



equipping our staff with
the tools they need to
better serve the region

Malika Reed Wilkins, PhD
Senior Director, Center for Strategic Relations



Fairness and equity is how we do business...



Grant-mandated focus on equity with all programs



January 20, 2021 - Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

Finetuning within to better serve our communities...



- Processes
- Procedures
- Protocols
- Policies



*The ARC strives to create an inclusive workplace where everyone feels valued and respected and embraces diversity in all forms to include **diversity of thought, race, nationality, disability, sexual orientation, age, gender, gender identity or religion**. A place where every employee can reach their full potential and help us achieve our regional goals and address the needs of Atlanta Metro communities.

We will seek to apply an equity, diversity and inclusion lens in all aspects of our work:

- in our selection of diverse talent that mirrors the communities that we serve,
- in how we appropriate our funding across all programs,
- in how we establish and administer agency policy,
- in how we engage communities, partners and stakeholders in our region
- in how we plan for our communities and deliver services in our region
- in how we market, educate and communicate to our various audiences, and
- in how we convene our thought partners to address regional issues.

** To the extent allowable by law*



Center for Community Services



Becky Kurtz



Tamika Brown



Thania Saintil



Elizabeth Interiano



Kate Sweeney



Barry Golivesky



Malika Reed Wilkins, PhD
Senior Director,
Center for Strategic Relations

Center for Livable Communities



Kofi Wakhisi



Marian Liou

Office of the Executive Director



Charissa White-Fulks

Center for Strategic Operations & Administrative Services



Hong Hong Zhu



Curt Davis



Chris Burke



Sheila Benefield
Operations Director
Talent Management
Center for Strategic Operations
& Administrative Services

AWKWARD - *LISTENING AND LEARNING*

- Listening Sessions
- Cementing effort as an E-Team priority
- Establishing the initial framework and core vocabulary

AWARE - *GAINING GREATER UNDERSTANDING*

- Establish Steering Committee
- Equity audit per program
- Research

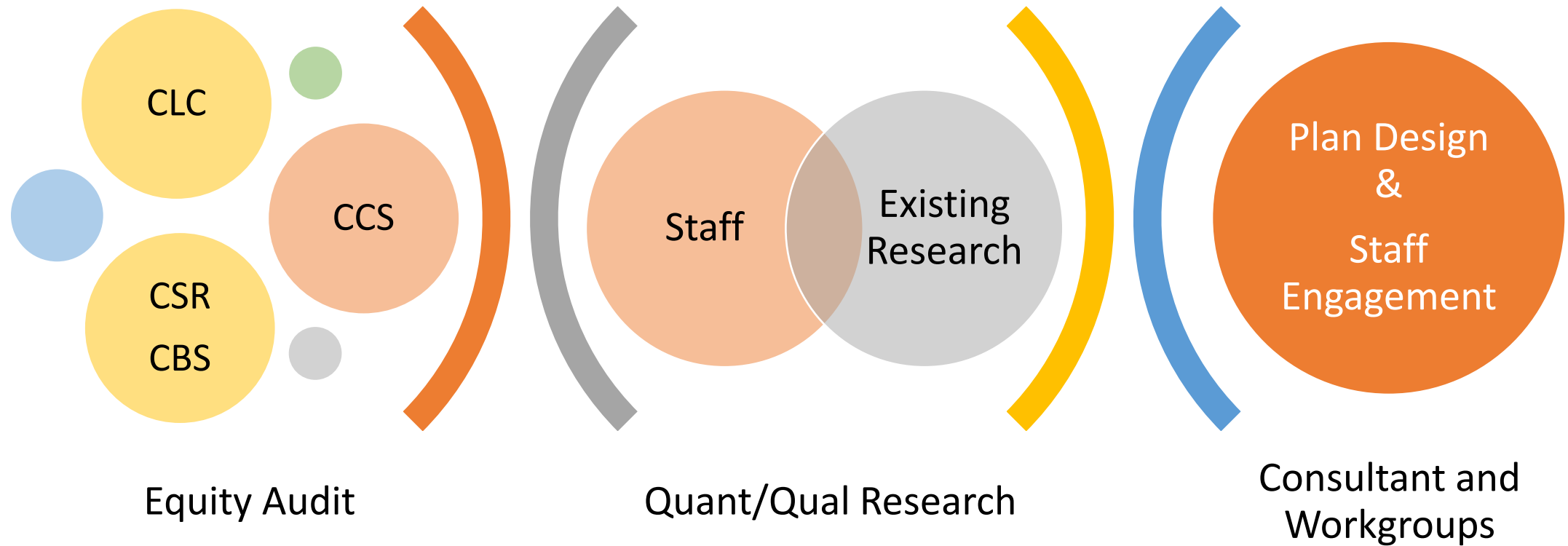
AWAKE - *EVOLVING THE CULTURE*

- Establish Workgroups
- Develop IDEA plan (goals, objectives, strategies, tactics, metrics)
- Equity as a value

ACTION - *FROM PURPOSE TO PRACTICE TO POLICY*

- Implementation
- Walking the talk - accountability and measurement







Inclusion. Diversity. Equity. Anti-racism.
POWERED BY ARC

Next **IDEA** Book Club and Chat Announced!

