



**diversity equity**  
**inclusion social justice**

**Programs**  
**Procedures**  
**Processes**  
**Policies**





**Inclusion. Diversity. Equity. Anti-racism.**

POWERED BY ARC

**Malika Reed Wilkins, PhD**

ARC Board Meeting

May 12, 2021





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.



**Center for Community Services**



**Becky Kurtz**



**Tamika Brown**



**Thania Saintil**



**Elizabeth Interiano**

**Center for Strategic Relations**



**Kate Sweeney**



**Barry Golivesky**



**Malika Reed Wilkins, PhD**  
*Senior Director,  
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**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



## idea next steps

- Three-Year Strategic Plan
- Training
- Evolution Strategy Value Development
- Work Groups
- Organic growth and development



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## 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!

