

Advancing Equity in the Cedar Valley: Spring Session Removing Barriers to Hiring and Retention

Thursday, April 20
8 a.m. to 11:30 a.m.

Waterloo Center for the Arts - Schoitz River Room
225 Commercial Street
Waterloo, Iowa

8:00 – 8:30 a.m.

Enjoy light breakfast, coffee, & conversation

8:30 – 10:00 a.m.

Facilitated Learning/Training: Barriers to Hiring and Retention

Led by Top RANK and including real workplace strategies shared by various Cedar Valley employers who have identified creative solutions.

Objectives

This is not your typical PowerPoint Presentation session; it is not a traditional time for you to listen to an “expert” tell us what we are doing wrong in our efforts to attract a diverse staff to the Cedar Valley, and then give you a cookie-cutter “ABC’s of DEI&B Recruiting” outline for how to do it right. Rather, our facilitators from Top RANK will guide a deep dive discussion into the top reasons **from our lens** that are identified as barriers to attracting and retaining a diverse staff and board.

The goal is to understand the **root issues** in order to take impactful steps to overcome the barriers. Oftentimes, organizations and communities can identify **what** the barriers are (e.g., transportation), but do not explore deeper to understand **why they exist** (e.g., funding limitations, the type of transportation, hours of operation, routes, public vs private support, etc.) These can be difficult discussions for a variety of reasons, but they must happen in order to truly address the real challenges that our community faces.

Outcomes

Participants will have identified root issues that enable the barriers to attracting diverse staff and board members. This collective effort will then drive workgroup discussions.

10:00- 11:00 a.m.

Collaborative Working Groups: Addressing the Roots

Objectives

We cannot do this work alone or in silos! In order to truly advance equity in our community, we must all step up as organizations and individuals to play a role together in addressing the root issues that we identified. Come with a desire to be part of how we can take our efforts to the next level and implement solutions by participating:

1. *As individuals*: Leaning in, listening, learning, and self-reflecting from authentic stories by those in our community who are directly impacted by these barriers.
2. *As community organizations and service providers*. If your organization is already taking steps to reduce barriers, we would love to feature the voice of someone impacted by your work.
3. *As businesses*: Determining what specific resources you are willing to provide that would have the most impact on overcoming these barriers.
4. *As public sector leaders*: Exploring what more our local and county governments can play a more intentional role in the DEI&B journey.

Outcomes

Each working group will have identified specific next steps to be taken in order to move forward together with the mission of eliminating or reducing the barrier(s), who will take ownership of the steps, what needs they have, etc. These decisions will then drive our continued journey together as a community committed to a welcoming community for all humans.

11:00 – 11:30 a.m.

Share Back & Action Steps Developed