

Strategies and TA Needs for Promoting Racial Justice, Equity, Diversity, and Inclusion in the UCEDD Network- Session 2

Strategies:

Internal/Staff:

- **Open Dialogues**- engage local leaders to process current events and issues identified by staff
- **Use university resources** eg. Mini-grants from college, partnering with DEI office
- **Staff working groups:**
 - **Racial equity learning communities**- time and activities for self-reflection, learning concepts, and applying to UCEDD activities
 - **Equity, Inclusion, and Racial Justice Steering Committees**- leads work at center and develops accountability
- **Explore remote options** to support hiring more diverse staff
- **Survey staff** to prioritize organizational needs
- **Improve pipelines** for trainees, staff and leadership

External/Center Work and Core Functions

- **Representation** in guest speakers, website, CAC members
- **Engage CAC in action-oriented equity statement**
- **Contract consultant**
- Build **stronger partnerships** with outside organizations
- **Internal assessment** of practices
- **Research** on intersectionality, disparate outcomes, and marginalization
- **Organizational CLC assessment**
- **Project specific analysis on strategies** used in their work and assessments for impact-led by development and evaluation team

Network TA Needs:

- How to work with staff internal to your UCEDD
- How to apply principles to UCEDD work/core functions
- Strategies for building brave spaces
- List of books or resources
- Models for processes to action within core functions
- Resources to be integrated into social media, listservs, websites
- Forums for directors to support leadership on these issues
- Partner with experts in promoting racial justice for strategies for the network
- Support implementing actions outlined in EDI Action Plan