

The Racial Equity Diversity and Inclusion (REDI) movement at the Center on Education and Training for employment was initially developed as an initiative in the summer of 2020.

To increase our efforts in workforce development, education, and family and community engagement through the pursuit of a holistic approach to equity, social justice, and inclusion, we spent the last two years focused on what we call our intra and interpersonal work that was about us as individual associates really working to understand our own biases to build our knowledge base related to race and understanding how it impacts our day to day experience.

And now that we have that as a foundation, we are shifting into what we're calling our team equity inventory, where we have the capacity to show up at the table and solid change agents in the race space, then ensuring that we are looking at our practices related to our work looking at our policies related to our work considering all of our work through the lens of racial justice.

REDI encompasses four different levels of action, including intrapersonal, interpersonal, institutional and societal. The vision is that individuals, organizations, and other societal institutions make racial equity a day-to-day priority, resulting in settings that are inclusive, safe, and welcoming. And where white privilege is acknowledged and has no negative influence on how individuals of color fare. So REDI is a very comprehensive way, a framework really, to address the consequences that have been attached to race in different other minoritized identities.

I think if I had to say just a couple words outside of comprehensive, is full package, and we are able to offer so many things to so many different entities in different ways. Now I will say there are some foundational pieces to ready that are critical to the success but then there's other pieces almost like additions that you can do outside of the foundational pieces. So in many ways ready is very adaptable.

It's very flexible, and it is able to be customized many times for organizations or agencies that are seeking to.