
**WE'RE NOT
DONE YET**
2024 GED CONFERENCE

**Building Community Partnerships using DE&I
Strategies for Engagement and Advocacy**

July 2024





Welcome!

“

It's only when we're all winning that we truly win.

”

-- Nan Russell

Inclusive Leadership



Why Does Inclusive Leadership Matter?

Inclusive organizations are...

73% more likely
to reap innovative
revenue

70% more likely to
capture new
markets

50% more likely to
make better
decisions

36% more likely to
have above
average
profitability

Harvard Business Review, September 2023

Executive Communication and Inclusion



What?

The ability to communicate effectively is a skill. It's a game changer!

The expectation is usually to convey information from the top down and then socialize

The fundamentals of executive presence, authenticity, accountability, and integrity

To consider feedback as moments of opportunity



How?

Used as a powerful tool for creating more inclusive and equitable workspaces.

Used to inspire and/or influence

Used to create pathways for diverse voices to be heard and valued at all levels of the business



Implement!

To listen, engage, evaluate, and listen some more!

To inspire actions

To foster innovation

To break down barriers

Operate from the place of generosity and/or vulnerability

Social Equity, Inclusion, and Engagement



Bring vibrancy to our own learning experiences

DE&I learning development programs to enrich our own learning just as the experiences that we create for learners.



Develop strong relationships with our stakeholders to collectively acknowledge and empower the underrepresented.

Nurture a comprehensive network to ensure that the experiences we create are truly inclusive.



Build DE&I into our DNA

Shows up in the products that we make and in the services that we provide.

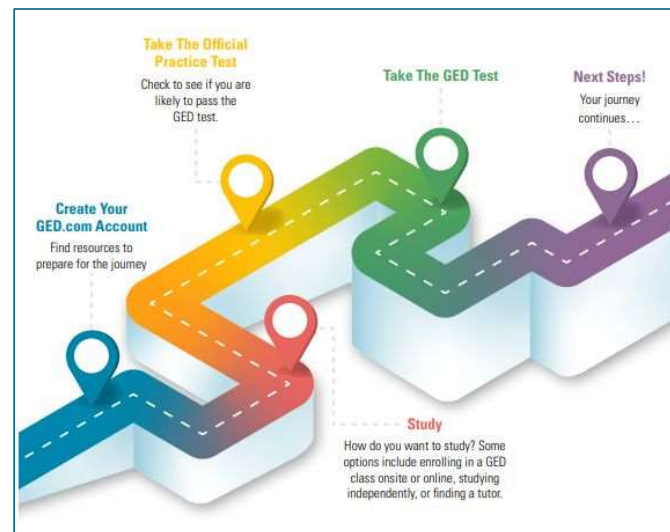
GEDTS Diversity, Equity, and Inclusion Framework

- **Internal discussions, focus groups, and committees**
 - Ongoing series of educational workshops, participation on Pearson's GCP (Global Content Policy) committee, leadership within Pearson's Global Black Employee Resource Group, Bold
- **Diverse leadership and representation through recruitment, hiring, and employee development**
 - Participation in recruitment fairs sponsored by employee resource groups, working with HR to develop more inclusive hiring practices, Career Exploration Series, Tuition Benefits, GED Transformation Team, the addition of GED Board Members
- **External partnerships and alliances**
 - Inaugural partnership kicking off our Community Partnership Program with Aztec Software to support a community GED program in Kansas City, Kansas and SE Wisconsin
 - Partnering with Essential Education as of January 2024, in support of grassroots organizations in Houston, Texas, Arlington, VA, and future immigration and refugee initiatives
 - GED Mentoring Program Pilot with a local adult education program (GED employees mentoring local GED students)
- **Culturally-competent marketing, communications, and social impact**
 - Highlighting student and educator stories that reflect the diversity of the GED community, acknowledging cultural heritage months, implementing editorial and content guidelines to eliminate racial bias, promote social equity, inclusion, and engagement.

What Is A GED Credential Worth? A Second Chance!

Achieving your GED Credential grants you a second chance for:

- an education
- a high school equivalency diploma
- a higher paying job
- access to higher learning
- better opportunities
- making your family proud
- making a good first impression
- feeling good about yourself



Inclusion and Belonging

The appropriate mindset precedes anything a student will face related to curriculum. Mindfulness should enable the discovery of external surface and internal emotional needs. These pillars of mindfulness challenge barriers and help to foster the idea that if a student feels safe, knows they belong, and understands that they are worthy and competent, they can turn their attention to their aspirations.



Belonging



Worthiness



Competence

External Partnerships and Alliances



GED Community Partnership Program

Aztec  Software

 essential education



GED Community Partnership Program

The GED Community Partnership Program (GEDCPP) was created to connect more learners from historically marginalized populations to preparation and support for the GED credential. This program aims to increase access to a high school equivalency diploma, while investing in community organizations that provide education, training, and other support services.

