

## Equity and Fairness: Leadership Conversations Tied to the Strategic Goals

Date	Time	Topic:	Objective	Pre-Work
Oct/Nov 2022	2 hrs	Context for Conversation	To immerse staff in the history and culture of Race, and to allow staff to see how more knowledge changes our understanding of Race.	Watch <a href="#">Color Blind</a> <a href="#">Color Brave</a> Watch <a href="#">Dangers of a Single Story</a>
Dec/Jan 2022	2 hrs	History of Racism in the Juvenile Justice System, and Contemporary Data Walk	To ground participants in the realities faced by the youth and families we serve today and assure that we understand the young people that we serve.	Read: <a href="#">Repairing the Breach</a> ; Watch <a href="#">The Unequal Opportunity Race</a>
Feb/Mar 2022	2 hrs	Communication	Debrief from two sessions. Review challenges of communication and re-set parameters for going forward	Watch <a href="#">Silent Beats</a>  Take Implicit Association Test on Race: <a href="#">IAT</a>
Apr/May 2023	2hrs	Bias in Personal Decisions Making	To dive into examples of personal bias in our everyday decision making; Strategies to De-Bias	Read: <a href="#">I don't feel your Pain</a> (I- Slate); <a href="#">I don't feel your pain</a> (II-Boston Globe)
Jun/Jul 2023	2 hrs	Bias in Institutional Decision Making	To explore how bias impacts the decisions made in our system, through policies and practices of our institution	Watch <a href="#">Moving the Race Conversation Forward</a>
Aug/Sept 2023	2 hrs	Strategy Development	To explore opportunities to improve outcomes for youth and staff.	<a href="#">Decriminalizing Childhood for Youth of Color</a> ; <a href="#">Stemming the Rising Tide</a>
Oct/Nov 2023	2 hrs	Action Planning	To develop a plan of action that puts equity at the center of the conversations about system improvements.	<a href="#">Embracing Equity</a>