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Subject: IDA EDI Training Audit & Consult for FO Monthly Meeting.

Objective: *audit IDA Initiative 2020-2021 Diversity, Equity, & Inclusion trainings.* Inform approach to build an improved foundation in IDA EDI trainings

Scope @ Glance:

Audit IIP EDI Training 2020-2021 – **December**

Summary Report – **December**

NP IDA Team - Present audit summary report, consult, & co-build IIP vision and goals - **December/January**

FO January Meeting - Stakeholder engagement. Present audit summary and consult on advancing IIP EDI training - **January**

Gather and assess learnings from stakeholder engagement consultation - **January**
-IDA Team Debrief

Saver Data – Revisit IDA evaluation pertaining to evidence of IIP service – **February**
-Consider questions for future evaluations and or simple poll to acquire info

Design IIP Core EDI Development Series – Phase 1 - **February**

Convene and consult IIP for feedback on Phase 1 IIP Core EDI Development Series - **March**

Reflect & Adjust – Create Phase 2 IIP Core EDI Development Series – **March**

NP IDA Team - Racial Equity Audit of IIP EDI Trainings

Simple 3 Step Process:

Observation:

Guiding Questions

What facts and or patterns are demonstrated in data? What is information, perspectives, patterns or left out by data?

Interpretation:

Tool: Racial Equity Lens

Make sense of data applying an anti-racist and equity lens

Considerations:

What does information and data mean or suggest that IIP needs to do or do differently?

Summary See Slide #7 in PP Deck

Vision See Slide #9 in PP Deck

Vision:

An IDA program and service built on principles of equity and justice where all people recognize their roles as agents of change.

Goal:

Strengthening the quality of service by developing culturally competent staff and anti-racist, anti-biased, equitable and inclusive services for the IDA initiative.

Goal:

Advance a series that promotes IDA Initiative's commitment and intention for equity and justice.

Core JEDI Development Series - Foundations

Awareness

How do I contribute/perpetuate to injustice/harm? Change in Self

Knowledge

What do I need to understand about others? Change in Self

Approaches to relationships with others

Skills/Will

What can I do differently to honor difference?

Action/Practice

Identify and understand the larger systems in which we live and work and take action to transform them. – Transform systems

Indented Outcomes and Impacts:

Culturally Competent Staff

Leadership skills of a culturally competent IDA Initiative provider (IIP) staff

- a) Increasing awareness of self is a strategy for change.
- b) Relationships are the foundation of culturally competent IIP
- c) Challenging racism and white privilege is everyone's work

Culturally Responsive Service IIP –

Promotes culturally responsive practice respond effectively to diverse client populations

Next Steps

Explore:

January – February

What does mandatory mean for IIP?

How have we or have we implemented mandatory Core JEDI professional development series?

Develop Frame that is in alignment to IIP Equity and Justice commitments

February- March - Structure – Consult IIP for inputs

March-April - Specific Content Areas – Consult IIP for inputs
