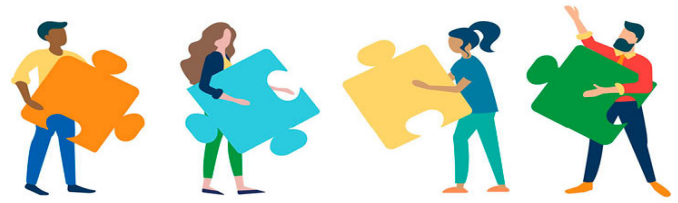


TRANSFORMATION & ALLYSHIP GROUP WELCOME PACKET



This Welcome Packet describes THPRD's Transformation & Allyship Group and how THPRD staff can sign up.



What is the Transformation & Allyship Group?

A group of THPRD staff who meet regularly for a shared learning experience about ways to engage in personal and professional equity and justice work in the context of systemic racism and oppression. These learning experiences are intended to lean into discomfort while also actively inviting people in, encouraging mutual learning, and fostering peer-to-peer learning.



Who joins the Transformation & Allyship Group?

Any THPRD employee who is not currently participating in an Affinity Group is welcome to join this group. The Transformation & Allyship Group is especially for any employee who wants to engage in an ongoing peer-to-peer learning environment to challenge their own implicit biases and advance their equity, inclusion, and justice-building skill set personally and professionally.



Why a Transformation & Allyship Group?

THPRD recognizes that when we support employees to build their skill sets in areas of equity, inclusion, and justice we also...

- Build a healthy, thriving workplace culture that normalizes courageousness.
- Embrace multiple perspectives and differences, while counteracting historical harms.
- Advance THPRD's organizational capacity and skills.



How much paid time can I use to attend group meetings?

Each staff member will have a total of two hours of paid time per month to participate in monthly Transformation & Allyship Group meetings and activities. An employee can only participate in one Affinity Group or the Transformation & Allyship Group at any given time.

Have questions?
Email Lindsay Lambert at
L.Lambert@thprd.org

More about the Transformation & Allyship Group



What happens in group meetings?

Meeting activities are intended to support individual growth and foster interpersonal relationships to create a shared learning environment. Activities also aim to embrace challenges and mistakes as opportunities through interactive and reflective learning. Activities may include reading books or articles, group discussions, peer-to-peer learning, and more. This group and paid-time used for this group are not intended to establish a public forum or platform or promote a political or social agenda.



How often does the group meet?

The group meets regularly each month. THPRD staff can join one meeting (without officially signing up) to learn more about the group and decide if they want to sign up to regularly attend meetings. Supervisor approval is required to attend a one-time meeting or to sign up for regular meetings.



How do I choose between this or an Affinity Group?

Join the Transformation & Allyship Group if you want to challenge your own biases and expand your understanding of equity, inclusion, and justice issues. Join or start an Affinity Group if you are seeking mutual peer support and connection around a shared identity or interest based on historic experiences of systemic and/or racial oppression.

Getting started

To drop in and learn more

- 1** To attend one meeting to learn more about the group, let us know you're interested by emailing Lindsay Lambert at L.Lambert@thprd.org
- 2** Look for an email in your inbox notifying you about the next group meeting time.
- 3** Before you attend, discuss your attendance with your supervisor and receive their approval.

To attend regular sessions

- 1** Complete a Transformation & Allyship Welcome Form. Before submitting the form, be sure to receive approval from your supervisor to join a group. **Need help or have questions?** Email Lindsay Lambert at L.Lambert@thprd.org
- 2** Look for an email in your inbox confirming that we received your form and sharing next steps.



Scan this code with your smart phone to find everything you need to get started or visit:

<https://bit.ly/THPRD-ERG>

