




youinspire

2023 GED CONFERENCE

Committing to Diversity, Equity, Inclusion, and Belongingness in the Classroom and Beyond

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Welcome

“If we want people to fully show up, to bring their whole selves including their unarmored, whole hearts—so that we can innovate, solve problems, and serve people—we have to be vigilant about creating a culture in which people feel safe, seen, heard, and respected.”

•— Brene Brown, *Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.*

Internal Discussion Groups, Workshops, and Committees

Discussion Groups/Committees:

- Formation of the GEDTS DE&I Team
- Monthly roundtable meetings for all staff
- Bi-weekly meetings for GEDTS affinity groups

An all-staff survey contributed to the conversations and determined what learning opportunities were needed.

Workshops (*partnered with experts*):

- History of Racism in America
- History of Racism in Education
- Unconscious Bias and Microaggressions

GEDTS Engagement with Pearson Global DE&I Initiatives

Pearson Global Bold

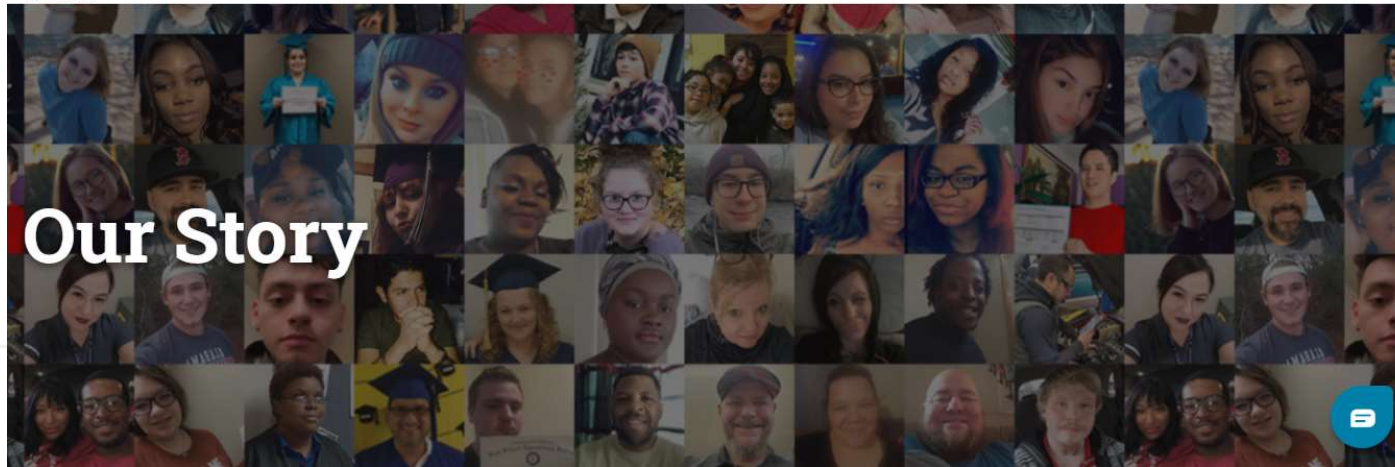
- Pearson's Global Black employee resource group
- Mission to advocate for the advancement of Black employees within Pearson and support education efforts
- More than 300 members that include allies, advocates, and executive sponsors representing a global reach and optimization of DE&I initiatives and efforts

Global Content Policy Committee (GCP)

- Launched in 2021 with a focus on empowering employees to create diverse, equitable, and inclusive content

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, GED Transformation Team, the addition of GED Board Members
- **External partnerships and alliances**
 - Official partnership with Aztec Software to support community GED program in Kansas City, Kansas, SE Wisconsin, Houston, Texas, and with a future partnership with The Aspira Association, the launch of the GED Mentoring Program 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, and engagement.



Our Story



Diversity, Equity & Inclusion

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.



Changing Lives

From lawyers to astronauts, actors to nurses, the GED alumni network spans over 90 countries with graduates from all backgrounds and age groups. For more than 75 years, GED grads have opened the door to life-changing opportunities and are proud to be role models to their families, friends and the next generation of students. We are committed to helping all students change their lives for the better.



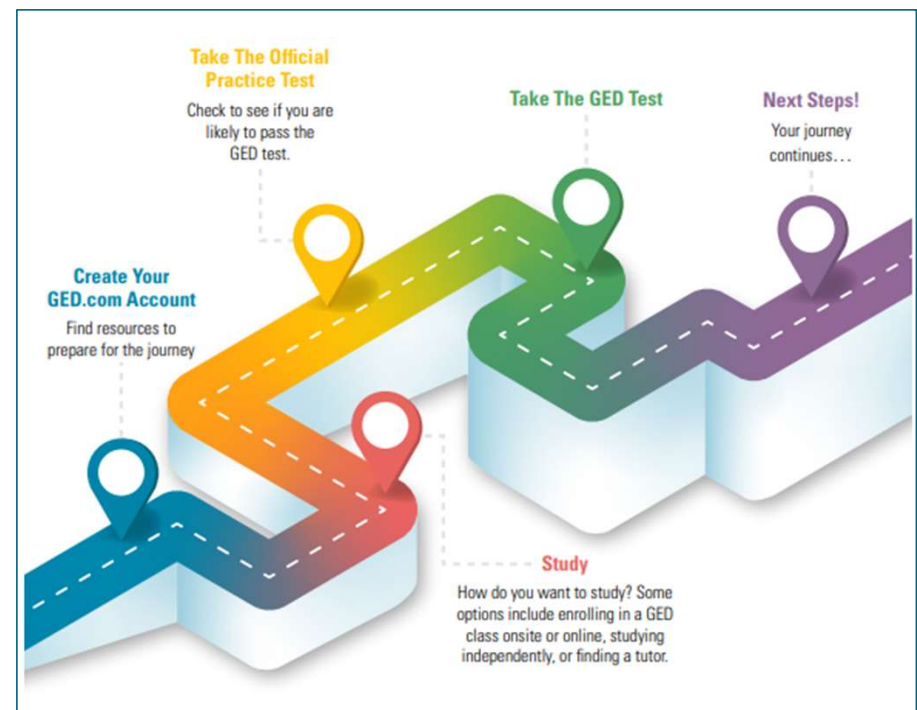
"We believe that everyone, no matter their creed, challenge, or circumstance, should have the opportunity to pursue the college and career of their dreams."



