

NTACT THE COLLABORATIVE

2022 Capacity Building Virtual Institute

A Conversation about Processes and Considerations: *Engaging in Justice, Equity, Diversity and Inclusion (JEDI) Initiatives*

A Presentation By:

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and RaQuaam Smith



Objective

To share the vision of our work and process with an intent for participants to reflect on his/her/their own worldview and how it influences engagement in “DEI” work.



Agenda



1

Who we are
Introduction of the Team

2

Considerations and **P**rocesses

Where we started
What was our process
Where we are now
Where we are going

3

Question & Answer

1. WHO WE ARE

Critical Question

How did we cultivate the **connection** and **relationships** that have allowed us to engage in this work?

2. Reflection

Where we Started



From “Diversity, Equity, and Inclusion (DEI)”

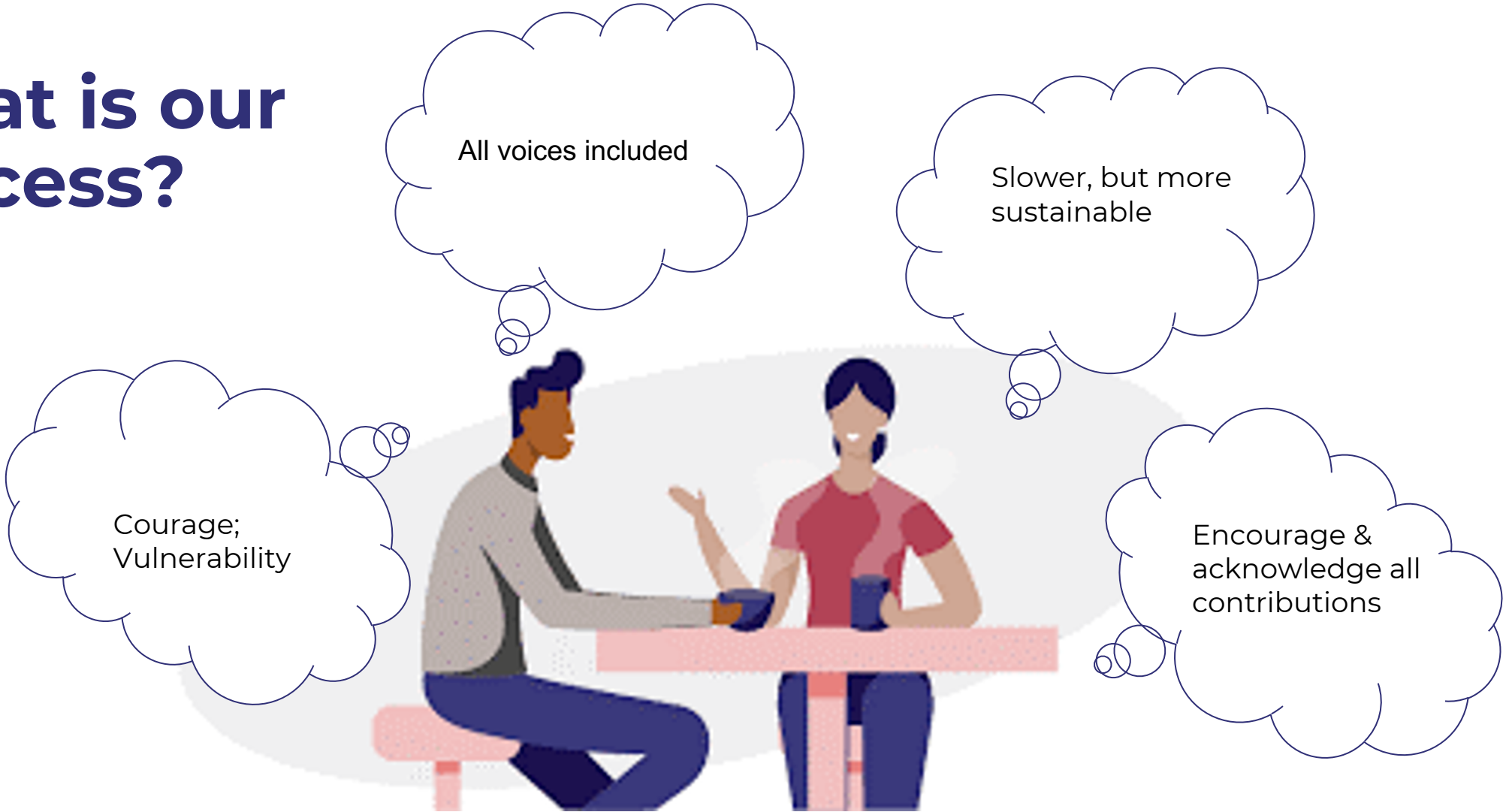


To **Justice**, Diversity, Equity, and Inclusion (JEDI)

“At its best, accountability completes mercy in generating justice. It does so by meeting a humane restraint of power (on the part of those in the position to punish) with a humane exercise of power in return (on the part of the person who caused harm). **Justice, then, exists when all parties exercise their power in a way that is consistent with the humanity of everyone involved and in the interest of the greater good.** In the aftermath of violence, mercy plus accountability equals justice.”