The next featured book for the **IDEA** Book Club book is *This Chair Rocks: A Manifesto Against Ageism* by Ashton Applewhite. The session will include a Q&A with the author, a vibrant, passionate speaker who received a standing ovation for her TED Talk on the subject.

The IDEA Chat Session is scheduled for **May 30, 2:00-3:00 p.m.**, as we celebrate Older American's Month!



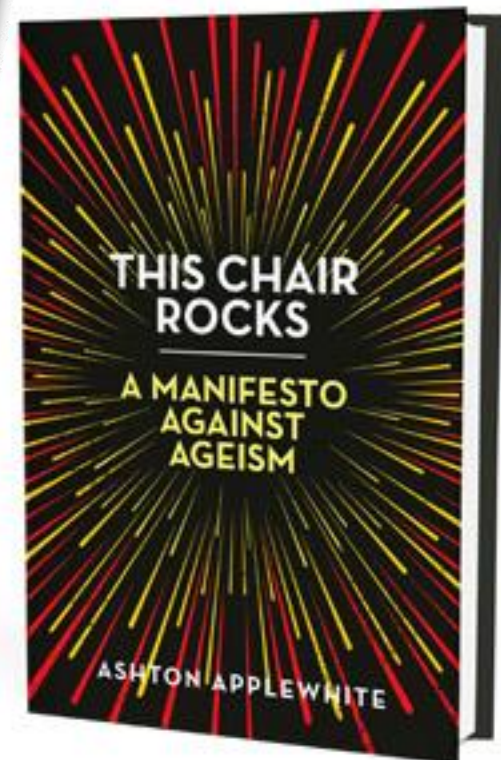
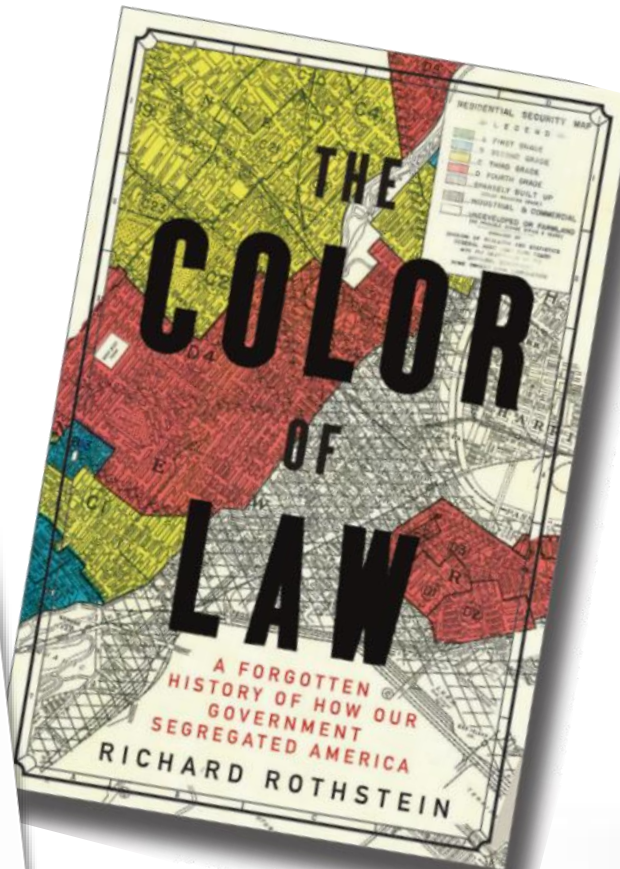
About Ashton Applewhite

Ashton Applewhite began blogging about ageism in 2007 and started speaking on the subject in 2012, which is also when she started the "Yo, Is This Ageist?" blog. During that time, she's been recognized by the New York Times, NPR, the New Yorker, and the American Society on Aging as an expert on ageism. She's written for Harper's, the Guardian, and the New York Times, and speaks widely.

As a part of an ongoing effort to learn more about inclusion, diversity, equity and anti-racism, ARC launched its very first IDEA Book Club and Chat Series this year. We hope you can join us!

Participation is voluntary.

Consult with your Group Director/Manager and order your book today!



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idea next steps



- Work Groups – N.E.R.D.
- Three-Year Strategic Plan (C2G)
- Evolution Strategy Value Development
- Organic growth and development

