



FEATURED STORY:

With the onboarding of Dr. Tevis Bryant as PLAN's new Director of DEIB, the organization continues to make strides daily in their diversity, equity, and inclusion initiatives. Some of the noteworthy changes include enhancements to human resource practices with integration of deib approaches centered around equity and inclusion, updating deib assessment and data collection processes. Additionally, a new training curriculum has been developed for PLAN staff that is accessible to all member programs and their employees. These trainings are vital to the constant development of employees and practitioners on relevant deib topics. The first two course on

LGBTQ+ inclusion, and positional in the workplace have been well received and have already had a positive impact on staff. Kianna Bowles, PLAN's Training Coordinator states, "These trainings are great I feel seen and validated." With other network members have shared, "I have learned a lot about different types of privileges that are present in the workplace". Dr. Bryant is also in the process of creating a strategic diversity plan for the organization as well as a diversity dashboard, for the company to begin measuring its inclusive effectiveness. For more information about PLAN's upcoming diversity projects contact:

Tbryant@palegalaid.net

PLAN Inc. Staff Spotlight:



Eric Marsteller, Fiscal Consultant

What about the diversity initiatives at PLAN excite you the most?

"The heart of what makes the PLAN network effective serving the legal needs of our clients are people - the advocates and administrative staff in our programs.

I am excited that PLAN's diversity initiatives are investing in the people who make up the network through education, building connections, and creating formal and informal spaces to support one another."



UPCOMING HOLIDAYS

MONDAY, JANUARY 15TH
• MARTIN LUTHER KING JR. DAY

FEBRUARY 1ST - FEBRUARY 29TH
• BLACK HISTORY MONTH

MARCH 1ST - MARCH 31ST
• WOMEN'S HISTORY MONTH

MARCH 10TH - APRIL 9TH
• RAMADAN

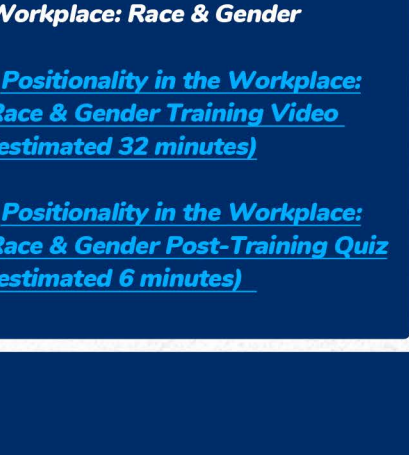
MAY 1ST - May 31ST
• ASIAN AMERICAN & PACIFIC ISLANDER HERITAGE MONTH

JUNE 1ST - JUNE 30TH
• LGBTQ+ PRIDE MONTH

WEDNESDAY, JUNE 19TH
• JUNETEENTH



VIRTUAL TRAININGS & WEBINARS



MODULE 1:
Course 1 - LGBTQ+ Inclusion, Pronoun Use, & Gender Identity

• LGBTQ+ Inclusion, Pronoun Use, & Gender Identity Training Video (estimated 26 minutes)

• LGBTQ+ Inclusion, Pronoun Use, & Gender Identity Post-Training Quiz (estimated 6 minutes)

MODULE 1:
Course 2 - Positionality in the Workplace: Race & Gender

• Positionality in the Workplace: Race & Gender Training Video (estimated 32 minutes)

• Positionality in the Workplace: Race & Gender Post-Training Quiz (estimated 6 minutes)

BOOK & ARTICLE RECOMMENDATIONS

Books:

- **Racism at Work: The Danger of Indifference** by Binna Kandola (2018)
- **Why are all the Black kids sitting together in the cafeteria** by Beverly Daniel Tatum (2017)
- **How to be an antiracist** by Ibram X. Kendi (2022)
- **The Color of Law: A Forgotten History of how our government segregated America** by Richard Rothstein (2018)

Podcasts & Media:

- **On LawNext: The Law Students Working to End Racism in the Legal System.** On this podcast hear from two of a group of law students who conducted research related to eliminating racism in the legal system as they discuss their findings. <https://t.co/2459upTrx1>

