

Welcoming & Inclusive Committee Welcome Packet



This packet describes the Welcoming and Inclusive Committee (WIC) and how staff can join to support THPRD's equity and inclusion efforts.



What is the Welcoming & Inclusive Committee?

The WIC is an employee-led and action-centered committee that meets monthly throughout the year. The WIC helps the district prioritize DEIA goals, review district strategies and policies with an equity lens, and innovate new approaches for improving equitable outcomes for THPRD staff and the public.



Why is there a Welcoming & Inclusive Committee?

The WIC is the district's long-term investment in creating leadership pathways for THPRD staff who are enthusiastic and dedicated to championing the district's diversity, equity, inclusion, and access (DEIA) values. The WIC helps THPRD plan and implement equity-based actions that strengthen the district's mission and vision.



What types of projects does the committee work on?

Here are some of the projects the WIC has worked on in the past:

- [THPRD's Equity & Inclusion Statement](#)
- Advised THPRD on Appearance Guidelines and BIPOC Internship Program
- Funded THPRD equity initiatives through the 2022 Equity Grants program



Who can join the committee?

The WIC accepts applications from any year-round part-time or full-time employee who is willing and interested in serving on the WIC and has received approval from their supervisor. Directors, department managers, and supervisors are not eligible to apply on the WIC.



How much paid-time can I use to attend WIC meetings?

Each staff member receives a total of three hours of paid time per month to prepare for and attend WIC meetings. WIC Chair members receive additional time to organize meetings and facilitate WIC activities.

Have questions or feedback?
Email us at WIC@thprd.org

More about the Welcome & Inclusive Committee



Why does the WIC require applications?

While the WIC recognizes that no spaces are fully safe under systems of racial and social oppression, the team wants to ensure that the group can continually build a space that is as safe and collaborative as possible and that fully welcomes and embraces diverse perspectives. The WIC also aims to maintain between 8-10 members at all times to best support relationship-building and actionable decision-making.



What is the WIC looking for in a new member?

The WIC is looking for new members with lived experiences, diverse perspectives, and equity skills or a great interest in learning more about equity work. The WIC also considers the department and facility location of each applicant to ensure that its members represent diverse departments. Here are some examples of experiences and skills the WIC is looking for:

- Experience in collaborative problem-solving in a diverse group setting.
- Understanding of how ideas such as race, class, disability, are created by society and expressed in interpersonal, organizational, and other systems around us.
- Humility and understanding that our changing world will always challenge our assumptions of these ideas created by society and we each have more to learn.

To learn more about the required skills, visit www.thprd.org/pdfs2/document5136.pdf

How to apply

1

Attend a WIC Info Session. These are optional information sessions to help staff learn more about the WIC and how to apply. Find session dates and times at <https://bit.ly/THPRD-ERG>.

2

Complete a WIC New Member Application by Thursday, January 5, 2023. Before applying, be sure to get your supervisors approval. Then look for an email in your inbox confirming that we received your application.

3

The WIC will review applications and announce new members no later than February 10, 2023. New members can also expect their first meeting with the WIC to take place in February 2023.

What if I'm not selected? Applications might not be accepted for reasons that change over time. For example, the WIC may already have multiple members from your department the year that you apply. So for staff who are not accepted, we strongly encourage them to re-apply next year or to consider participating in an **Affinity Group** or the **Transformation and Allyship Group**. We also invite any questions or feedback about the selection process at wic@thprd.org.



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

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

