



All Things Being Equal... Lessons in Diversity

A Live Virtual Event

May 18, 2022

10:00 AM – Noon CT

(11 AM – 1 PM ET | 9–11 AM MT | 8–10:00 AM PT)

Celebrating diversity is central to all Head Start programs — It's written in the DNA, as provided by the *Improving School Readiness for Head Start Act of 2007*. Serving families with different backgrounds, circumstances, and challenges is a stated description of the families that are eligible for Head Start services. Understanding the needs and opportunities this mandate creates is critical for any successful program. In this session, we'll explore what that means for families and staff.

Respecting and leveraging diversity with intentionality as part of organizational culture is a way to foster positive business and personal relationships. Effectively doing so is seen as a reflection of organizational values to some. To others it is seen as a practical necessity for high performing teams and financial success for the organization. This session discusses the benefits of creating and maintaining a program environment where everyone can feel appreciated for their authentic selves and individual, professional contributions. This helps people to understand each other so that they can work together effectually.

This dynamic 2-hour session is designed for all HS/EHS staff and families. Participants will explore: The organizational process towards fostering an environment where people with profound differences thrive; the tenets of inclusive leadership; and the value-driven philosophy of diversity and inclusion. Staff will better understand how to relate to families and each other. Families will better understand the values promoted by your program. Program leadership will better understand how to support PFCE diversity and inclusion outcomes. This is a session for everyone in your organization.

Don't miss this first time offering by T/TAS at WKU on this timely topic that is central to the mission of Head Start.

The Standard Registration Fee is \$225 per person. Members of **T/TAS@Your Service** may qualify for the Subscriber Rate of \$205 per person. (Please visit www.ttas.org for information on how to become a subscriber.) For details on registering for this event, please see page 3.

Learning Objectives

- ★ Explore the meaning and impact of diversity.
- ★ Examine the role of organizational culture in framing diversity.
- ★ Identify ways that diversity within your organization can be a tool to effect positive change.
- ★ Increase knowledge of relevant regulations, guidelines, and best practices relative to promoting inclusiveness with HS/EHS programs.

Your Presenters



Robin Gadsden-Dupree, Ed.D, Family & Community Partnership Specialist, comes from a family of strong community activists. Her career has been devoted to working with children and families by reaffirming their strengths, values, culture, and community. Since 1977, Robin has worked in the Early Childhood profession as a pre-school teacher, day care director, infant/toddler family home provider, college campus child care director, college adjunct professor, Head Start home visitor, and Head Start Director. Robin has an Ed.D. in Organizational Leadership and Higher Educational Leadership and holds B.S. and M.S. degrees in Early Childhood Education. She is a certified teacher in nursery and K-6 in New York.



Krystal Heinzen Lindsey, is a Management Specialist with WKU T/TAS. In that capacity, she works with Head Start and Early Head Start Board and Policy Members, Management, and Staff in developing and implementing program systems which support high quality services. Through both onsite training opportunities and conducting workshops, she leads sessions in the service areas of Governance, ERSEA, Family Services, and Program Management. Krystal feels the most fulfilling aspect of her work is meeting caring, passionate professionals across the country that work tirelessly to help change the lives of families in their community. Her educational background includes a Juris Doctorate from Stetson University College of Law in St. Petersburg, FL and a Bachelor of Arts in Journalism from Howard University in Washington D.C. In addition to working with various grant funded organizations across the country, she is engaged in her community in Houston, TX as a community leader and volunteer.

(T/TAS reserves the right to substitute presenters.)

IMPORTANT Participation and Technology Information Required to Participate

- ★ Participants must register individually and must have a valid and active individual e-mail address to participate. Groups of individuals cannot participate using a single e-mail address.
- ★ We *highly* recommend participating from a desktop or laptop computer, as opposed to a mobile device, for the best participation and audiovisual experience. A high speed internet connection is recommended as the training may be bandwidth intensive at times.
- ★ This event will require you to access the T/TAS online learning management system, T/TAS TalentLMS.
 - Participants will be sent an email before the start date with a link to login to the training.
 - New users to T/TAS TalentLMS will be required to create a unique password on your first login. Return users to T/TAS TalentLMS

Tentative Agenda

Central Time Zone

Sessions are live. No recordings will be available.

Wednesday, May 18, 2022, Virtual Session

10:00 AM – Noon CT (11 AM – 1:00 PM ET | 9–11:00 AM MT | 8–10:00 AM PT)

Hour One...