- In partnership with Aztec Software, the program launched in late 2021
- The program provides GEDTS & Aztec Software study tools, technology, and test vouchers to support community organizations offering GED preparation.
- Participating organizations go through a vetting process that includes identifying the organization's needs, learners served, current outcomes, and other factors.



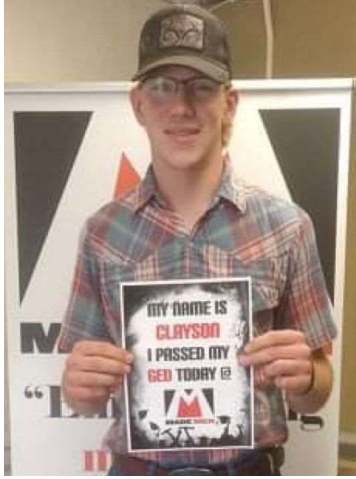
First Graduates of the GED Community Partnership Program



John C.



Asia W.



Clayson W.





GED Community Partnership Program

YWCA Southeast Wisconsin

- Advancing resources for women and their families
- Health and safety
- Economic empowerment
- ***Access to further education and family-sustaining wages, as well as strengthen underserved communities in Southeast Wisconsin.***
- ***9 GED Graduates under GEDCPP***
- ***Featured in the GED InSession Newsletter***



eliminating racism
empowering women
ywca
Southeast Wisconsin

Aztec  Software

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GED
TESTING SERVICE



GED Community Partnership Program

The Mission of Yahweh

Houston, Texas

- Ending the cycle of homelessness and dependency for women and children
- Transitional living program
- Community outreach and counseling services to low-income families
- ***Tutoring program: educational and vocational support***
- ***GED Graduates expected by end of year***
- ***Featured in the GED InSession Newsletter***



 essential education

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GED
TESTING SERVICE

Currently in progress...



GED Community Partnership Program

Edu-Futuro, Virginia



City of Aurora, Colorado



GED® Transformation Team



The Transformation Team is a sounding board for the GED Testing Service to tap into to seek ways of doing business. To help foster ideas that challenge the status quo, fundamental assumptions, and to seek out opportunities for the purpose of closing achievement gaps, setting high expectations, and to create models toward solutions of fairness, equity, and inclusion.

GEDTS is determined to work harder to reduce the academic, social, and financial barriers to high school completion to support historically underserved learners to realize their goals. GEDTS' DE&I collaboration efforts supports the notion that greater diversity will yield significantly greater insight and learning.

This advisory committee consist of multi-faceted professionals with diverse backgrounds and whose input and advice helps to uphold our learner centric model and aides in an intentional, inclusive, and culturally aware manner to implement program improvements, modify organizational policies and procedures, and enhance outreach efforts.

Mentorship Program



Mentorship Program

GED DE&I Mission Statement

The GED credential was created as a second chance opportunity for many adults who have been marginalized or needed an alternative to the traditional K-12 system. We will continue to raise the voices of historically marginalized and underserved learners, including those from Black, Latino and Indigenous communities. We will advocate for our learners, who teach each of us valuable lessons on what we stand to gain by investing in their future.

Mentorship Mission Statement

The GED Mentorship program is designed to give students an opportunity to be mentored by GED employees and stakeholders to develop career and life skills to achieve success in the world. In support of GED Testing Service's learner centric initiatives, the mentorship program will build a supportive community and provide learning opportunities that enable meaningful stakeholder and student connections.

