

Simply Hiring a BIPOC Youth is not a Diversity Strategy

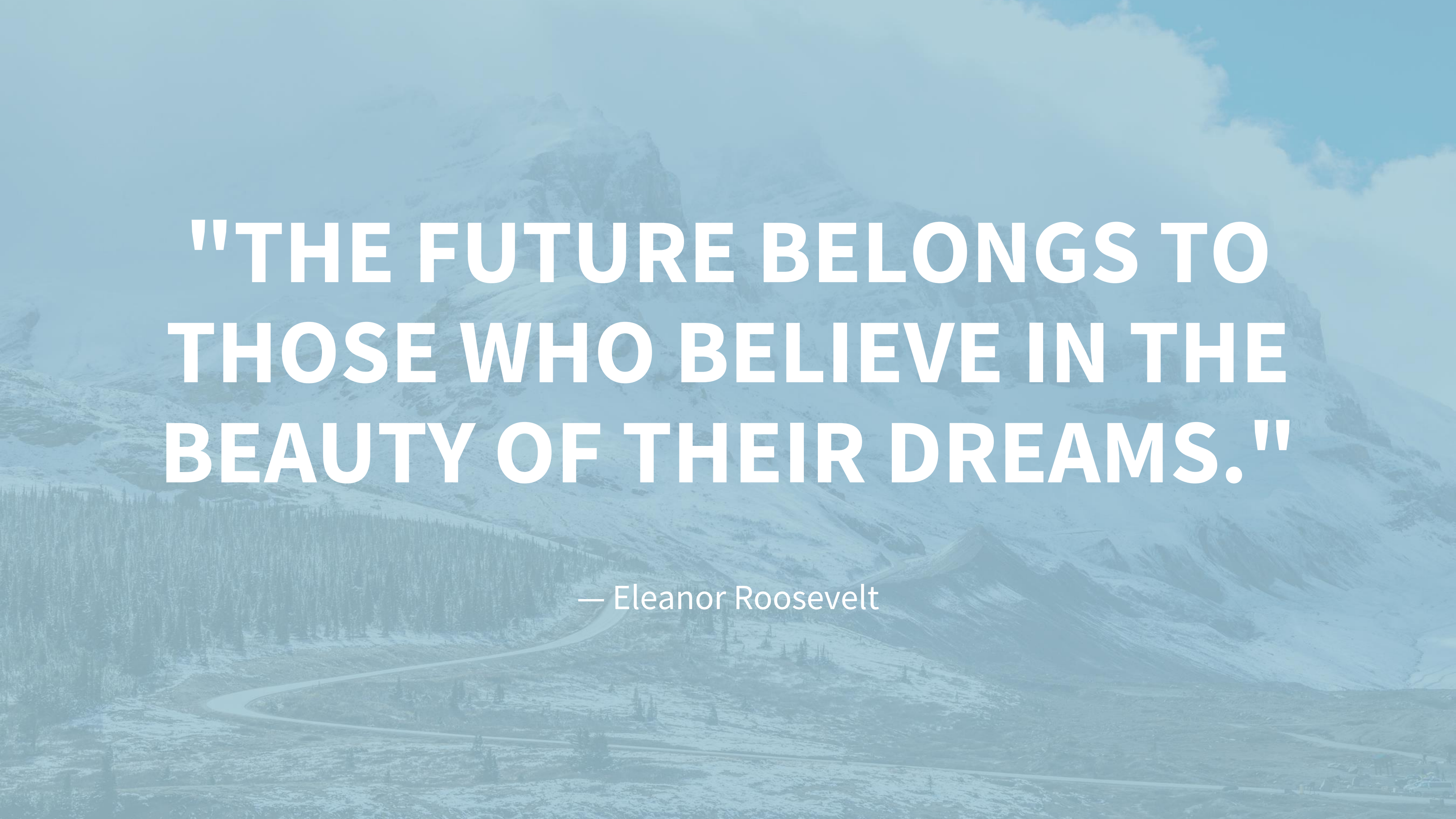
Deborah Campbell | APSE | November 7, 2023

BIPOC Youth and Disabilities

BIPOC youth with disabilities and intersectionality have a higher risk for many negative life outcomes and unemployment is yet another driver of disparities. What strategies can employers and service providers use to address these disparities and be an ally.



