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Leadership Inclusion Bootcamp Case Study

Community Partners in Action

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In the Fall of 2020, Community Partners in Action (CPA) sent two of their leaders to the Inclusion Bootcamp offered by Simone Morris Enterprises, LLC. Deb Barrows, the Program Manager for the CPA Community Service Program at Hartford Community Court, and Noely Sanchez Velez, the Business Operations Administrator for CPA, took the information they learned during the 6-week Bootcamp and incorporated it into their professional and personal lives.

Before the women attend the training, they worked in a setting that practiced equity, inclusion, and diversity. Community Partners in Action advocates for criminal justice reform and gives those people leaving prison dignity and respect while helping them navigate reentering society. Deb and Noely believed that their work and how they live their lives help build that culture and community of respect and dignity for people in their sphere. They recognized that everyone's individuality made them special. They tried to be fair and just when working with CPA clients and in their personal lives. Deb stated that they wanted the CPA clients to feel that they were "invite[d] to the table as an equal participant." Both women understood how it felt to be pushed aside and not heard through their own experiences as persons of color, which is why they wanted to make a difference in the world around them and why they believe in the mission of Community Partners in Action.

Noely said that she viewed the training as opening her eyes to see beyond what is often considered diversity, equality, and inclusion. These concepts are much more than just gender, age, race, and other demographic data. Both women wanted to attend the training to take what they learned during the six weeks and bring it back to CPA to ensure that all organizational policies and procedures truly considered all aspects of diversity and inclusion for the CPA clients. Deb and Noely understood the idea of diversity and inclusion in terms of race, gender, age, and such. Still, neither had considered aspects of life, such as technology, as part of the process.

The two women and CPA found out through current events, such as the pandemic shutdown and the Leadership Inclusion Bootcamp, that the agency was lacking in some areas of inclusivity for clients and employees. They realized that technology is a big player in the world of equality and inclusion. CPA didn't have the resources to ensure all employees had access to what they needed, so how could they assume their clients had access? They couldn't assume anything and had to work fast to get back up to speed to ensure that their clients still got the help they needed and deserved. They realized that technology was a large part of ensuring inclusion and equality for everyone. Today, while the technology gap is getting better, it is not equal in many communities.

Now that Deb and Noely have completed the training and have a fresh way of looking at their communities, they have learned that there is more to making people feel included, making sure people have equality. That diversity is more significant than they assumed. They have a better grasp of how to look at these areas and find ways to make changes in the workplace and community to

lessen the divide and walk the talk to the best of their ability without blinders or preconceived ideas. It opened their eyes to more ways to make clients and their community better, more inclusive places.

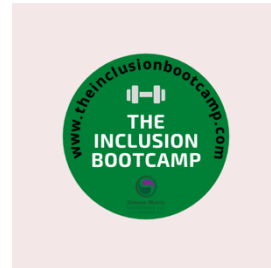
The Inclusion Bootcamp is a 6-week program designed to become a more inclusive leader. Each week focuses on a topic beginning with the Inclusive Leadership Foundation. From there, the program discusses Best Practices, Recruitment and Retention Strategies, Building Inclusive Communities, Inclusive Technology, and closes with How to Walk the Talk of the Inclusion Journey. The program is interactive, so the participants start making changes in their workplace and life immediately.

Now is the time to learn if your company is checking off all the boxes of diversity and inclusion by registering for the next Inclusion Bootcamp by Simone Morris Enterprises.



Need help with transforming your workplace culture?

Find clarity, direction, and inspiration from Inclusive Leadership Expert, Simone Morris.



Learn more about our next Leadership Inclusion Bootcamp Course.

Find out how your leaders can take advantage of a psychologically safe environment to explore, up-level their cultural competencies, and add inclusion to their leadership toolbox.