

Priorities Identified at MAWB Strategic Planning

Internal:

- Deliver internal training on racism and cultural awareness, focusing both on individual bias, as well as a political/historical examination of institutional/systemic racism in the state to enhance understanding.

External:

- Develop new initiatives designed to support workforce professionals, with an emphasis on BIPOC communities.
- Share best practices for advancing equity to advance workforce system's DEI efforts.

Proposed Ideas for Internal Efforts

- Promote MAWB members participation in the Intercultural Development Inventory (IDI). MAWB funding can support all Directors to take the IDI
- Training work group should explore DEI training ideas referencing priorities from Strategic Planning
- Discussed having trainings focused on cultural/ethnic groups, like the Afghani culture workshop that DHS recently held.
- Provide DEI training and resources to MAWB members

On-Going Alignment to Committees

- JSS: highlights best practices for working with BIPOC communities
- Business Services: explore DEI work with employers (I-WE, CEI, etc.)
- P&I: Discuss how policies can be used to promote equity within our work
- Legislative: consider how equity is included in legislative priorities.
- Operations:
 - Discussed idea of an “Equity Icebreaker” at the start of each meeting. Similar to the “Great Migration” video and discussion at the February meeting, Directors would be responsible for leading an Equity Icebreaker during the year. This could be sharing a resource, a video, or a speaker on an equity-related topic.
- Discuss: Does each committee need a LWE liaison?

MAWB Equity Direction

The How:

- Ling, Carrie, Nicole, Leading with Equity Tri-Chairs
- Each committee calls out and initiates equity initiatives
- Committee chairs check in with Equity Co-Chairs
- Monthly reporting at MAWB Operations
- Tri-Chair 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