

# WOMEN OF COLOR CITY RESOURCE GROUP

The Women of Color City Resource Group was established in 2019 as one of the City's first CRG cohorts. The Women of Color CRG is guided by the following mission statement:

**The Women of Color City Resource Group strives to make the City of Philadelphia a more diverse, equitable, and inclusive workplace through a range of engaging, insightful and dynamic content that touches on the cornerstones of our mission, which are professional development, policy advocacy, networking, and wellness. We empower, encourage, and uplift our group members with information and resources that nurture and support their holistic health and well-being while contributing to their ability to promote and influence positive change in their workplace and communities.**

**Below is a list of meeting subjects and summaries for 2022:**

## **January | Financial Wellness**

Guest speaker Jocelyn Wright, Managing Partner of PF Wealth Management Group provided advice for managing, protecting, and repairing credit. Participants learned how they could be proactive in establishing and maintaining a strong credit position.

## **February | Examining the Policy Impacts of Covid on City Employees**

Representatives from the Philadelphia Department of Public Health hosted an informative session and provided updates on COVID-19 and how the City's policies relate to an impact on both the internal workforce as well as Philadelphia's residents.

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## **March | Allow the Record to Speak for You**

Philadelphia's Register of Wills, Tracey Gordon, provided an educational session where she spoke about the protection of assets and living trusts for yourself and loved ones. Additionally, Ms. Gordon provided information on estate qualifiers and how to begin building generational wealth.

## **April | Approaches to Professional Development**

Guest speaker Charron Bruce, Performance Management Project Manager at the Department of Human Services, presented professional growth and development resources, best practices for interviewing, and strategies for building your professional reputation. Ms. Bruce also shared information on how participants could take advantage of free classes offered on the City's Learning Management System (LMS) to help enhance their skills and be more competitive candidates for positions.

## **June | Emotional Intelligence (EQ) Virtual Event**

Executive Co-Chair, Eugenia Fitzhugh presented on the subject of Emotional Intelligence (EQ) and how it can help participants to best navigate organizational dynamics. Ms. Fitzhugh's presentation provided an outline of the EQ infrastructure created and developed by Dr. Daniel Goleman. This workshop encouraged participants to consider the perceptions we may have of ourselves and others as it pertains to workplace performance and competence.

## **July | A Life Fulfilled: Balancing the 8 Pillars of Wellness**

In observance of Minority Mental Health Awareness Month, guest speaker Shemiah Cooper, Health Program Manager at the Department of Behavioral Health & Intellectual Disability Services led a discussion on the dimensions of emotional and mental health wellness. Ms. Cooper's presentation urged participants to be actively aware of their mental health and how to identify signs and symptoms of mental health challenges. Ms. Cooper's presentation additionally covered the mind-body connection as well as equipped participants with resources to further promote mental health awareness.

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## **August | Professional Development: Fortified from the Inside Out**

Co-Chair, Eugenia Fitzhugh, presented on how to establish a career trajectory, helped identify supporting resources, and described the importance of gaining sustainability resources. She emphasized the importance of maintaining professional body language, building a professional resume, and recognizing when one has performed cross-functional management.

## **September | Succession Planning Infrastructure**

Representatives from the Office of Diversity, Equity, and Inclusion and the Office of Human Resources joined to discuss departmental protocol processes that the City has in place to ensure that departments are operating under a shared understanding of all DEI principles. Co-Chair Eugenia Fitzhugh also spoke about changes the leadership team made to the overall mission statement of the group, which include a collaborative initiative to focus on the career development and advancement of women of color across the City.

## **October | Civic Engagement, Civic Empowerment**

City Commissioner Omar Sabir and representatives from his team discussed the November 2022 elections and the resources in place to encourage civic actions. Additionally, the group was joined by representatives from the National Forum for Black Public Administrators (NFBPA) who spoke about their organization and how meeting participants could get involved.

## **November | 2023 Financial Repositioning**

Guest speaker Jocelyn Wright, Managing Partner at PF Wealth Management Group returned to discuss how meeting participants could best prepare for holiday spending, what budgeting tools and resources are available, and strategies for paying off debt.

## **December – Shifting the Atmosphere: Next-Level Commencement**

The Women of Color leadership team provided a presentation on the topics covered for 2022 and highlighted the subcommittees, goals, and objectives that would be prioritized in 2023. Additionally, the leadership team was recognized for their work to advance DEI principles on behalf of women of color working for the City of Philadelphia.