

# Beloved Community Equity at Work: Environmental and Energy Justice Cohort

The South Central Thriving Communities Technical Assistance Center (South Central TCTAC), an EPA Thriving Communities Technical Assistance Center, is launching an Equity at Work Cohort focused on supporting organizations in advancing their commitments to equitable and inclusive practices through their work in the Environmental/Energy sector. The equity at work cohort will be led by South Central TCTAC partner Beloved Community, a leader in fostering programs to advance equity in the workplace. To learn more about the South Central TCTAC, please visit <https://scerc.nmsu.edu/>.

Beloved Community is a non-profit consulting firm headquartered in New Orleans, Louisiana, focused on implementing sustainable solutions for racial and economic equity. For more information, please visit <https://www.wearebeloved.org/>. Over five years, Beloved Community will support leaders and employers across

Louisiana, New Mexico, Texas, Oklahoma and Arkansas to assess their practices, create inclusive workplace environments and community engagement strategies, and develop sustainable equity solutions with their regions and communities.

The cohort brings together leadership teams for a 1-year equity journey. Beloved Community supports this select group of organizations to assess their practices, operationalize their equity commitments, develop sustainable equity solutions for their work, and advocate for inclusive practices for the environmental/energy workforce. Organizations will engage in region-wide interactions in each of the monthly capacity building sessions that will allow for peer learning and best practice sharing across Region 6. All teams conduct an organizational [Equity Audit](#) and complete the cohort with a multi-year Equity Work Plan.



## START DATE

**June 2024**

The specific day and time will be determined by mutual availability of cohort members

## IDEAL PARTICIPANTS

Cross-functional teams from any organization (for-profit or non-profit) seeking to build their capacity to center equity and inclusion within their environmental/energy sector work.



## TIME COMMITMENT

**Virtual.** Cohort members will meet once a month for 8, half-day (4 hours), facilitated, capacity building sessions over a 1 year period.



## LEARN MORE

Attend an upcoming information session to hear more!

**May 30th**  
**12:00pm-1:00pm CST**  
**[Register Here](#)**

Email [ileana@wearebeloved.org](mailto:ileana@wearebeloved.org) to join.

**Attended an Info Session and ready to sign up?**

**SIGN UP**

*Funded by the EPA Thriving Communities  
Technical Assistance Center program.  
To learn more about this cohort please  
email: [ileana@wearebeloved.org](mailto:ileana@wearebeloved.org)*



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**An EPA Thriving Community Technical Assistance Center**  
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## What's Included

Beloved Community is able to bring this scope of work to employers at no-cost through its partnership with the South Central Thriving Communities Technical Assistance Center (South Central TCTAC) which is funded by the EPA Thriving Communities Technical Assistance Center program.

### Equity Audit

Each organization, that joins our cohort, will have access to our online equity audit. Which is a self-guided, organizational self-assessment that will measure your organization's health across 3 standards: Diversity, Equity and Inclusion. Once the audit is complete you will receive individual resources and a detailed report for your scores across the 3 standards.

### Equity Work Planning

Each organization will create a strategic plan that focuses on creating a more equitable workplace for the organization. The creation of this plan is guided by Beloved Community and reinforced through capacity building and individual Beloved Community Coaching.

### Individualized Coaching

Each organization will receive a designated Beloved Community coach. This coach is a content matter specialist for all things racial equity and will serve as a guide through your equity journey in the cohort.

### Community of Practice

As a result of joining this cohort, the organization will join a regional community of practice that is committed to advancing equity for the environmental and energy sector.

Cohort Format	Key Content	Anticipated Outcomes
<p>20-30 participating businesses with 3-5 team members from each business</p> <p>1 year commitment, 8 sessions</p> <p>Monthly, half day sessions</p> <p>4 hours per session</p> 	<ul style="list-style-type: none"> <li>✓ Foundations of Racial Equity</li> <li>✓ Bias, Intersectionality</li> <li>✓ Dismantling white supremacy culture</li> <li>✓ Debiasing talent practices</li> <li>✓ Belongingness in People Practices</li> <li>✓ Community Engagement</li> <li>✓ How to Embed DEI Metrics &amp; Goals</li> <li>✓ Ceding &amp; Sharing Power</li> <li>✓ Inclusive Management</li> <li>✓ Building a Plan for Success</li> </ul>	<ul style="list-style-type: none"> <li>✓ Describe systems of privilege &amp; marginalization</li> <li>✓ Understand how to reduce harmful business practices</li> <li>✓ Identify strategies to increase diverse applicant pools and reduce hiring bias</li> <li>✓ Increase sense of belonging for employees, customers, and community</li> <li>✓ Create higher quality jobs and career pathways</li> <li>✓ Define equitable decision-making practices</li> <li>✓ Assess strengths &amp; needs in DEI organizational practices; build a business-wide plan for policy shifts.</li> </ul>