



Developing a Racial Equity Lens at Woodard & Curran

NEWEA 2023 Annual Conference

January 23, 2023



**Woodard
& Curran**

Introduction

NEWEA DEI Committee Vision Statement

The Committee's vision is to ensure a welcoming climate for all members, where everyone feels empowered, valued, respected, and safe. Recruiting and retaining a diverse membership is a key priority.

Agenda

- ▶ Language and Framework
- ▶ How did we get here?
- ▶ Where are we going?
- ▶ Panel Discussion
- ▶ Q&A

Learning Goals

Racial Equity...

*is different than anything we have done before, and we want to share our learnings with the hope that others in the industry will embrace the **hard and worthwhile process** that is racial equity.*

Discomfort...

- ▶ is how we know we're talking about racial equity
- ▶ is how we know we are getting to the root of the issue
- ▶ is how we know we are making progress
- ▶ is how we know there is hope

What is Racial Equity?

Race Forward Definition

*“a **process** of eliminating racial disparities and improving outcomes for **everyone**. It is **the intentional and continual** practice of changing policies, practices, **systems, and structures** by **prioritizing** measurable change in the lives of **people of color**”*

Why Racial Equity?

1. People First

2. *Attract and retain a complex workforce*

3. *Market demands social responsibility*

Racial complexity is a balance of racial identities in any given space

Racial Equity is critical for organizations to remain relevant in a 21st century market

Framework

Equity

Process

- ▶ Examines history, systems and structures
- ▶ About access to power, privilege and resources

Diversity & Inclusion

Outcomes

- ▶ NOT about systems and history
- ▶ NOT about access to power, privilege and resources

How did we get here?

2015-2019: D&I Work



Racial Equity Training Content

Module 1

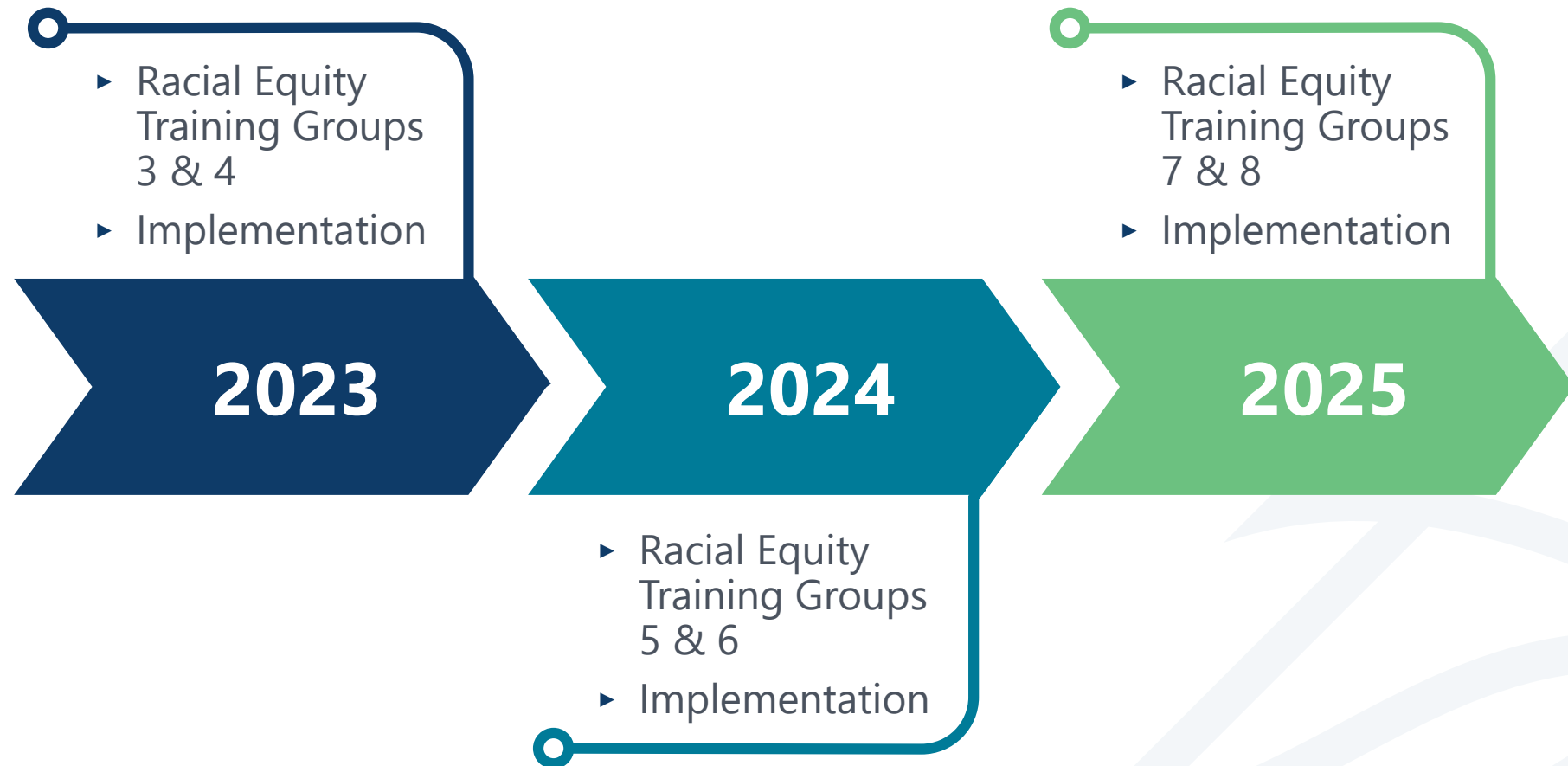
- Foundations

Module 2-5

- Race
- Racism
- Whiteness
- Application

Where are we going?

2023 & Beyond: Equity Work



Panel Discussion Q&A

Panel Moderator

Rachel Gilbert, *DEI Manager and Racial Equity Trainer*

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Panelists

Julia Wahl, *Engineer*

Sue Guswa, *National Practice Leader*

Jay Sheehan, *Business Development Leader*