



Easy Read Edition

ASAN Equity Plan

**Part 4: Hire and promote
staff of color**

Hire and promote staff of color

Chances to learn skills



Management will make a list of the skills that people need to be management.



Management will make that list within 6 months.



Management will find ways for people to learn those skills.



Some people do not have the same access to learning as other people.



Management will focus on how people can access those resources.



We will help everyone develop those skills.



We also know that racism means that sometimes people of color have less opportunities to lead.



Management will work with staff of color during their review every year.



Management will talk with staff of color about what skills or opportunities they want to lead.



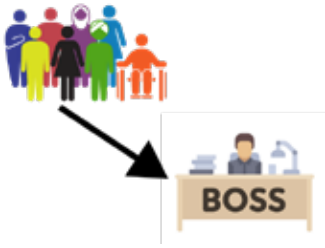
Management will work with staff of color to make sure more people can access resources to lead.



Management will also give resources for professional development.



Professional development is a way to learn new skills for your job.



Professional development can help staff become management.



Some staff make decisions about projects like who is in charge.



Management will ask for feedback about who gets to make decisions.



Management will look for feedback in many ways.

Management will ask for feedback:



- Before we start a project.



- After a project during the debrief.



A **debrief** is when you talk about a project you finished.



Debriefs help us do better projects next time.

We will talk about equity and anti-racism in every debrief.



Management will use this plan to make more opportunities for staff of color.



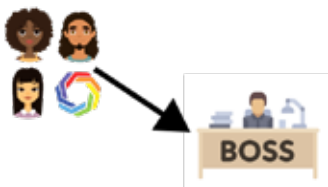
We will think about what things might make it harder for staff of color to get opportunities.



We will change those things.



This should make it easier for staff of color to become management at ASAN.





We want more staff of color to have the power to make decisions.



We will check and fix the plan when we need to.

Suggesting projects



ASAN wants our staff to work on projects that interest them.



We will ask staff what projects they want to work on.



We will ask staff if they have suggestions for new projects or ideas.



We will ask staff to work on these projects.



ASAN wants our staff to lead projects.



We want our staff to learn how to manage projects.



We will create chances for staff to manage projects.



We will help staff build skills to manage projects.



We will especially create chances for staff of color to manage projects.

Making a plan



In 2022, Management will start making a plan.



Management will plan for who will do their jobs after them.



This plan will help more staff of color become part of management.



Management will work on getting rid of barriers that keep staff of color out of management.



Management will look at how ASAN hires new staff.



Management will look at why ASAN does not have more staff of color.



Management will look for ways to reach out more to groups that are underrepresented in ASAN's staff.



Underrepresented means that we need more people from that group on ASAN's staff.

These can be groups like:



- Autistic people of color.



- Autistic people with intellectual disabilities.



- Non-speaking autistic people.



Management will keep working on better ways to work with underrepresented groups.



Management will keep working on ways to get people from underrepresented groups to apply to work at ASAN.



ASAN is going to grow as an organization.



We are going to get bigger.



We are going to need to hire more staff.



We want to hire staff at all levels.



We need to hire staff as managers.



We want to reach out to autistic people of color.



We want to make sure people of color have opportunities for leadership at ASAN.

Internships



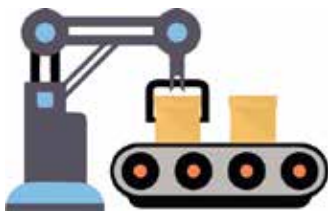
ASAN sometimes has interns.



Interns are people who work with ASAN while they are in school.



Management will make more internships available.



There will be internships in the operations team.



There will be internships in the policy team.



Management will reach out to groups that do not usually have access to internships.

These can be groups like:



- Autistic people of color.



- Autistic people with intellectual disabilities.



- Nonspeaking autistic people.



We will use ACI to find autistic students from underrepresented groups.



We will recruit students from ACI for internships.



We will recruit students from ACI for jobs at ASAN.



When we recruit someone, we ask them to work at ASAN



We will also look for internships and jobs outside ASAN.



We will tell people who have been to ACI about these things.



We will help autistic people of color apply for these things.

Making sure staff have what they need and want to keep working at ASAN



Management will listen to what all ASAN staff have to say.



Management will listen to all feedback from ASAN staff.



Management will take that feedback.



Then management will make a plan.



The plan will talk about how to fix any problems that make staff not want to keep working for ASAN.

These could be things like:



- Things that make it hard for staff to work.



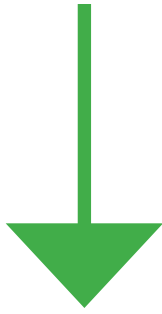
- Different parts of work culture at ASAN.



- Work culture is the way people at a job act and treat each other.



- Ways teams work together.



The plan will talk about ways to make these things happen less.



Management will hold a listening session with staff of color.



Management will get feedback from all staff in other ways as well.



Management will get feedback about things that make staff members want to leave ASAN.



Management will meet to talk about this feedback.



Management will come up with ways to make staff members want to keep working for ASAN.



Management will discuss the ways they came up with in a staff meeting.