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

Takeaways & Recommendations

What We Learned:

- Creating safe spaces is essential to "doing the work" and having the difficult conversations
- You need the buy-in and support of your leadership
- Diversity, equity, inclusion, and belonging must be the job of everyone, not just a few (everyone has a role)
- Your stakeholders 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?

How are you implementing efforts to address needed change internally within your organizations and externally with students, clients, and the public at large?

Panel Members

How can you be better advocates for inclusive learning, implement changes at all levels of your organization, and commit to supporting diversity efforts?

Monica Gemperlein, NC

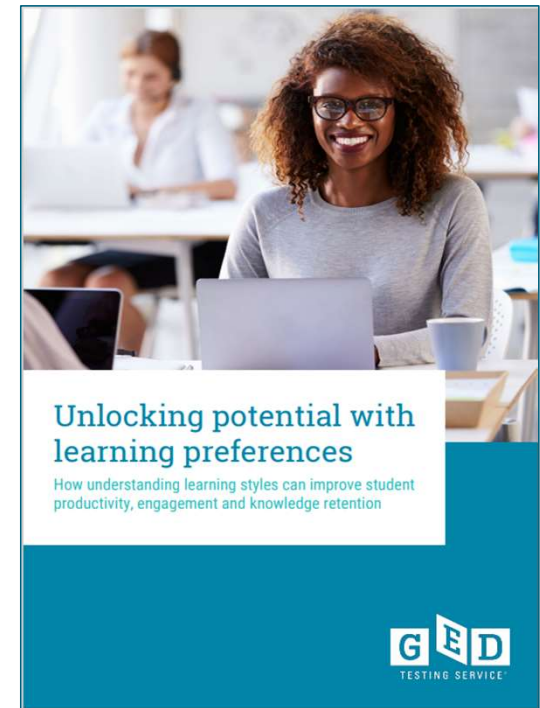
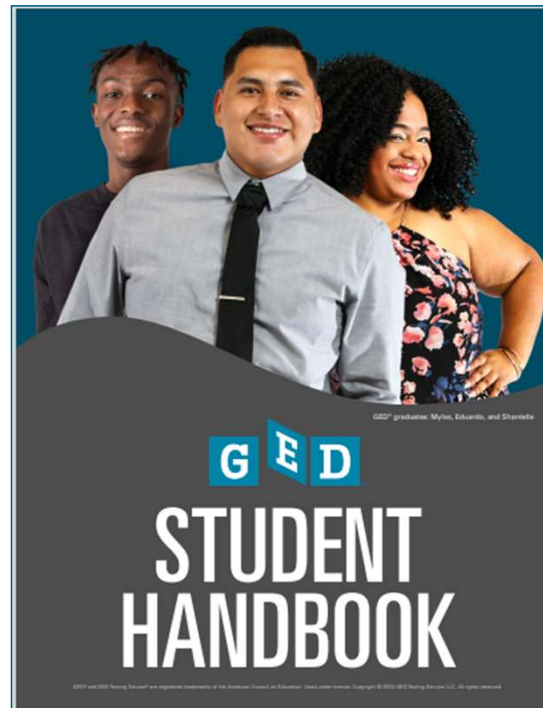
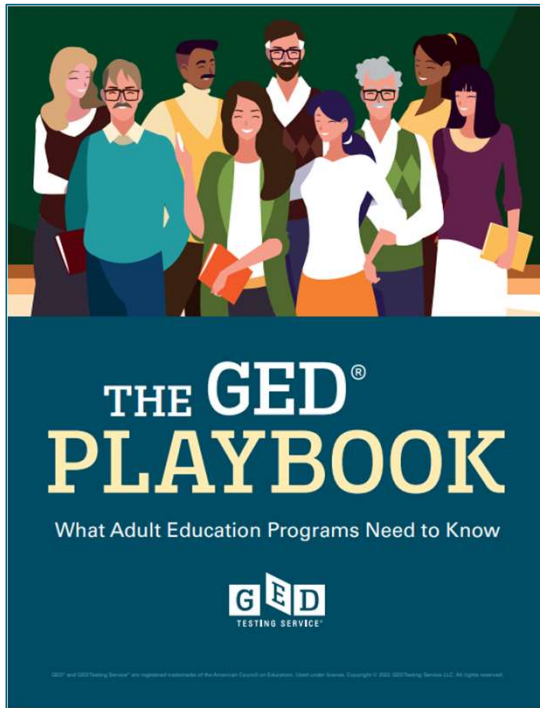
Phyllis Kelley, AL

Oogie LaMar, MI

Hector Martinez, KS

New Resources!

Teaching Resources - GED



Q&A and Thank you!

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Session Survey

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