



*Easy Read Edition*

# **ASAN Equity Plan**

**Part 6: All-staff meetings about  
our equity plan**

# All-staff meetings about our equity plan



We will meet every month to talk about our equity plan.



We will talk about how we are following the plan.

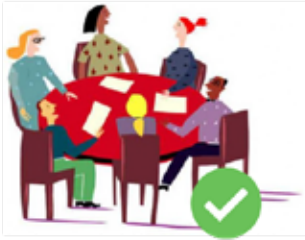


We will talk about how to make all our work anti-racist.



We will look for new ways to support our community.

We will support our community with:



- Advocacy.



- Campaigns.



- Other communications.



- All our work.



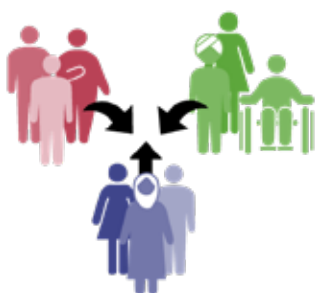
ASAN has different teams.



Those teams will meet to talk about equity every month.



We will talk about how we can make our work better.



ASAN has many meetings.



We have staff meetings every week.



At staff meetings we will talk about all our work, including work on our equity plan.



We also have meetings just to talk about equity every month.



At equity meetings we only talk about equity work.



We will talk about the changes we are making.



We will talk about problems that we did not expect.



We will also talk about new ways we can do equity work.



We will read the feedback people gave.



We want all staff to learn from our community.

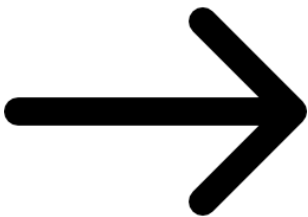
At equity meetings, management will talk about...



- How we are using the feedback.



- What ideas we missed.



- What we can do next.



Staff will talk about how to use the feedback.



Management will listen.



Management will make sure:



- White staff don't talk over staff of color.



- Staff don't use hurtful language or microaggressions.



- A microaggression is a kind of discrimination where someone says something that might seem "small," but is still discrimination.



For example, sometimes people tell disabled people "good job!" when we do everyday things.



When they do that, they are treating us like kids.



That is a microaggression.



People can discriminate without meaning to.



People can say microaggressions without meaning to.

1 —  
2 —  
3 —



- Everyone follows the group norms.
- Group norms are the rules that a group decides to follow.

An example of a group norm is to respect each other.

We will make group norms together.

- Staff of color can share their thoughts.



- Everyone respects staff of color.



- No one expects staff of color to do all the work.



Management will look for ways to make these meetings accessible to everyone.



If there is a problem, management will make changes.



Management will provide accommodations for staff.



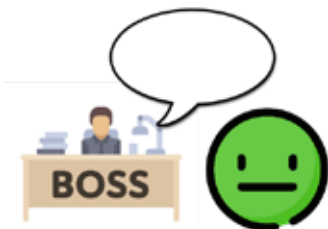
Sometimes we hurt people by accident.



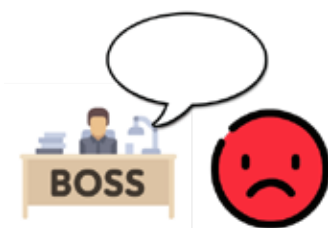
A staff person might say something that hurts someone's feelings.



If this happens, management will talk with staff.



Management will talk to the staff person who hurt someone.



Management will also talk to the hurt staff person.



Management will learn new ways to talk about the problems when they happen.



Management will also learn ways to keep problems from happening.

# Management meetings



Management will have meetings every other week.

The meetings will be about:



- How ASAN works.



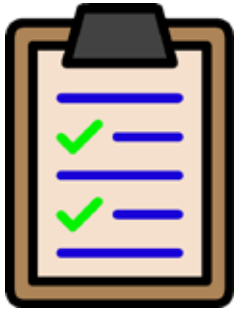
- Equity.



- Anti-racism.



Management will talk about many things.



We will talk about our equity plan.



The equity plan tells us what to do.



The plan also tells us when to do each part.



We will make sure we are on track.

