- ▶ How can social identity impact service delivery
 - ▶ Bias
 - ▶ Microaggression
- ▶ Why is DEI important to Career Services Professionals?
- ▶ How can a community promote DEI if it is mostly homogenous?

Speaker Introduction: Nithya Pramekumar

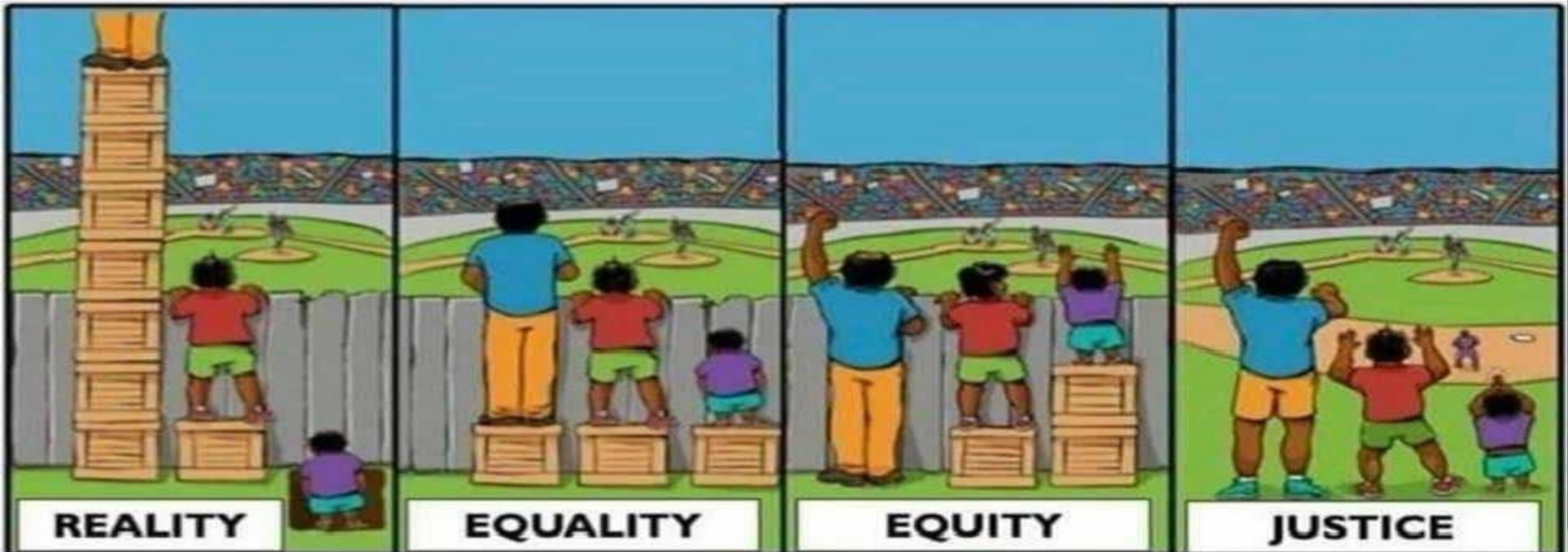


- ▶ Nithya's enthusiasm for workforce and economic development, DEI, and community engagement goes hand in hand with her 12+ years of experience in a variety of capacities related to workforce ecosystems.
- ▶ Experienced practitioner specializing in stakeholder management, meeting facilitation, training and professional development, and American Job Center outreach. She speaks multiple languages, including Malay, Tamil, and Malayalam.
- ▶ Understanding the importance of diversity, equity, and inclusion, Nithya embeds an equity lens within all processes to ensure successful outcomes for everyone, particularly historically marginalized populations.

Defining Diversity, Equity, and Inclusion

- ▶ **Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.**
- ▶ **Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all.**
- ▶ **Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people.**

Equity vs. Equality



REALITY

One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

EQUALITY

The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

EQUITY

Everyone gets the support they need, which produces equity.

JUSTICE

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



Why is DEI important to Career Services Professionals?

- ▶ The power relationship between systems, institutions and communities
- ▶ Disenfranchised communities and communities of color are under siege by systems and institutions that offer goods, services and programs, but deprive them of power.
- ▶ In work with communities, it is important to always assess who has the power. Who is deciding what programs and services are needed? Who is creating these programs? To whom are these programs accountable?
- ▶ Who are our customers, what is the goal of our programs?

Occupational Segregation in Indiana

- ▶ Women make up 48% of Indiana's workforce, and people of color make up 18%.
 - ▶ But there is a lot of variation in their representation in certain occupational categories
- ▶ Out of 25 broad occupational categories, 12 are so segregated by gender that they can be considered non-traditional occupations for men or women (meaning they account for fewer than 25% of the workers in the occupation).
- ▶ There tend to be greater proportions of women and workers of color in lower-paying occupations
- ▶ Examples from IN:

Occupation	Median Earnings	% Female	% Workers of Color
Installation, Maintenance, Repair	\$42,460	4%	11%
Computer and Mathematical	\$68,185	24%	20%
Construction	\$40,311	4%	19%
Personal Care and Service	\$14,362	79%	20%
Food Preparation and Serving	\$11,422	62%	26%

Deeper Dive into Occupational Segregation

- ▶ Basic occupational data does not tell the whole story

Occupation	% Female	% Workers of Color
Legal Occupations	50%	11%

Breakdown of Legal Occupations	% Female	% Workers of Color
Lawyers, judges, magistrates, and other judicial workers	29%	6%
Judicial law clerks	50%	12%
Paralegals & legal assistants	59%	12%
Miscellaneous legal support workers	80%	10%

Discussion Points

Customer Access to Services and Tracking Disparities

- Do you prioritize outreach materials and recruitment/ referral outlets that specifically reach communities of color?
- How have you addressed structural barriers that might prevent clients of color from accessing your services (consider funding, required documentation, staff demographics)?
- Do you have an infrastructure that allows you to measure the impact you are having on the lives of the clients of color you serve?

Curriculum and Client Services

- To what extent do clients of color have opportunities for input and decision-making in the curriculum and services that they need to succeed in greater job access and placement?
- How does your curriculum address the systemic racism that clients of color may face in the IT and/or Healthcare field?
- How do you prioritize supporting clients who may be experiencing institutional or interpersonal racism while accessing your services?

Business Engagement professionals

- Do you advocate for disadvantaged communities/populations in conversations with the business community?
- Do you work with small and/or minority owned businesses?
- Are you able to help employers understand the business case for hiring nontraditional jobseekers?

How can a community promote DEI if it is mostly homogenous?

- ▶ Increase cultural competency
- ▶ Rethink policies
- ▶ Embed DEI in everything
- ▶ Does leadership reflect the community it wants to be?
- ▶ Job Quality

Additional Resources

Workforce Organizational Assessment

- [Race Forward Race Equity Readiness Assessment for Workforce Development](#)

Assessments, Toolkits, Resources for Business

- [Aspen Institute Working Metrics](#) : Data collection and analysis tool developed by Aspen Institute for Employers

Making the Business Case

- [Collectively We Rise](#) Baltimore Report on economic inclusion
- [JFF Report: Become an Impact Employer](#)

Wrap-Up

Next Session: September 23rd [Register Here](#)

Are you a new career coach, navigator, or case manager looking for resources?

Are you a seasoned professional with resources to share?
[Check out the Resource Library](#) where you can access & request materials to help as you serve jobseekers

[Request a Topic for Ecosystem Enrichment!](#)