Mentorship Vision Statement

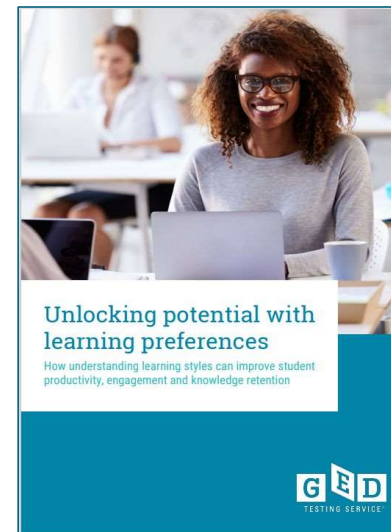
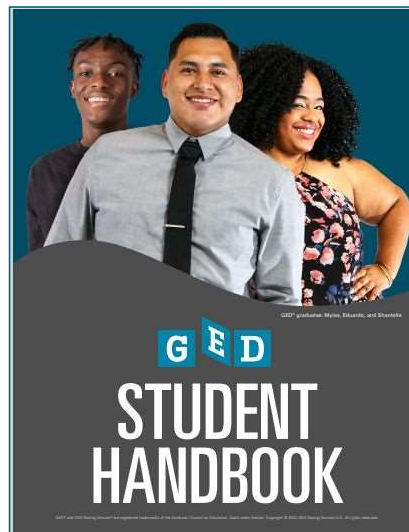
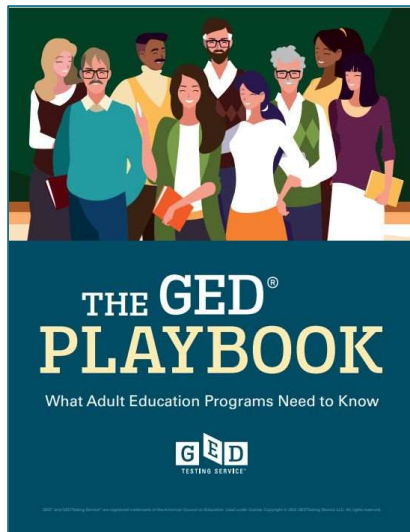
Our vision is to help guide learners to develop healthy, strong relationships that allow them to reach their full potential. We believe that Mentorship is a valuable way to develop leadership and communication skills, expand networks, gain confidence, and develop pathways that lead to success. This program compliments our organizational Diversity, Equity, and Inclusion efforts to create student alliances that foster insight and feedback from the perspective of the learner and lends itself to outcomes relevant to the production of GED products and services.

Resources

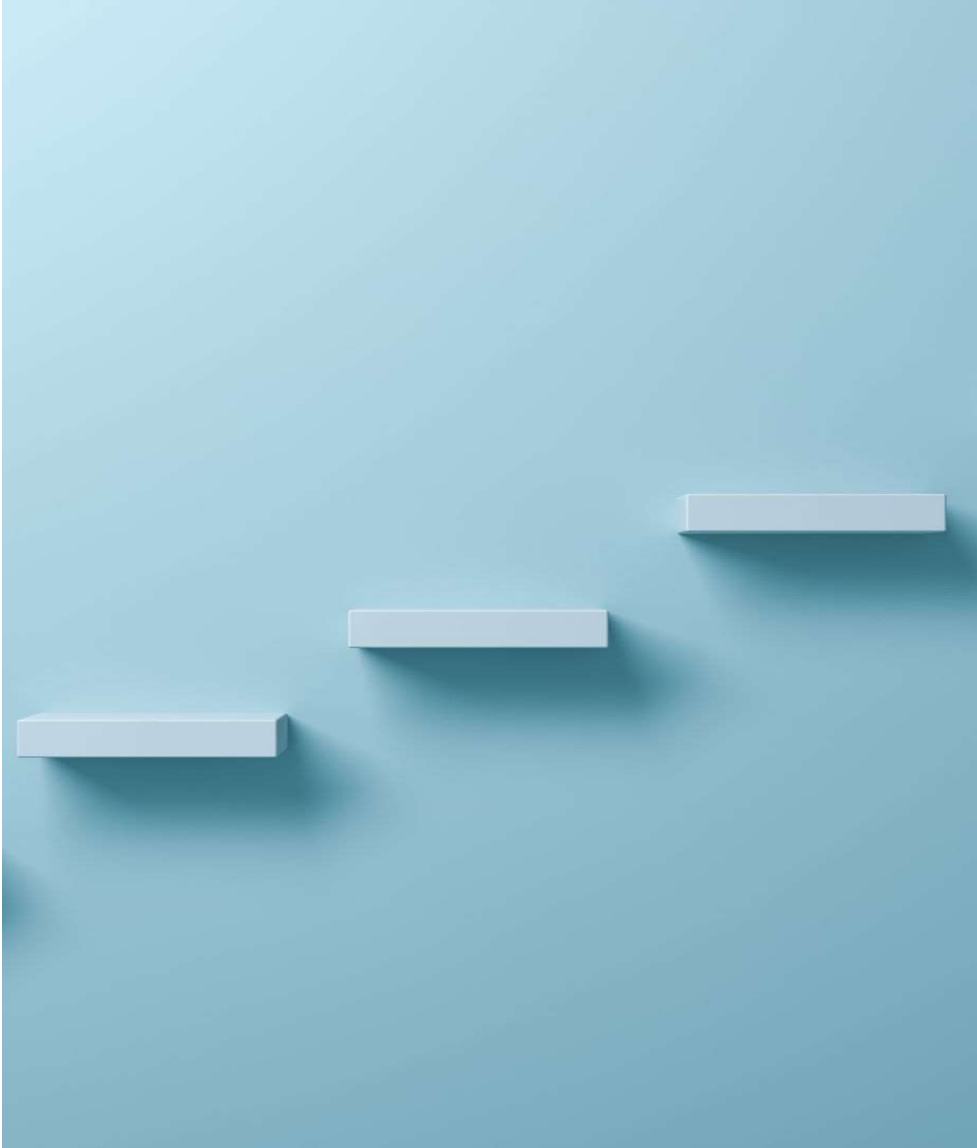


Have you seen these resources?

