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5 Strategies for Growing an Organizational Culture of Equity & Inclusion

2018 WRMC Session

Nettie Pardue - **Interim Executive Director** **(she/her)**

BJ Allen - **Director of Student Services** **(she/her)**

Workshop Objectives

1. Explore definitions
2. Share learnings from OBCA's journey
3. Generate New Ideas
4. Connect with others around equity work

What are the benefits of building a culture of Equity and Inclusion into your organization?

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Definitions

EQUITY:

An approach that ensures that every student and staff member is given an equal opportunity to thrive and recognizes the role of historic oppression in individuals' access to resources and opportunities.

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Definitions

INCLUSION:

Creating a community in which all voices are represented and all members' identities and lived experiences are honored and respected.

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Utilizing the Experiential Education Cycle In Equity Work :

- Deliver Programming
- Gather data around student experience
- Analyze trends
- Implement learnings in staff trainings/ building buy-in
- Improve program delivery
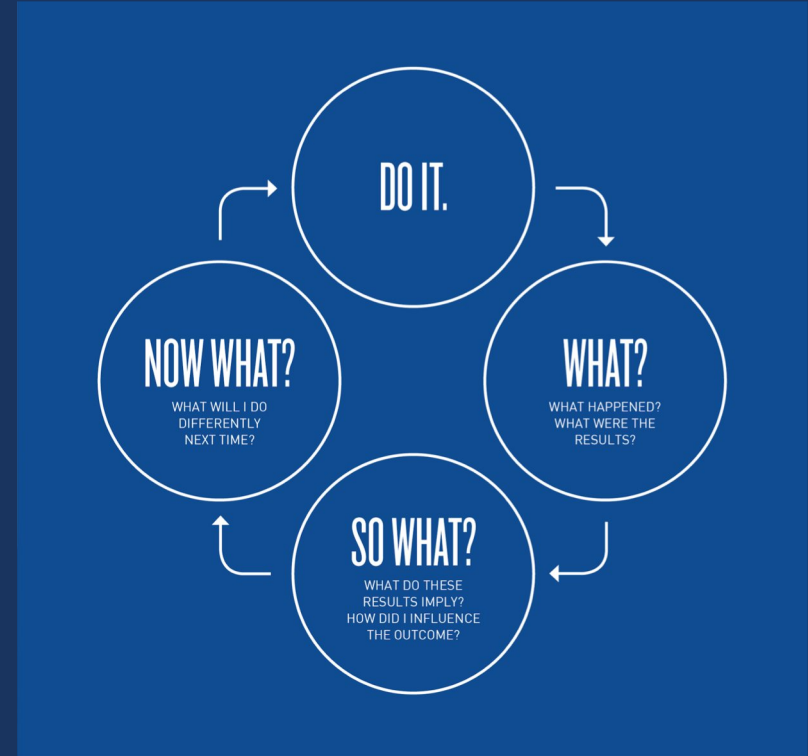
Five Strategies

Personal Development

Call to Action Emails

Key Learnings:

- **Keep content brief and accessible**
- **Engage multiple collaborators in creation of the content**
- **Provide multiple forms of media (written, video, images)**

Community Conversations

Articles Club

Key Learnings:

- **This work takes practice!**
- **Generate Community Agreements**
- **Engage multiple facilitators/ facilitation styles**

Rigorous Stakeholder Feedback

Student Experience Analysis

Key Learnings:

- **Collect data across multiple touchpoints and stakeholders**
- **Use of both qualitative and quantitative data when possible**
- **Include multiple people in the data analysis**

Organizational Culture Assessments

Listening Sessions

Key Learnings:

- **Utilize an external consultant when possible**
- **Engage all stakeholder groups within org**
- **Consider power & identity dynamics**

Equity Approach to Safety & Risk Management

Emotional Safety Briefings

Key Learnings:

- **Spend time to find reliable sources**
- **Engage multiple voices in creating and delivering content**
- **Partner with community stakeholders**

Breakout Groups

Questions:

- **Which of these strategies resonate with you or are you currently using?**
- **What could you envision your organization implementing?**
- **Identify 1 additional/ first step you can take at your org.**

Considerations:

- **What support will you need?**
- **What collaborators can you engage, either internally or externally?**
- **If you will need buy-in from other stakeholders, how can you build it?**

Thank You!

Nettie Pardue **npardue@obca.org**

BJ Allen **ballen@obca.org**