

2024 International IPS Learning Community Annual Meeting

Breakout Group: Helping IPS Programs with Equity, Diversity, and Inclusion (EDI) Plans

Facilitators: Rod Moyer and Whitaker Wright

Plus	Minus
1) IPS fidelity <ul style="list-style-type: none"> • Zero exclusion • Competitive, integrated employment • Preferences 2) Measurable degrees of success 3) Partnerships/Capacity <ul style="list-style-type: none"> • Resources 	1) Not measured 2) Resources <ul style="list-style-type: none"> • Funding • Networks • Training 3) Turnover <ul style="list-style-type: none"> • IPS staff • 150+ caseloads
Ability to learn and share experiences Promote belonging and buy in Community learning	May increase a spotlight on certain people to educate Force people to address their own biases-- -uncomfortable Community
Sets examples for clients Everyone is welcome—everyone matters Staff feels included Helps to understand bias	Interferes with understanding (own biases) Lessens collaboration Dehumanizes Discourages services or employment
Kickstarter to action Drive accountability Representation	Risk of the responsibility falling on a small group Danger of becoming a “tick box” exercise If there is a completed plan, EDI work may stop there—they may not do more.