HR & Equity

Overview

An organization lives its values through its Human Resources work. The core of HR is taking care of the humans who work hard to meet the mission and serve their clients. When this is in alignment with equity, transformation is possible. Everyone benefits when diversity and inclusion are at the center of HR.

Webinar
HR and Equity Webinar with Keonna Jackson and Fleur Larsen
https://vimeo.com/214217277
Date: April 6, 2017

You will leave this webinar knowing the six key areas of HR and what you can do for each of these areas to strengthen equity within your organization.

This webinar will help you to:
- ❑ Properly post jobs, hire candidates, and retain staff following equitable principles.
- ❑ Create an atmosphere of "belonging" rather than "fitting in" within your organization.
- ❑ Recognize your organization's norms and culture and see where you can accommodate different working styles.

Presenters
Keonna Jackson
Keonna Jackson is a multi-passionate Human Resources consultant for small to medium sized companies, with the unique skill of advocating for both the employer and employee. With over 15 years of human resources expertise, she is your strategic and tactical HR solutions business partner. She works with leadership to streamline HR administration, as well as provide solutions to ensure the mission, vision, and goals of the organization are met by applying fair and equitable practices.

Fleur Larsen
Fleur Larsen is a facilitator with 20 years of experience working with corporate, nonprofit and governmental organizations. From board retreats, staff trainings and off-site workshops at the challenge course, her work as a facilitator is focused on team building, emotional intelligence, social justice, experiential education and community development. Together we enhance your ability to take action and see results.

Resources needed
1. Computer. We recommend you download the webinar onto the desktop so that you aren't relying on the Internet.
2. Projector/screen or HD television.
3. Handouts - Discussion Guide (next page), Presentation Slideshow, HR and Equity Toolkit

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Discussion Guide

Key questions
❑ Keonna and Fleur explain that through strong HR practices, you can live the values of your organization. What are the values of your organization and how do you embody them?
❑ How can equity create a sense of "belonging" within your organization, rather than a sense of "fitting in"?

Clips of video
9:17 – 19:06 – Job Postings & Hiring
Job postings and descriptions are essential to any hiring organization. Keonna and Fleur explain ways to get the most out of your search.
- Think about your current job postings. What requirements can you include or exclude to encourage more diverse applicants?
- Where is your organization posting your jobs? Where would you like to expand?
- Is hiring transparent? Do you tell people how you weigh each of the steps involved in the hiring process?

34:31-44:08 – Promotion & Retention
Turnovers are costly. Keonna and Fleur discuss ways in which to create an inclusive setting to motivate retention.
- How would you describe your organizational culture? How would someone outside your organization describe it?
- How is your organization creating opportunities for staff to develop and grow within the organization?

48:00-53:05 – Norms and Culture
Keonna and Fleur review the importance of recognizing your organization's work culture and how those norms carry over to new staff.
- In what ways do you address misunderstandings and conflict in the workplace?
- What are some unique norms you recognize within your organization and the community you serve?

Actions to take the next step
❑ Make a list of what information in this video is good HR practice for anyone, and what is particularly important within an equity mindset. Talk about that with your leadership team.
❑ Choose one of the six areas (job postings, hiring process, onboarding/training, performance evaluations, promotion & retention, and stay/exit interviews) and make a plan to strengthen your organization's practice around it.
❑ Think about how to create a culture of "belonging" rather than "fitting in."

Resources for further study
Website: http://www.hrandequity.com