

MAWB Equity Direction

Background

- Late 2020 restarted an Equity Committee
- Discussion on alignment with committees and other work, resource considerations
- MAWB Committee Chairs met early 2021
- Embed equity into all the work we do
- Decision to centralize MAWB Equity efforts via centralized mapping, aligning and coordinating of initiatives through leadership and better communications rather than additional committee

MAWB Equity Direction

- Recommendation: Retool Equity Committee to be a greater MAWB initiative that leverages all MAWB committee efforts.
- Not committee based but leadership still provided to help coordinate and communicate.
- New re-tooled effort called: **Leading with Equity**
- Used through the MAWB organization whenever work related to equity efforts.

MAWB Equity Direction

Leading with Equity through development of Equity Work Plan:

- Committee Agenda items
- Policy initiatives
- Job seeker access and business alignment
- Sharing and showcasing best practices
- Training for MAWB leaders and staff
- Identified equity work plan with committee chairs
- More

MAWB Equity Direction

The How:

- Ling and Tammy, Leading with Equity Co-Chairs
- Each committee calls out and initiates equity initiatives
- Committee chairs check in with Equity Co-Chairs
- Monthly reporting at MAWB Operations
- Quarterly equity touch points with DEED reps (Anisa H. and Maureen R.) with Equity Co-Chairs
- Check in with MAWB Directors and report back regularly on Work Plan