**What value did you believe
employment offered you as
a kid?**



**"THE FUTURE BELONGS TO
THOSE WHO BELIEVE IN THE
BEAUTY OF THEIR DREAMS."**

— Eleanor Roosevelt

**“I DON’T WANT NOBODY TO
GIVE ME NOTHING.”**



James Brown - God Father of Soul - 1970 Sex Machine Album

Workshop Objectives

Understanding the Definitions

Do the definitions mean
the same to everyone?

Strategies for Support

Who, What, When,
Where?

How to be an Ally

Become a champion!

How the words are defined mean something!

What is BIPOC?

This acronym is used as an umbrella term for all People of Color.

What is Diversity, Equality, Equity?

It means something different depending on who you talk to.

What does strategy mean in the workplace ?

Having a plan vs. a strategy

BIPOC?



What is the full meaning of BIPOC?

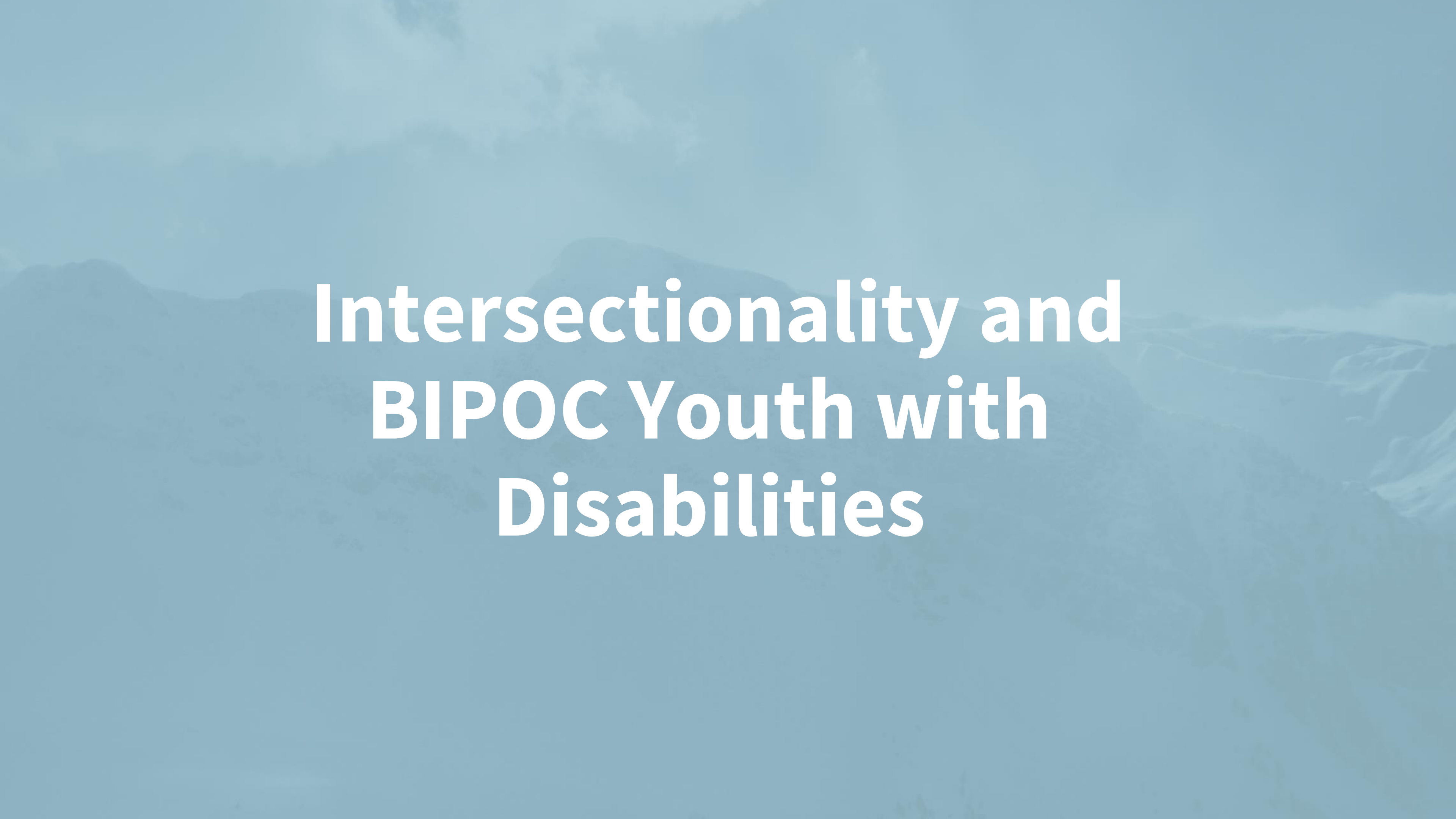


Diversity

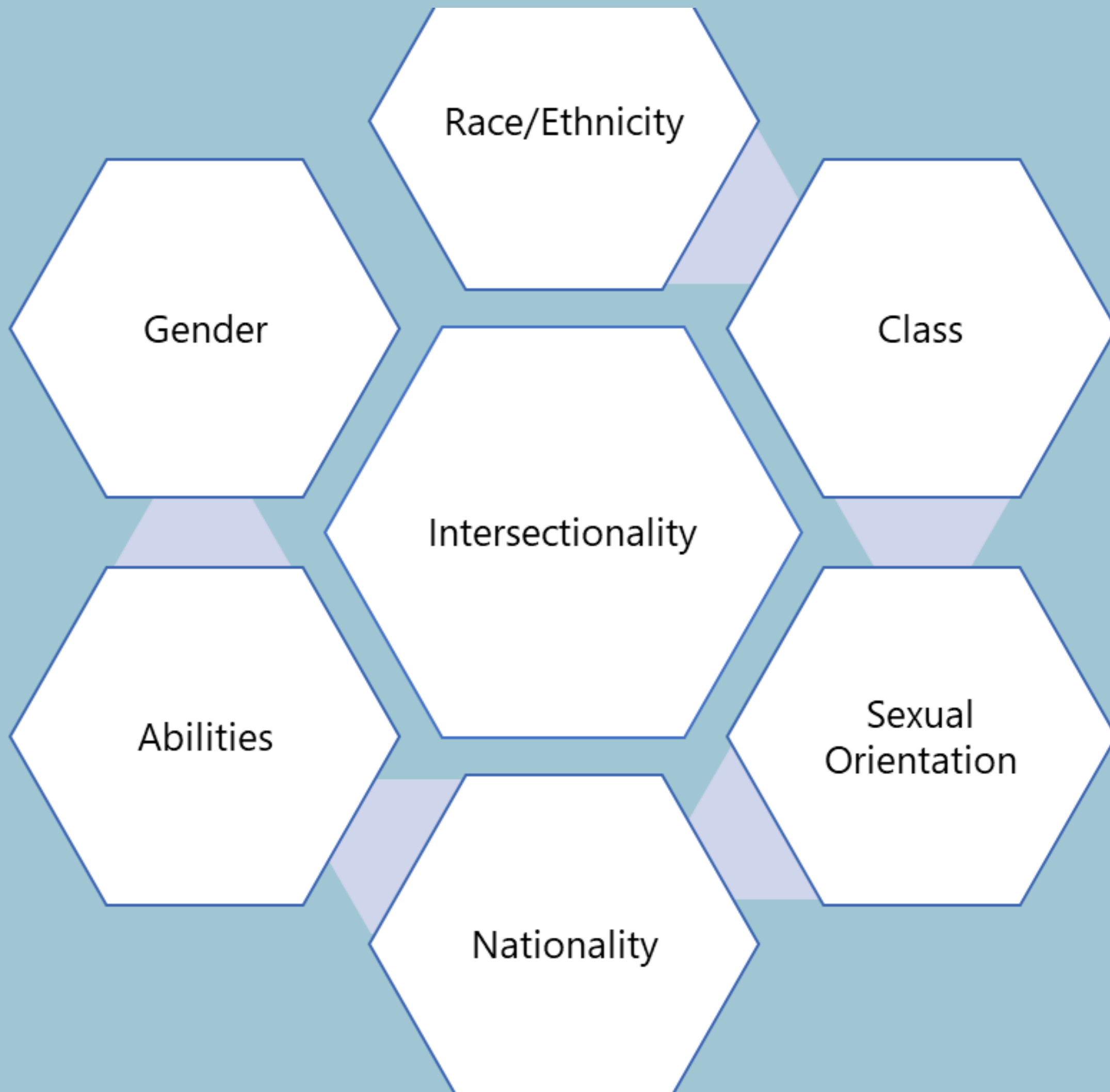
Strategy

"Determining how we will win in the period ahead."



The background is a blue-tinted landscape featuring rolling hills and mountains. A winding road is visible on the right side, leading into the distance. The overall tone is serene and contemplative.

Intersectionality and BIPOC Youth with Disabilities





Intersectionality

This term was coined in 1989
by Kimberlé Crenshaw



DeGraffenreid v. General Motors

Inspired Crenshaw's
framework.



Important to recognize

Intersecting identities that can
combine to either increase or
mitigate the barriers to employment