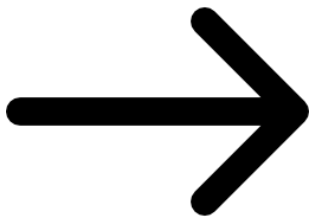




We will talk about new ways we can learn.



We will talk about ways we can change.



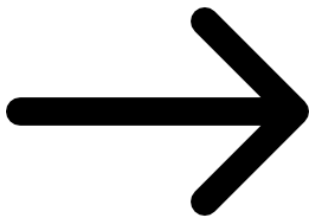
We will talk about what we can do next.



Management will talk about meetings the other teams at ASAN have had.



We will talk about what all the staff are learning.



We will talk about what should happen next.



There are many important skills we need to be anti-racist.



We will talk about the different skills we need.



We will talk about how to learn these skills.

We could try:



- Making a book club.



- Going to trainings.



- Learning about new topics.



Management will talk about how we hire new people.



We need to think about how to make hiring fair for people of color.



We want to be **equitable** when we hire people.



Equitable means fair.



Sometimes things that are the same are not fair.



Suppose everyone had to call a phone number to be hired.



Some people can't use the phone.



The phone is a barrier.



Everyone would be treated the same.

But it would not be fair.



Many people of color do not have the same opportunities as white people.



That can be a barrier.



We need to think about how to get rid of barriers.





Management makes many decisions.



We want the decisions to be equitable.



We want the decisions to be anti-racist.



We will change how we make decisions.



For example: management makes decisions about projects.



We will talk about those decisions.

Talking about projects includes:



- Talking about new projects.



- Talking about where to get money.





We will make sure our decisions about projects are fair.



We will also talk about policy.

## Talking about policy includes:



- New policy work.



- Who we work with.



- How we work with people.



- How we talk about important issues.



- How we plan for the future.



We will make sure our decisions about policy are fair.



We will talk about how to make the work we do equitable.



We will look for chances to focus our work on autistic people of color.



Management will look at all of the work ASAN does.



We will do this at least four times every year.



Sometimes management will change the work ASAN does.



Management will change the work to focus more on autistic people of color.

## Management will talk about:



- How to do more work that focuses on autistic people of color.



- How to change the work we do.



- How to do better work.



- Other parts of the work.

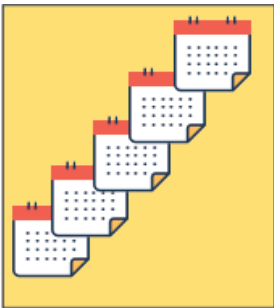


Management will look at our plans at least four times every year.

Our plans can include:



- Our equity plan.



- Our strategic plan.



- Our plan for what work to do.

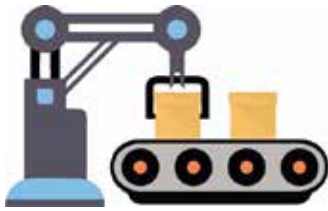


Management will check how we are following our plans.



Part of following our plans is supporting autistic people of color.

## Operations and policy meetings



Our operations team will meet every month.



Our operations team will talk about equity at the meetings.



Our operations team will plan how to make our work anti-racist.



At the meetings the operations team will talk about:



- Projects that are happening soon.



- How to make sure our projects have what autistic people of color need.



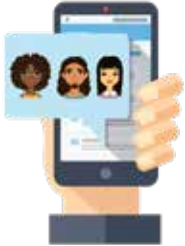
- Events that are coming up.



- How to include racial justice in our social media.



- How to include racial justice in our other communications.



- Sharing work from autistic people of color.



- How we are working with the policy team.



- How we can work with other organizations to do anti-racism work.



We will also give staff a chance to ask questions.



They can also bring up problems.

Staff can ask about topics like:



- Questions about ASAN's equity work.



- Ways we should change our equity work.



- Questions about the operations team.



- If we need to change our SOPs.



- If we need to change how to work with other people and groups.



Our policy team will have feedback meetings every month.



Our policy team will make sure we are doing work that autistic people of color need.

In the feedback meetings we will talk about:



- Everything we did that month.



- How we decide who does the work.



Everyone has different skills.



Everyone likes different things.



We want to be fair when we decide who does different work.