



youinspire

2023 GED CONFERENCE

Establishing Community Partnerships and Connecting to Local Resources

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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

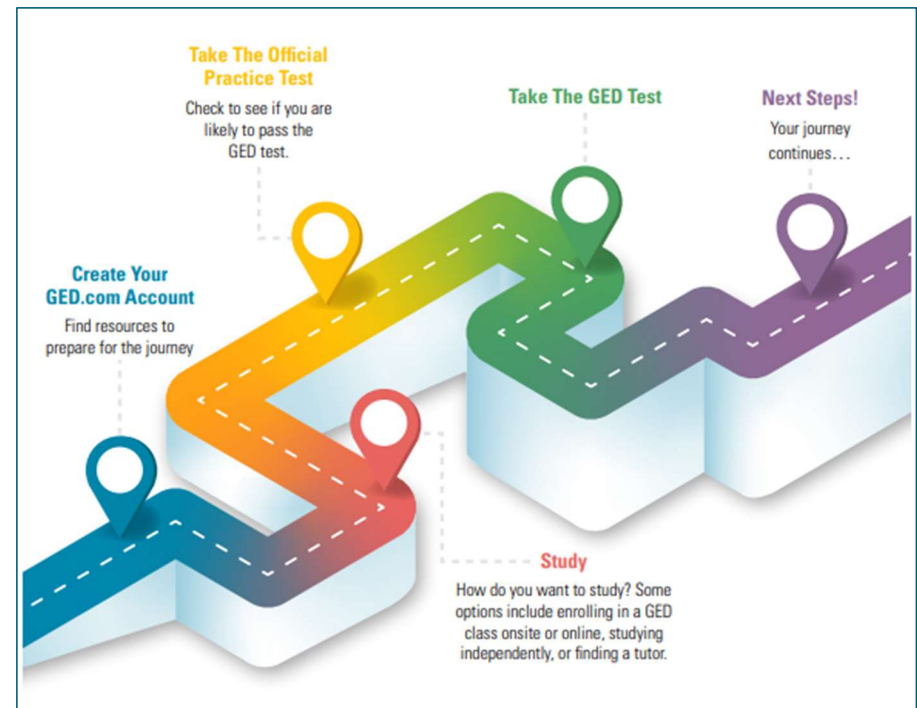
GEDTS Diversity, Equity, and Inclusion Framework

- **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.

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

The GED Community Partnership Program 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



eliminating racism
empowering women
ywca
Southeast Wisconsin

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.***



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***



The Aspira Association Washington, D.C.

- National organization
- Promoting the empowerment of the Puerto Rican and Latino community through advocacy, education, and leadership development
- ***[Pilot in Delaware starts in Q4]***



Software



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?

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?

Panel Members

Please share how programs can work with local businesses, nonprofit organizations, workforce development boards, and community colleges to access funding, skills training, and other resources to provide holistic support for adult learners.

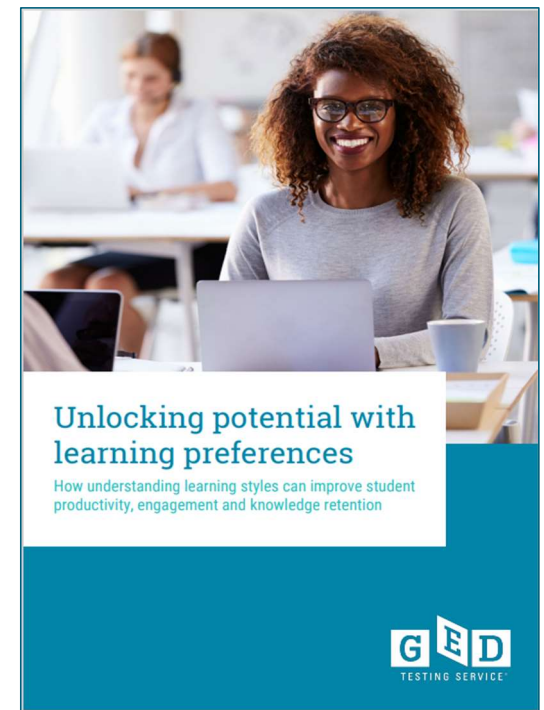
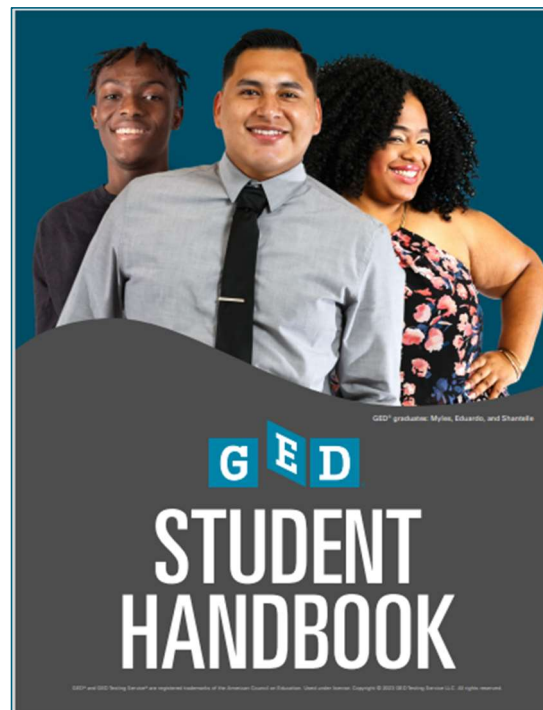
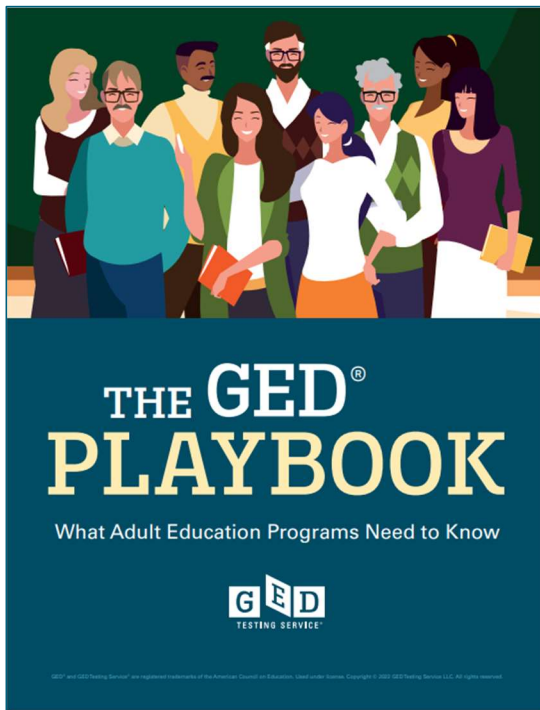
Gwendolyn Ekundayo, AL

Helen Gay, TX

Phyllis Kelley, AL

New Resources!

Teaching Resources - GED



Q&A and Thank you!

Adora Beard

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Session Survey

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