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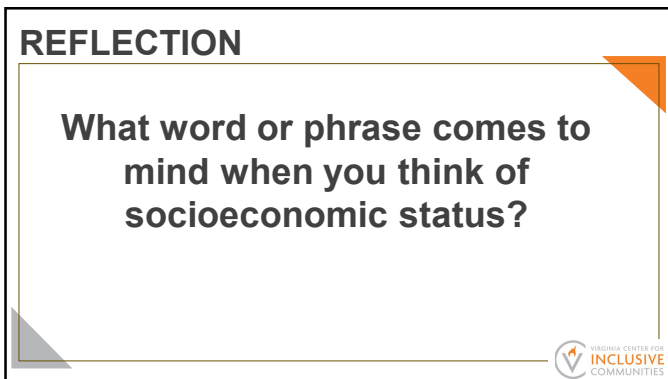
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## WHAT IS CLASS

**Class is a relative social ranking based on income, wealth, status, and/or power.**

**- Felice Yeskel, 1990**



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## DISCUSSION

- Which example of socioeconomic mobility stood out to you? Why?
- What factors help or hinder someone's ability to achieve economic stability or upward mobility in America today?



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## CLASS BACKGROUND INVENTORY

- What did your neighborhood or community look and feel like when you were growing up?
- Who were the people or places that helped you feel supported as you grew up?
- What were some messages or unspoken rules you learned about money, work, or success?



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## DISCUSSION

- What similarities and differences do you notice between your class background and your current socioeconomic status?
- What are the reminders (big or small) that cause you to think about your own class/socioeconomic status?



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## WHAT CAN YOU DO?

1. Inclusive Hiring & Advancement
2. Inclusivity Training & Education
3. Supportive Workplace Policies
4. Data-Driven Accountability



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## WHAT CAN YOU DO?

### 1. Inclusive Hiring & Advancement



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## INCLUSIVE HIRING & ADVANCEMENT

- Use structured interviews & diverse hiring panels
- Partner with community organizations to reach underrepresented talent
- Create programs that connect employees from lower-SES backgrounds with mentors in leadership roles



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## WHAT CAN YOU DO?

### 2. Inclusivity Training & Education



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## INCLUSIVITY TRAINING & EDUCATION

- Provide ongoing DEI training, including socioeconomic awareness
- Educate staff on bias, privilege, & systemic barriers



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## WHAT CAN YOU DO?

### 3. Supportive Workplace Policies



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## SUPPORTIVE WORKPLACE POLICIES

- Provide transportation, childcare, or housing stipends
- Ensure benefits are accessible to all employees
  - Examples: Multilingual materials, Inclusive leave policies



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## WHAT CAN YOU DO?

### 4. Data-Driven Accountability



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## DATA-DRIVEN ACCOUNTABILITY

- Track hiring, retention, & pay equity data
- Use anonymous feedback tools to identify gaps and develop solutions



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## WHAT CAN YOU DO?

1. Inclusive Hiring & Advancement
2. Inclusivity Training & Education
3. Supportive Workplace Policies
4. Data-Driven Accountability



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## REFLECTION

- Which of these strategies or practices do you think your organization or institution is doing well?
- Where would you like to see your organization/institution grow or improve when it comes to promoting inclusivity and addressing socioeconomic disparities?



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## POWER SESSION EVALUATION



[www.inclusiveVA.org/PSD](http://www.inclusiveVA.org/PSD)



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## STAY IN TOUCH



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**Instagram:** [inclusive\\_VA](https://www.instagram.com/inclusive_VA)  
**LinkedIn:** [inclusiveVA.org/linkedin](http://inclusiveVA.org/linkedin)



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