they may face.

Understanding Intersectionality



Strategies to Support

Identify and change processes

Are your recruiting and hiring processes discouraging applicants with disabilities, or limiting their ability to demonstrate their strengths?





Help all employees understand the challenges that persons with disabilities face and contribute to solutions..

Conduct Workplace Safety Audits

Have a thorough safety audit done on all work areas within your organization.



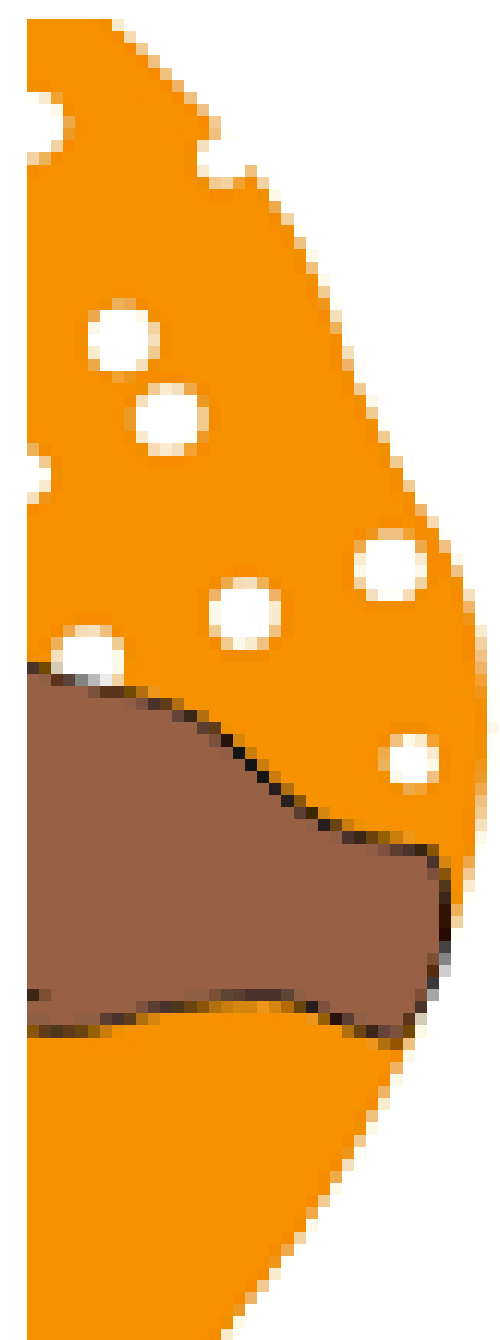
Prepare the Team Upfront



This isn't discrimination. It's preparation.

A blue-tinted landscape featuring a range of mountains and a valley. The text "Become An Ally" is centered in the middle of the image.

Become An Ally

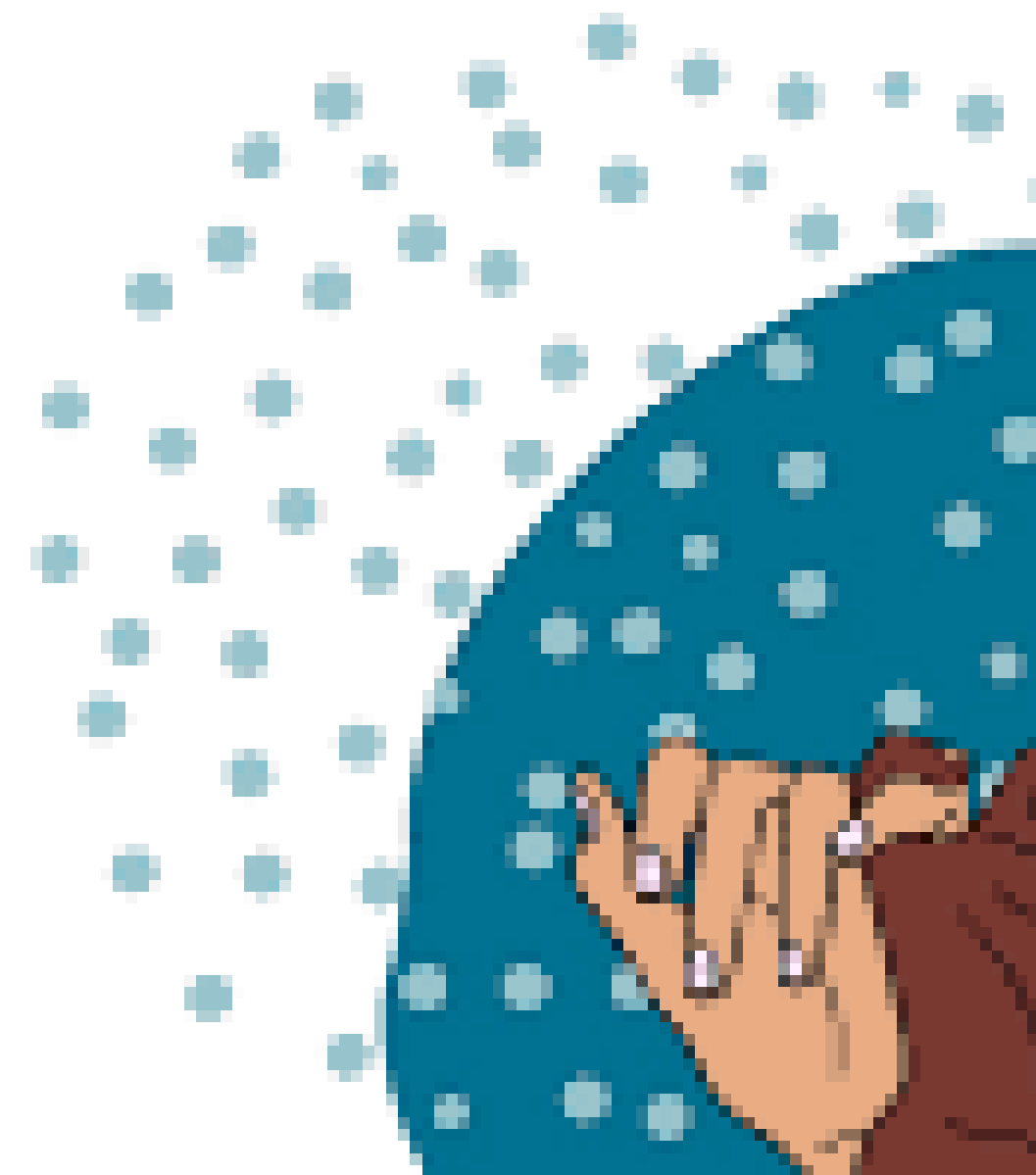


A - Always centre the impacted

L - Listen and learn from those who live in oppression

L - Leverage your privilege

Y - Yield the floor



Thank you!

This is the place for comments or questions.

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