[Teaching Resources - GED](#)



Takeaways & Recommendations



Very 1st Encounter

- Crossing the threshold into your program, what messaging do students receive about whether they are welcomed or not?

Inclusion

- Do students see themselves reflected in the materials, do they see people that look like them, on the website, can they get information in their language, especially during orientation?
- What about utilizing your alumni groups to help navigate the multiple native languages that students speak? Or, recording in multiple languages.

Disaggregate Data

- Look at your data by demographics.
- Is there something from the cultural perspective that is having an impact around curriculum/instructions or hindering enrollment/engagement?
- How can you provide more support?
- How do you get at those students that fall under the “other” category? What is the program/learner gain, there?

Evaluation

- Constant evaluation
- Metrics & Tracking
- Socialization
- Phases of Maturation
- Sustainability

COABE Podcast

Adult Ed Advocast E11: DEI in Adult Ed

Takeaways & Recommendations

What We Learned:

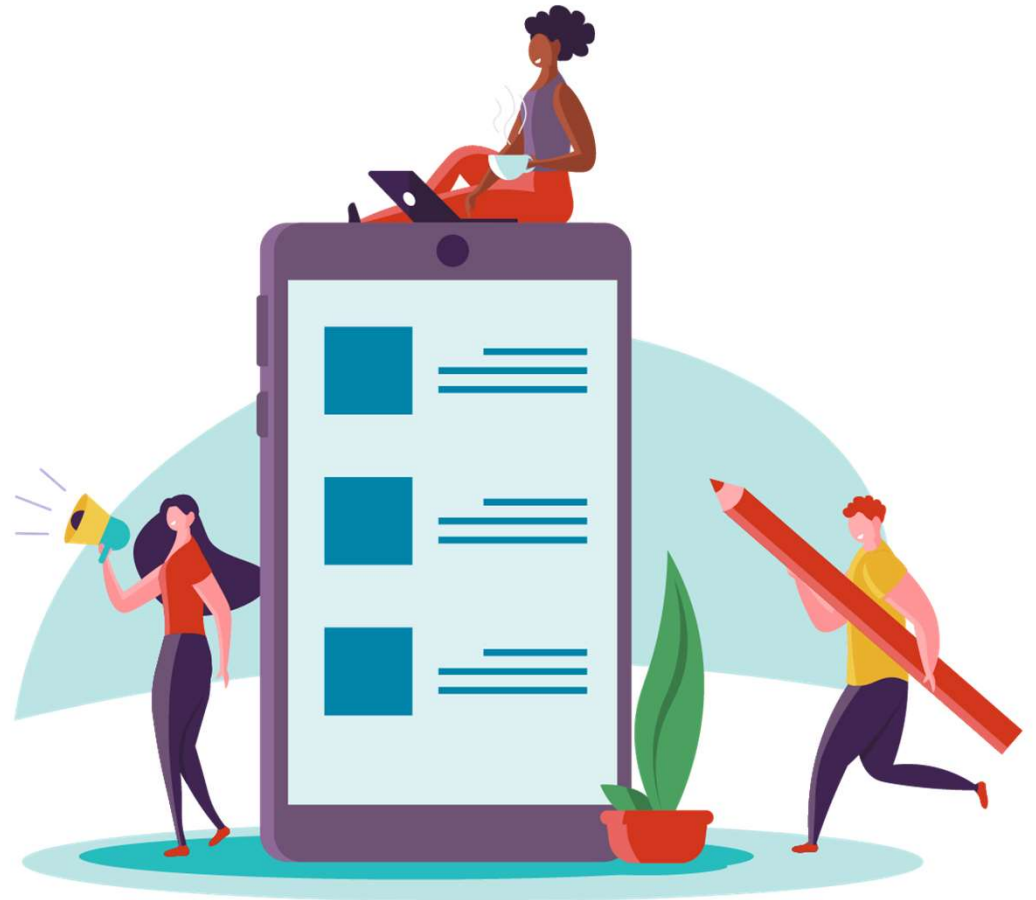
- You need the buy-in and support of your leadership
- Creating safe spaces is essential to "doing the work" and having the difficult conversations
- Diversity, equity, inclusion, and belonging must be the job of everyone, not just a few (everyone has a role and is held accountable)
- Your stakeholders and alliances formed must also be committed to this work
- Listen and evaluate
- Be open about your journey and demonstrate grace toward others on their own journey
- The learning process is ongoing

What about you?

What best practice can you share to close the DE&I gap and that could advance the quality of the work that you are doing on behalf of your students?

Session Survey

Your feedback is important. Please scan the QR code below to rate this session.



Q&A and Thank you!

Adora Beard

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