Danielle Sered (2019). *Until We Reckon: Violence, Mass Incarceration, and a Road to Repair*. The New Press.

What is our Process?

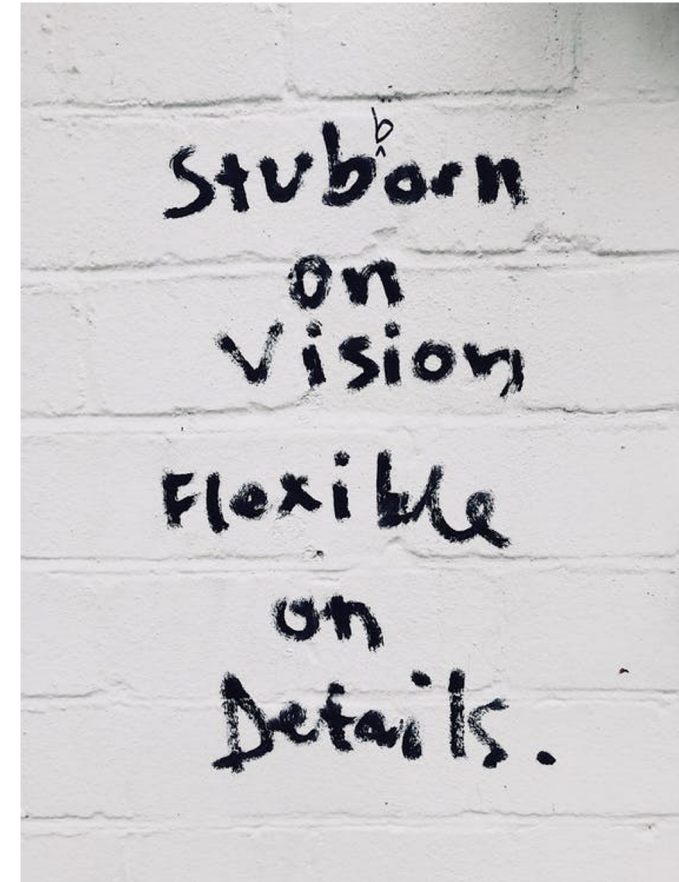


Where we are Now

VISION *Co-construction*

As an organization who is meant to improve the lives of students and youth through the provision of TA and Training to State VR and State Education agencies our vision is ...To ~~develop~~ support or foster a (climate that cares- is this top-down ???) for students and youth with disabilities and their families by ~~seeking~~ obtaining the active and authentic participation of all persons and multiple diverse voices of the community in both decision making and knowledge construction where EVERYONE is the DEI Team.

Updated: April 19, 2022 (NTACT:C All Staff Meeting)



Where we are Going

Continuing to **co-construct** the work and create **sustainable** processes that allow the paths forward to **evolve** based on current needs.

- **Mission Statement**
(Framing and Co-construction)
- **Application** of JEDI principles
(Shift mindsets, avoid checklists)
- **Evaluating** Outcomes
(Centering Qualitative Methods such as Participatory Action Research- PAR)



3. Question & Answer

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