

***New* MWA Workshop Series:**
**Growing Equity: Building a More Inclusive
and Just Workforce System**



MASS WORKFORCE ASSOCIATION
ONE SYSTEM – ONE VOICE

**Join MWA for a five part virtual series starting in January 2022
to help us build a more inclusive and just workforce system.**

MWA believes we have a role to play in developing a more equitable and just workforce development system in Massachusetts. To that end, we are starting a new workshop series called *Growing Equity*. This learning series will be composed of 5 virtual sessions over the first 5 months of 2022. While we hope participants will join us for all of the sessions, there is no requirement to do so. Details on each session are provided below, along with links to register.

Goals of the Growing Equity Series:

- Participants learn about how workforce policy impacts equity nationally and locally.
- Participants learn best practices for engaging employers in improving jobs that have historically been low-wage or susceptible to occupational segregation. Participants also learn how to work with employers and partners in improving access to quality jobs.
- Participants learn skills for personal reflection and how to join the effort of dismantling implicit bias, racism, and white supremacy in ways that are applicable in their work, both internal to their organization and with external partners and customers.
- Participants come away with actionable steps for their organizations and some vision and input into how MWA can continue to advance this work.

**2022 MWA Growing Equity Virtual Workshop
Sessions**

January:

January 13, 2PM-4PM: *Having Courageous Conversations*

- In this workshop, [Karen Groce-Horan and Jayne Ogata](#) will lead participants in an interactive workshop where we will explore creating courageous space to become more aware and able to discuss challenging issues with a focus on workplace dynamics, racial identity, org culture and institutional racism.
- [Click here to register.](#) *Note: At this time this workshop is capped at 50 participants.*

February:

February 10, 3PM - 4:30PM: *Supporting Workers of Color Under WIOA*

- In this workshop, participants will hear from [Alex Camardelle, PhD, Director of Workforce Policy at the Joint Center for Political and Economic Studies](#). Alex will discuss a policy brief released in October 2021 titled [“Principles to Support Black Workers in the Workforce Innovation and Opportunity Act.”](#) Attendees will learn more about how to advance equity under WIOA and other federal workforce investments.
- [Click here to register.](#)

March:

March 16, 2PM-4PM: *Organizational Change to Achieve Equity*

- [YW Boston’s](#) approach centers on creating diversity, inclusion and equity through hearing many voices as the basis to enact change. YW research shows that increasing knowledge by itself does little to change people’s attitudes and company culture regarding race and gender. This is why the YW workshops center behavioral change at three levels: micro (individual), meso (interpersonal and cultural), and macro (institutional policies and practices). Throughout this interactive workshop facilitators will introduce best practices and examine successful case studies.
- [Click here to register.](#) *Note: This workshop is capped at 50 participants.*

April:

April 13, 3PM - 4:30PM: *Frontline Forward/Activating Employers*

- In this workshop, participants will learn about the **National Fund for Workforce Solutions'** new [Frontline Forward](#) initiative to elevate the efforts some employers made during the pandemic to improve and maintain job quality for frontline workers despite challenges. This is one of four pillars of the National Fund's solutions framework: “[activating employers to make jobs better](#).”
- [Click here to register](#).

May:

May 19, 1PM-2PM: *Participant Debrief - Where do we go from here?*

- Save the date for a conversation among participants of the previous 4 sessions to discuss major takeaways, remaining questions, and where should MWA go from here in this work.
- ***Registration to come - Participants from any of the previous 4 sessions will be invited to join.***

Visit MWA at www.massworkforce.com or follow us on social media