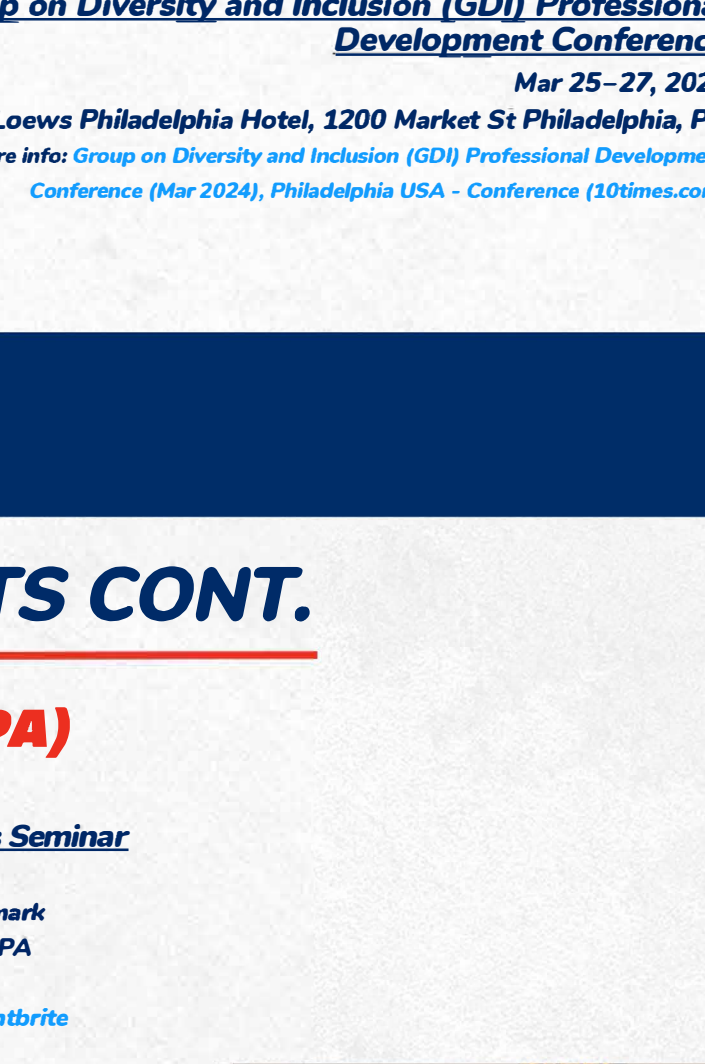
Articles:

- **"I Can't Be Racist, I'm Gay": Exploring Queer White Men's Views on Race and Racism Exploring Queer White Men's Views on Race and Racism on JSTOR**
- **Black LGBTQ Individuals Experience Heightened Levels of Discrimination - Center for American Progress**
- **Women Attorneys Defining Purpose, Balance and Flexibility | National Law Journal**
- **Why Pronouns Matter | NEA**

PROGRAM EVENTS

[PLAN Inc.]
MLK Orientation Program
Wednesday May 15th, 2024
(Virtual)

[PLAN Inc.]
MLK Internship Closing Ceremony
Wednesday July 24th, 2024
(Hilton - Harrisburg, PA)



COMMUNITY EVENTS

PHILADELPHIA

Black History Book Fair - Kennett Square, PA 2024

Feb 10, 2024 • 12:30 - 2:30PM
Kennett Area YMCA, 101 Race St Kennett Square, PA
More info: [Black History Book Fair - Kennett Square, PA 2024](#) | ACTIVEkids

2024 Conference on Diversity, Equity, and Student Success
Mar 21-23, 2024
Loews Philadelphia Hotel, 1200 Market St Philadelphia, PA
More info: [Display event - 2024 Conference on Diversity, Equity, and Student Success \(aacu.org\)](#)

Group on Diversity and Inclusion (GDI) Professional Development Conference
Mar 25-27, 2024
Loews Philadelphia Hotel, 1200 Market St Philadelphia, PA
More info: [Group on Diversity and Inclusion \(GDI\) Professional Development Conference \(Mar 2024\), Philadelphia USA - Conference \(10Times.com\)](#)



COMMUNITY EVENTS CONT.

HARRISBURG (CENTRAL PA)

EmergeHer 2024- Minority Women In Business Seminar
Mar 29, 2024 • 11AM - 4PM
Penn Harris Hotel and Convention Center Harrisburg Trademark Collection by Wyndham, 1150 Camp Hill Bypass Camp Hill, PA
More info: [EmergeHer 2024- Minority Women In Business Seminar & Expo Tickets, Fri, Mar 29, 2024 at 11:00 AM | Eventbrite](#)

Health Equity Summit: Justice & Joy
Apr 4 - 5, 2024
Harrisburg, PA
More info: [Health - 2024 Health Equity Summit \(harrisburgu.edu\)](#)

Pride Festival of Central PA
July 27th, 2024 • 11AM - 6PM
Soldier's Grove, 531-559 Commo nwealth Ave Harrisburg, PA
More info: [Pride Festival of Central PA - Pride Festival of Central PA \(centralpapride.org\)](#)

Erie

Historical Institute of Culture and the African American Experience (HICAAE)
Feb 13, 2024
Website: [Creative Crowd | Monthly Meet-Ups - Erie Arts & Culture \(erieartsandculture.org\)](#)
More info: [Historical Institute of Culture & the African American Experience | Erie PA \(facebook.com\)](#)