- Introductions and Training Overview
- Defining Diversity
- Organizational Culture
 - Is diversity important to your organization?
 - How does program leadership support and promote your program's ideology?
 - Perceptions of Practices, Traditions, or Culture
- How might diversity and inclusion increase our ability to serve our mission?

Hour Two...

- Contemplating change in order to support inclusiveness
- Roles, Responsibilities and Practices
 - PFCE expected outcomes
 - Systematic approach
- Concentrate on the commonalities
- Making inclusivity your brand

can login with their previously created password.

- After you sign in to T/TAS TalentLMS, your training will be set up as a course for you to work through to access instructions, content, and resource files, including the agenda and the live session links.
 - You can login to T/TAS TalentLMS through any internet browser from your computer or mobile device. Some content in T/TAS TalentLMS requires that your browser accept third-party cookies to prevent compatibility issues.
 - If you have technical issues logging in or viewing content, contact T/TAS at ttas.info@wku.edu or 800-882-7482.
- ★ **The event will also require you to access the Zoom Video Conferencing website or app.**
- Sessions are live. No recordings will be available.
 - If you are participating in the live Zoom session on a *desktop or laptop computer*, you will find the Zoom link in your **T/TAS TalentLMS** training content. We recommend participants create a free Zoom account with their FIRST and LAST name before the event start date at <https://zoom.us/freesignup/>. You may be asked to install the free Zoom program file.
 - If you are participating in the live Zoom session on a *mobile device*, you will need to install the free Zoom Cloud Meetings app to join the session.
- ★ Participants may experience delays in accessing the training based upon the speed and reliability of their computer or mobile device and internet access.
- ★ Participants are responsible for completion of the event within the stated timeframe.

Registering for T/TAS Virtual Events

It is easy to register for events sponsored by T/TAS! Register online for any T/TAS virtual event. Visit our web site at www.ttas.org, locate the event for which you wish to register, and then click on the Register button.

Payment Policy: *Payment or Purchase Order is due at time of registration.* Registrations received without copy of Purchase Order or payment by check or credit card will not be confirmed to participate in this virtual event.

Registration Deadline: Unless the event fills first, registrations for this virtual event must be received by **May 11, 2022.**

Enrollment is Limited: T/TAS cannot guarantee enrollment at virtual events. If available enrollment slots fill, you will have the option of being placed on a waiting list in case space reopens due to cancellations.

Confirmation of Registration: Registrations can only be confirmed by e-mail. Please provide a unique email address for the participant. If an administrator needs to receive a copy of the confirmation, please include administrative email address on the Group Contact Profile. If you do not receive a confirmation within five days of registering for the event, please contact the T/TAS office at ttas.register@wku.edu or call 800-882-7482.

Cancellations/Substitutions Policy: To obtain a refund of registration fees (less \$75 enrollment charge), cancellations must be received by email to ttas.register@wku.edu by **May 11, 2022.** If you do not receive an email confirmation of your cancellation from T/TAS within 3 business days, you must call 800-882-7482 to confirm your cancellation email was received to be eligible for the refund. Substitutions can be made up to the cancellation deadline date. **After the cancellation deadline date, no refunds will be provided.**

T/TAS reserves the right to cancel the event if enrollment criteria are not met or when conditions beyond our control prevail. In the event of cancellation, each registrant will be contacted. The liability of T/TAS is limited to the refund of registration fees only.

Photo/Video/Recording Policies: Recording or taking images of this event is not permitted. Participants of this event may be recorded. By registering for the event, authorization is given by you to be included in any recordings made of live webinar or meeting sessions of this event in connection with T/TAS' programs, publications, the Internet and public web sites. T/TAS and any employees, officers and associates, as well as any assignees, are released from any and all claims for damages for libel, slander, invasion of privacy, right of publicity, or any other claim based on use of the above-described material(s).

T/TAS Also Brings the Training to You

You have questions...T/TAS Specialists have solutions.

Let the highly qualified T/TAS at WKU Training Specialists bring up-to-date information and best practices to your program leadership, as we work together to develop individualized strategies and solutions for your program.

- Customized program roadmap planning
- Staff in-service/pre-service trainings delivered from a variety of remote platforms
- Need-based learning designed by you to engage in creative discussion and problem solving

To learn more, to discuss your local training needs, or to schedule training, call **800-882-7482**.

