

“Organizations should invest in inclusion and addressing bias because it is crucial to hire and maintain a diverse workforce – not only to have diversity within an organization but to leverage that diversity to help others who are oppressed.”

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YWCA Advocacy Committee

Senior at San Rafael High School



eliminating racism
empowering women

ywca

YWCA IS ON A MISSION

**1. Know who
you are.**



Culture

“The way we do things around here.”



2. Ask what kind of diversity and why?

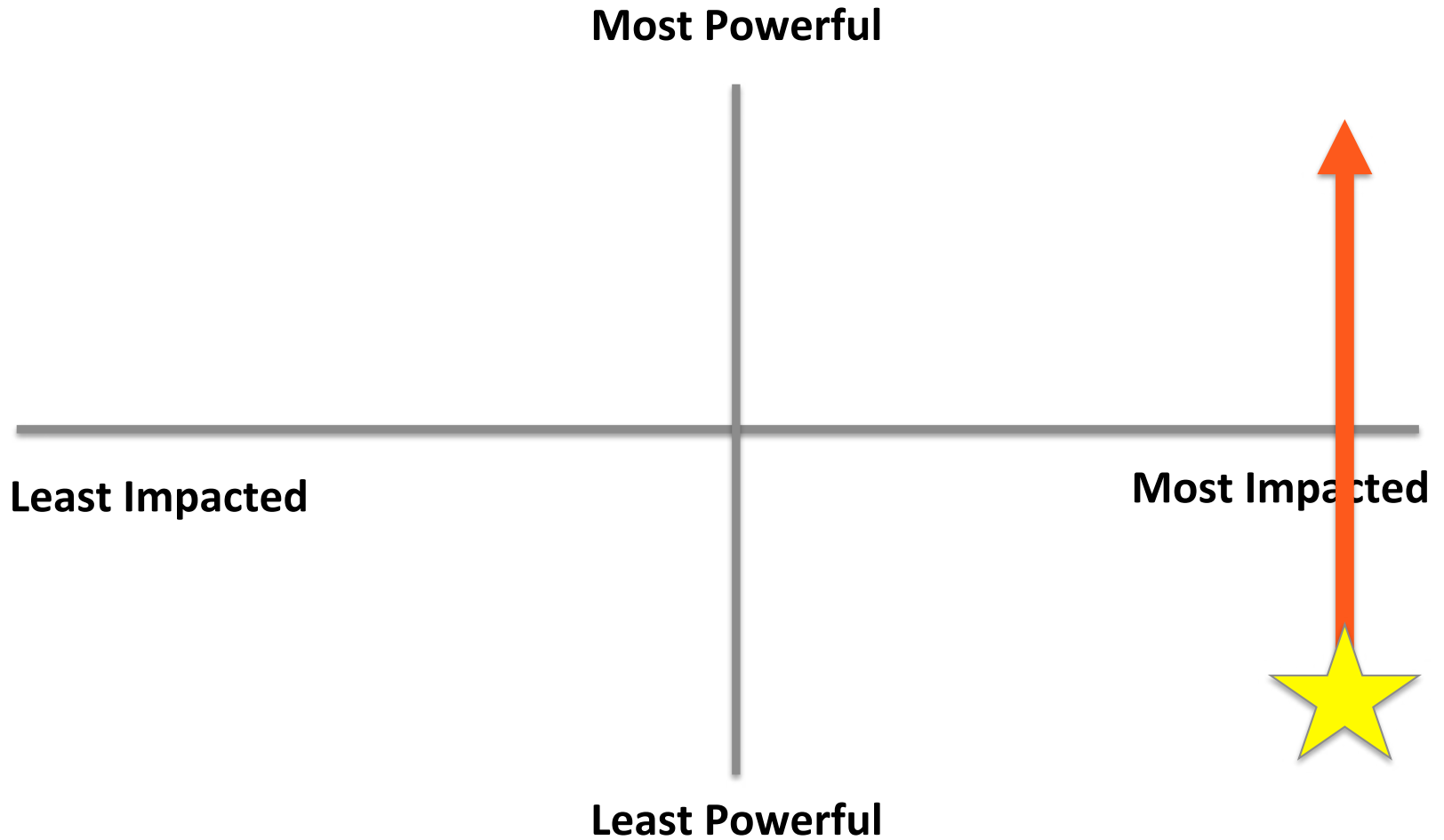


Diversity

A range of different things. Variety.



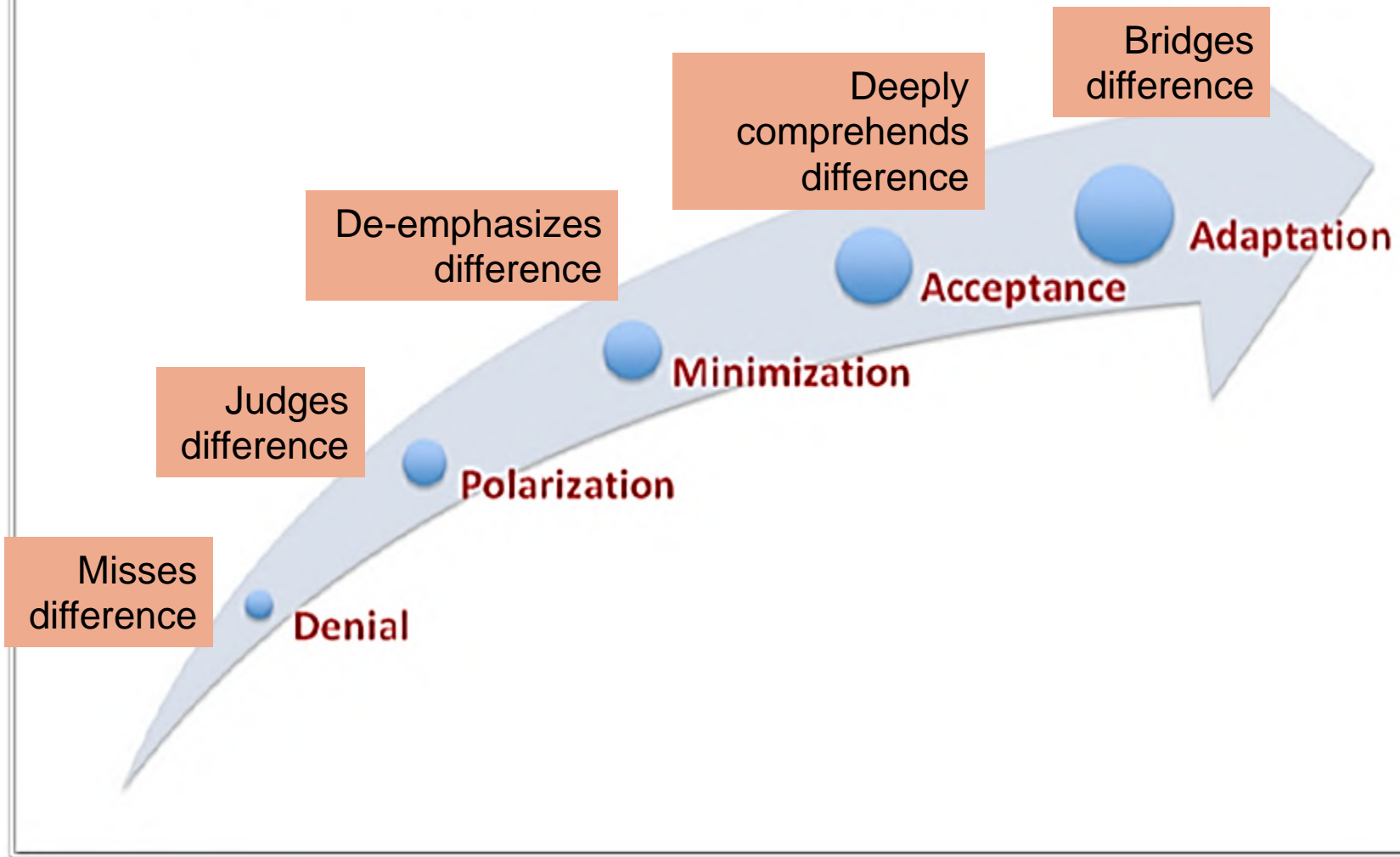
Power Analysis



**3. Know –
and expand –
what you're
ready to
change.**



Intercultural Development Continuum



Steps for Success

1. Know who you are.
2. Ask what kind of diversity and why it matters for you.
3. Know – and expand – what you're ready to change.



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Thank you!

Who are we?

1. What came up for you in that exercise?
2. What do you wish people understood about you?
3. What do people get wrong about you?
4. What have you gotten wrong about someone else?

*Remember to look for learning.