Erie Pridefest and Parade
June 24th, 2024 • 3 - 9PM
133 W 18th St
Erie, PA
More info: [West 18th Street, Erie, eventsseeker](#)

Luzerne County

Young Professionals Conference
Mar 20th, 2024 • 8am - 4pm
Wilkes Barre, PA
More info: [2024 Young Professionals Conference - Greater Wyoming Valley Chamber of Commerce](#)

Diversity, Equity, and Inclusion Forum
April 10th, 2024 • 8:30am
Wilkes Barre, PA
More info: [2024 Diversity, Equity & Inclusion Conference - Greater Wyoming Valley Chamber of Commerce](#)

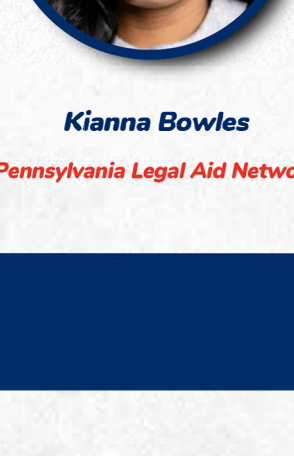


Diversity & Inclusion Advocates of Distinction

These individuals are being recognized for their internal DEIB efforts and advocacy, as well as their work in supporting marginalized communities despite their background. Thank you for the work you do to ensure equity and inclusion within our network!



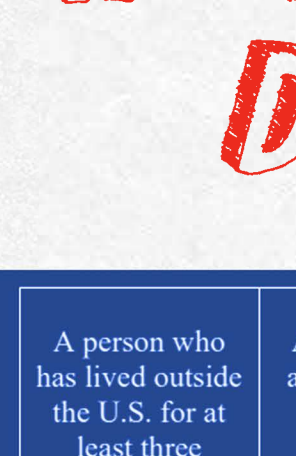
Marielle Macher
Community Justice Project



Alexandra Morgan-Kurtz
Pennsylvania Institutional Law Project



Erik Hansen
Pennsylvania Legal Aid Network



Shawn Boehringer
Legal Aid of Southeastern PA



Kianna Bowles
Pennsylvania Legal Aid Network



Madi Keaton
Pennsylvania Utility Law Project

A person who has lived outside the U.S. for at least three months.	A person born and raised on a farm.	A person with a southern accent	A person who speaks more than one language	A person who is differently-abled
A person who is Moslem	A person who is a naturalized citizen	A person of Hispano-Latin heritage	A woman	A person who is left-handed
A person who knows sign language	A person with red hair	An inhabitant of the plant Earth	A person who has received welfare	A person with black African ancestry
A man	A person with Native American Indian heritage	A person who has changed religions	A single parent	A person who is over six feet tall
A person who has a close friend of another race	A person who is a vegetarian	A person of Asian heritage	A person who is Jewish	A person who is gay, lesbian or bisexual

DIVERSITY BINGO

3 QUESTIONS TO CHALLENGE YOURSELF

What is my privilege and how can I use it to support marginalized colleagues and clients? **1**

How does my identity impact how I communicate or how I am received? (What can/should I do about this?) **2**

What DEI topic am I adverse to and why do I disagree with it? **3**

THE m&m's GAME

GRAB A SMALL HANDFUL OF M&M'S AND BASED ON THE COLORS YOU HAVE IN YOUR HAND, SHARE TWO FACTS ABOUT YOURSELF. DON'T FORGET TO EAT THE M&M'S TOO... WE WOULDN'T WANT ANY CHOCOLATE GOING TO WASTE, NOW WOULD WE?

- **SHARE ABOUT YOUR FAVORITE HOBBIES!**
- **SHARE ABOUT SOMETHING YOU DID LAST THIS SUMMER!**
- **SHARE ABOUT FAVORITE BOOKS OR MOVIES!**
- **SHARE ABOUT YOUR HOMETOWN!**
- **SHARE ABOUT YOUR FAVORITE FOODS!**
- **WILD CARD! SHARE ABOUT ANYTHING!**

A NOTE FROM THE DIRECTOR OF DEIB

"Through the lens of diversity, equity, inclusion and belonging, I plan to continue enhancing the services that PLAN Inc. already provides for marginalized communities. My role in the network is to help our member organizations identify systematic barriers that can be remedied with intentional and equitable approaches - both theoretical and practical." - Dr. Tevis Bryant

WANT TO ADD CONTENT FOR THE NEXT EDITION?

Add information here: [PLAN DEIB Newsletter - Information Collection \(goo.gl.com\)](#)

FOLLOW US ON:

