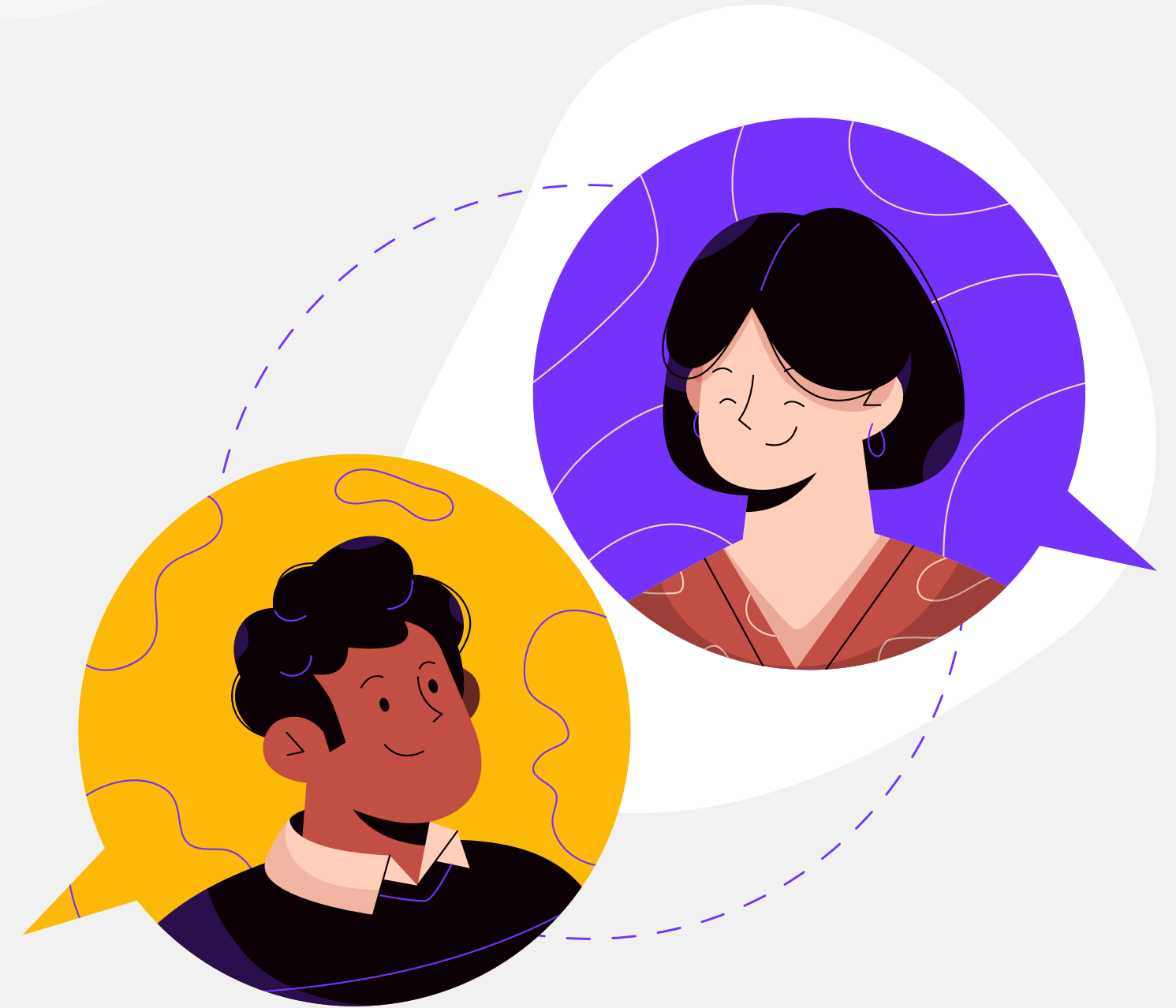


The Components of a Great EIG Committee

Tips and tricks



Talking about Diversity, Equity and Inclusion is Challenging.

No matter how many times you talk about race, marginalization of people groups or **racism, discrimination or prejudice** It's uncomfortable. Creating healthy EIG's around matters of DEI helps to close the gap in scope of mission and communication.





Who should Join an EIG Committee ?

Your committee should be made up of members of marginalized communities. Minority Racial groups, Minority Ethnic Groups, LGBTQ+, Neurodiverse, Aging populations, Female Identifying, Various Faith groups

Your committee should be made up of members that currently possess social capital. These members currently have the ability to leverage their "privilege" and act as **bystanders** and **participants** of change.



What does the **Company** want?

Keep in mind the company's principles and goals while evaluating your mission statement, objectives and goals. The committee members or council member should be global ambassadors of Diversity, Equity and Inclusion and serve as a representatives for the companies stance on DEI.

Goals are
set at the
Corporate
Level.

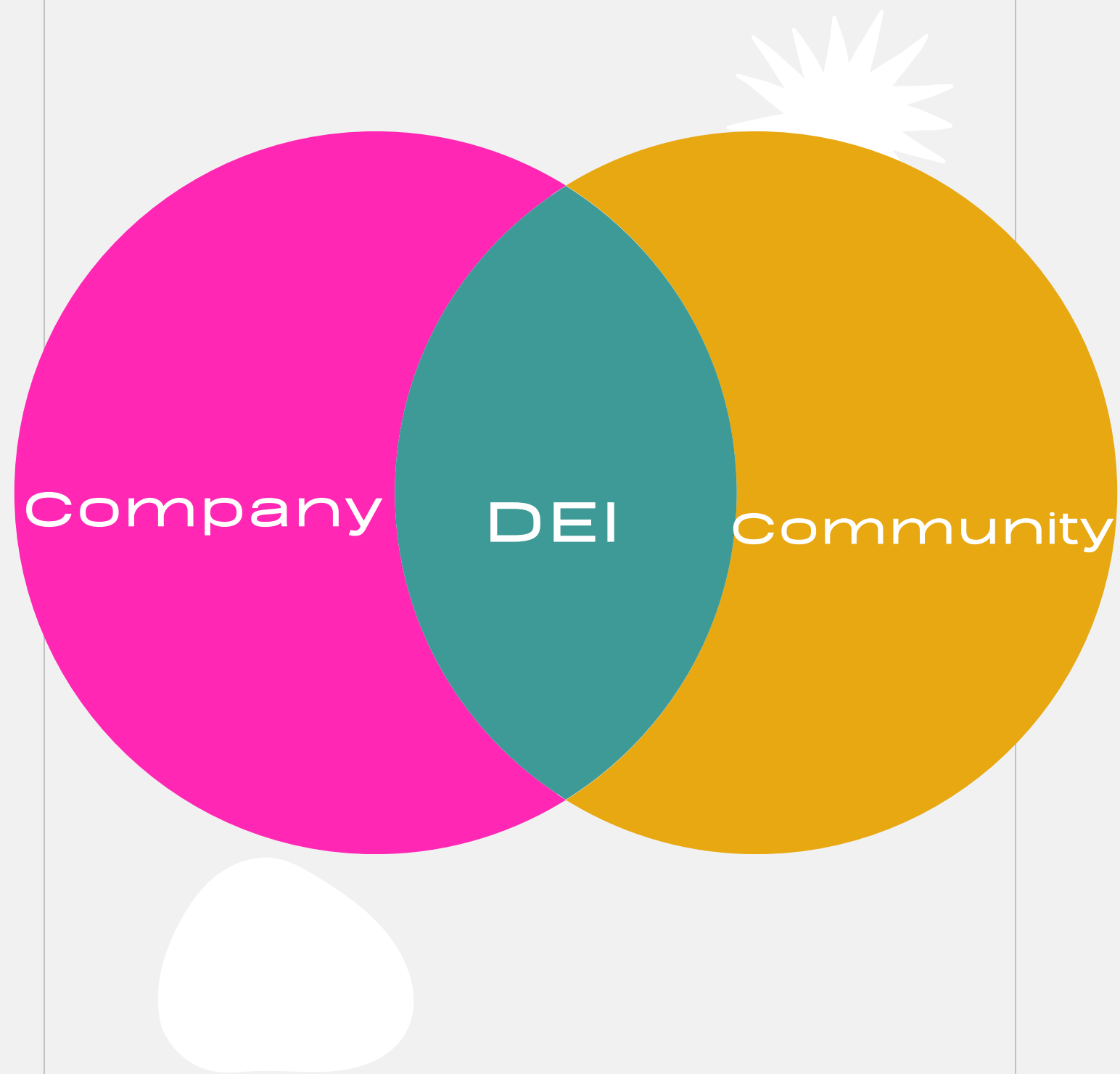
1. Executive Team makes a personal commitment to achieving these goals

2. Other Exec and Leadership follow this lead and utilize the DEI Committee to carry out those commitments through **EIG's**

What Does The Community Want?



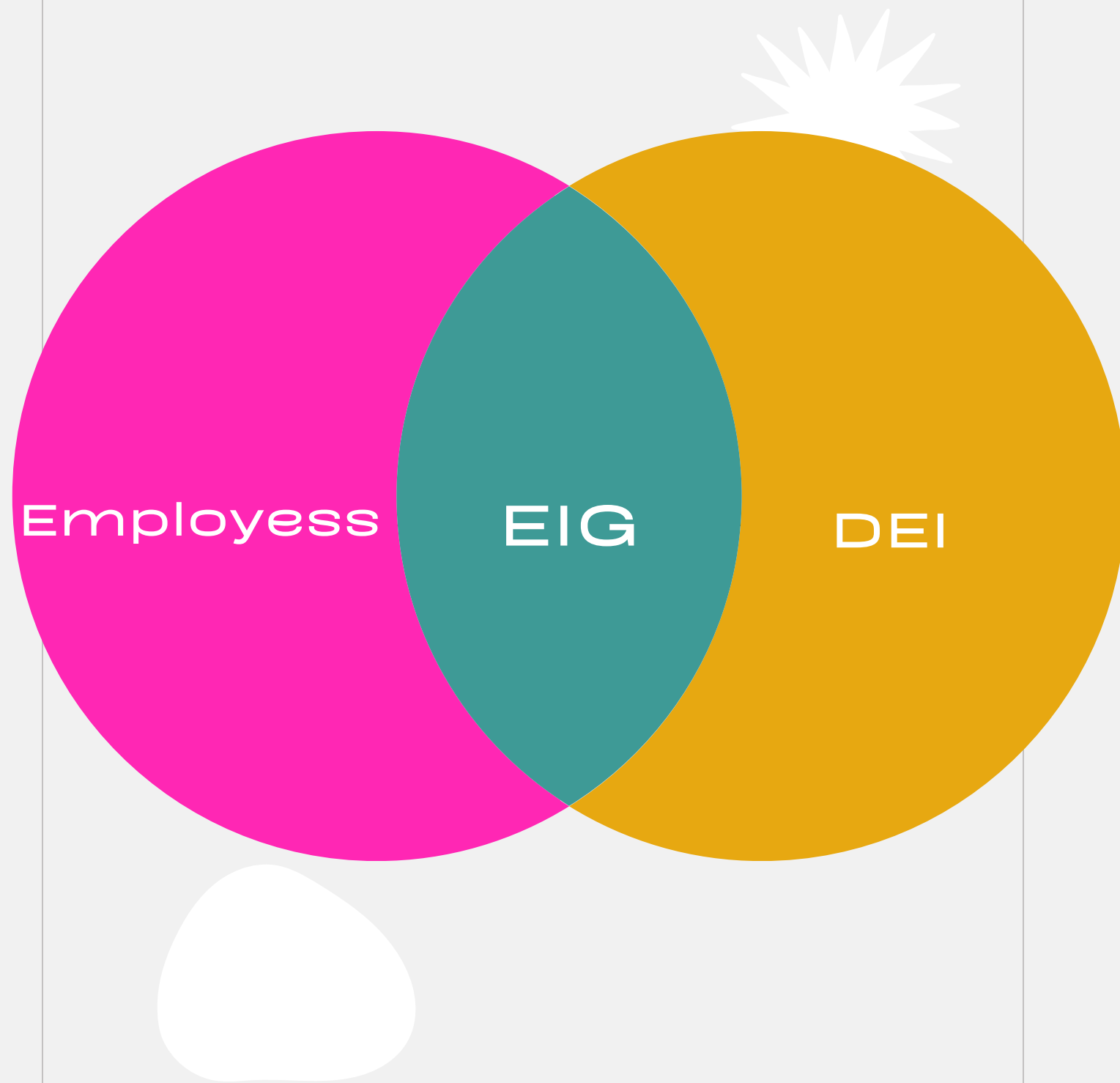
Good Companies build Good Communities. What communities are you serving and what are the needs of the community you serve In terms of Diversity, Equity and Inclusion. What are the barriers?



The *Sweet Spot*

Diversity, Equity and Inclusion is first and foremost an ethical guideline for who your company is and will be.

Better companies make better COMMUNITIES



The **Sweet Spot**

EIG's help leverage the DEI Committee's mission by casting a wider net internally.

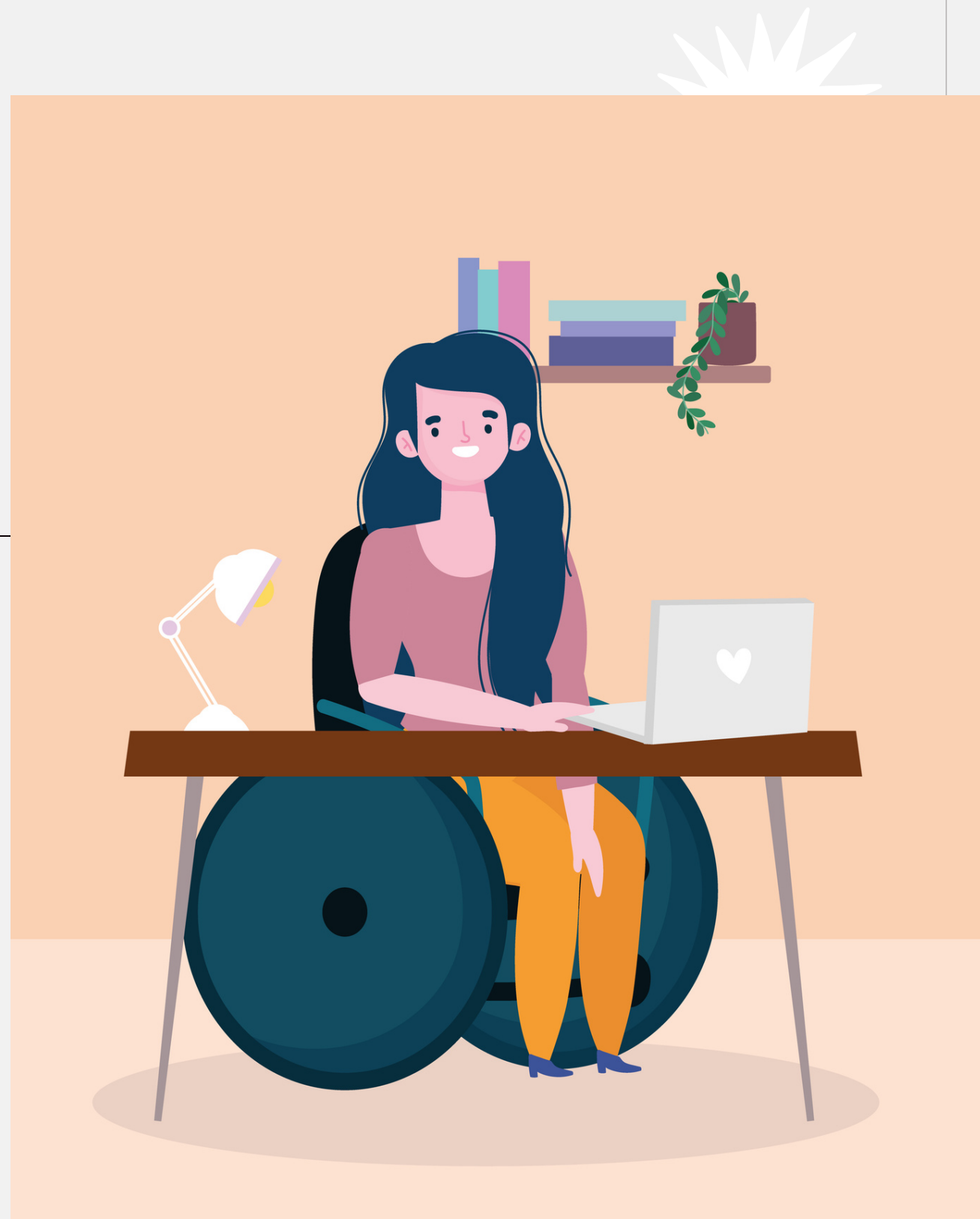
Diverse Workforce creates a healthier **COMPANY**

You are an Ambassador

Serving on the **DEI** Committee Is an opportunity to learn and grow

Serving on the **EIG** Committee Is an opportunity to **share** what you learn as an ambassador

A/M



Motivation
is
important.

1. Why do you want to serve on a DEI Committee?

2. Are you prepared to do the Internal work that will be required to function as an ambassador?

Answer
truthfully.

Purpose -What is your why?

Values- what guiding principles surrounding Diversity and Inclusion are you willing to challenge/ champion?

Story- What story about Equity, Bias and belonging are you willing to examine or champion?

A/M

Expectations are Gold

There will be **pushback** Internally and Externally

Finished is **not** the same as Complete

Leverage **your** strengths

A/M

Understanding Nuance

Racial Equity Focus in and through the workplace
DEI committee

***No Symmetry**- Keep in Mind the unique challenges each race experiences from White Supremacy Ideology and the intersectionality of race with gender, age, sexual identity, ethnicity (i.e., **Intersectionality**)



Develop a Narrative Mindset



Examine Narratives-Taking a look at the why behind the what- Challenging the status quo

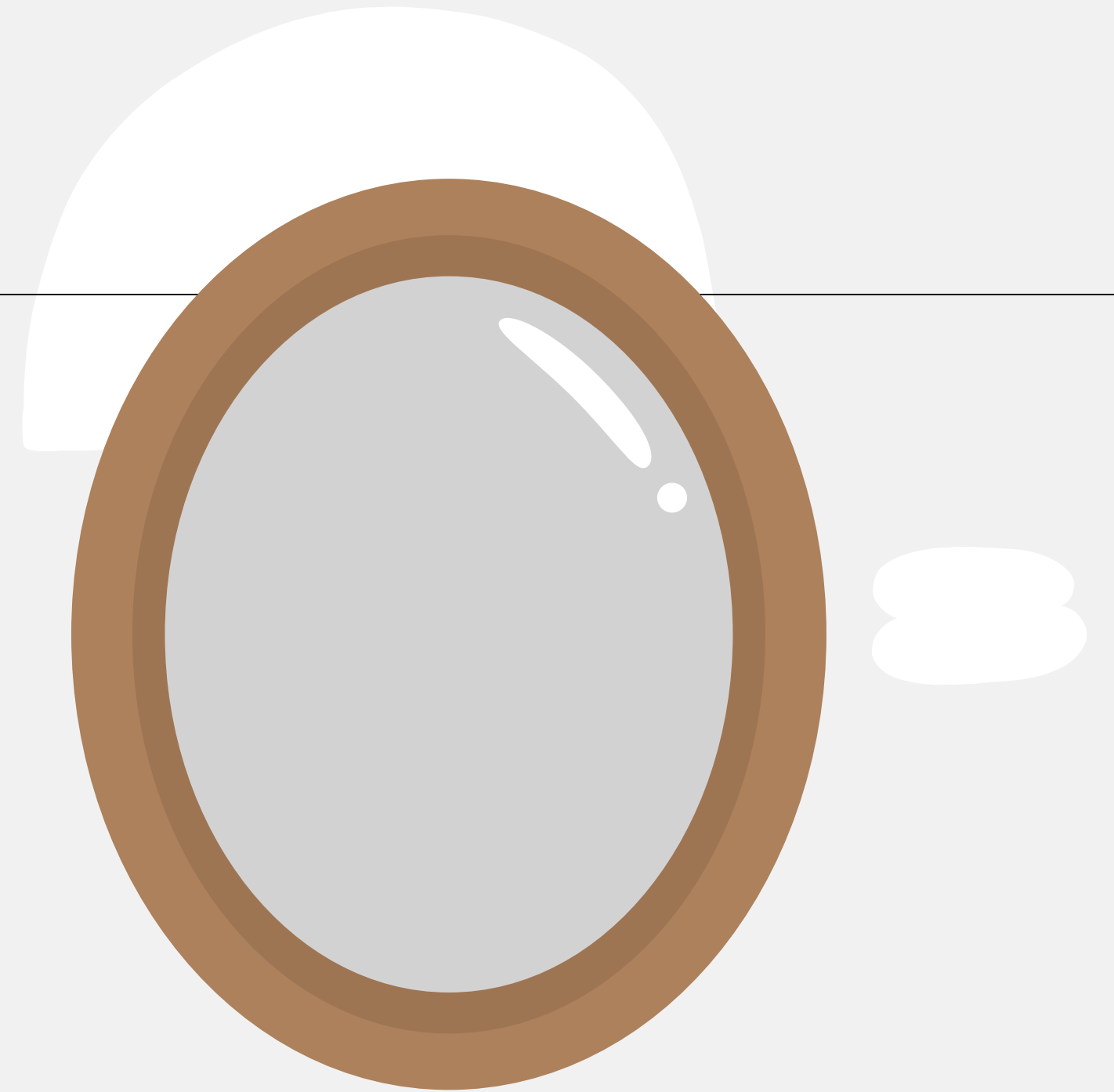
Shaping Narratives-Focusing more on asking questions then presenting solutions. Continue to see the future

Supporting Healthy Narratives-Taking what we've learned out Into the community and Into the workplace.

A/M

Bias and Personal Narratives

Implicit Bias
Similar To Me
Social Engineering



Nuance and Healthy Allies.



Centering

Exposure

Follow the Leader

A/M

Justice in Action

Community Involvement

EIG's/ARG's

Annual Events

Mission Statement

Long Term Processes

Company Statements



Choosing your own path and taking action



You need to know your why...

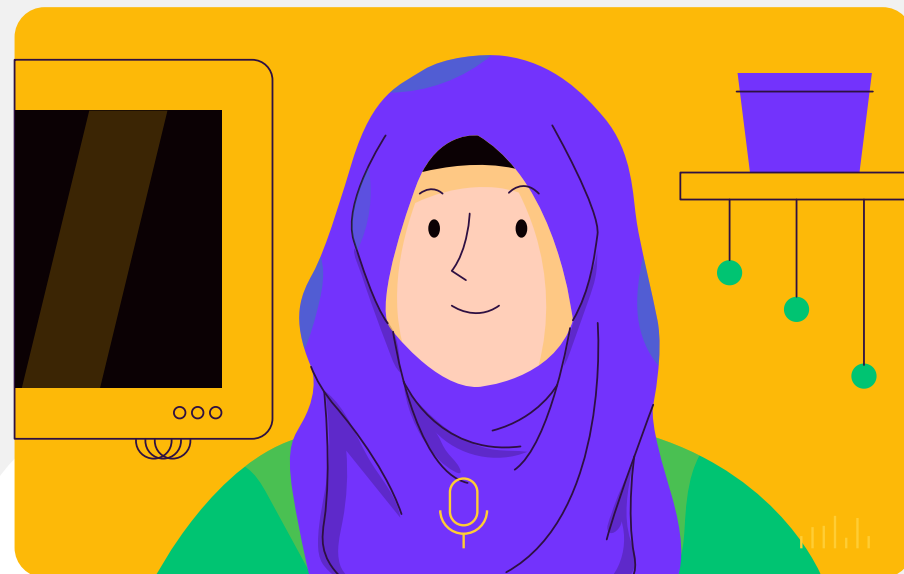
Diversity Equity and Inclusion exists for the underrepresented and marginalized voices in your company and market. You want to retain and recruit those voices. It is not separate from your work

You need to know your why not...

DEI doesn't exist to present problems with no solutions and doesn't exist to position itself as **THE** solution



Mission Statement



Who do you want to **SUPPORT** What do you want to **PROMOTE** and Who do you want to **ENGAGE?**

Your **Community**, Your **Company** and Your **Stakeholders** (employees, donors, boards and stations)

"At WUSF, our commitment to Inclusion across race, gender, age, religion, identity, and experience drives us forward every day. Providing space for historically **marginalized and underrepresented** voices within our community is an integral part of our mission to produce **trustworthy programming**. This is why we prioritize **Equity and Diversity at all levels of engagement**. We will further maintain our commitment to promote equity and foster a deep sense of belonging through recruiting and retaining a diverse and **inclusive workforce, leadership and program partners**." We have taken the following accountability steps:

*You may also add a statement from the Executive Director

Anti-racism Training

Implicit Bias training

Qualitative Employee surveys

Formalizing a DEI Committee made up of % of (minority ethnic, female, veterans etc.)

Creation of EIG's- (LGBTQ+, Indigenous Nations, Black Heritage, Hispanic Heritage, AAPI Heritage, Women, Vets etc.)

Pledging to Minority owned businesses

Recruiting Diversity Suppliers

Setting an annual goal to build a %

Ensuring our program partners are committed to fostering diversity, equity and inclusion