



Leading the Way with DE&I

DE&I with a Racial Equity Focus

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DIVERSITY:

The presence of Individuals with a variety of unique backgrounds, experiences and perspectives.



INCLUSION :

An ideal environment for Diversity to Flourish and create an overall sense of belonging



EQUITY :

Achieves "fairness" by treating people differently dependent on need also the quality of being "fair" and impartial. *we don't get to decide what may be problematic for someone else



***Overall social outcomes
"When nobody gets
pushed behind,
everybody moves
forward."***

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RACIAL EQUITY-What a genuinely non-racist society would look like- in other words the distribution of society's benefits and burdens would not be skewed by social constructs around race and ethnicity

RACIAL EQUITY IN THE WORKPLACE:



One that is focused on proactively counteracting race inequities inside and outside of an organization



The application of a race equity lens to how organizations and programs operate.

INVOLVE YOUR PEOPLE



We'll talk about who should be setting the tone for equity in the workplace and how DE&I committee will play a role



A COMMITMENT TO EQUITY

Board Members must be willing to work within antiracist and anti-oppressive frameworks and actively engage in ongoing learning about these frameworks alongside members of the Staff Collective and Board.



A COMMITTMENT TO DISTRIBUTION OF POWER

Any anti-racism process needs to be centered and led by those most impacted by racist— racialized folks.

And any organizational change process needs to involve all the people who are necessarily part of the change— those who make it happen and are impacted by it (i.e., staff, board, members, and the broader community.)



ENCOURAGE DIALOGUE

Talking about racial inequities is uncomfortable. Promoting an environment of learning, listening and open dialogue will foster a psychologically safe environment and allow your DEI team the opportunity to practice discussing these topics in an open forum.



ENCOURAGE INCLUSIVE COLLABORATION

How to work with others
— towards true inclusion

DEI committees can impact the culture of the company through partnering with internal and external stakeholders.





Workplace Resources

tools and resources for continued
cultural competency development

- Associate Resource
Groups/ Employee
Interest Groups
- Annual Events
- Conferences



DE&I ON PURPOSE

Approach developing your D&I program with key objectives. These efforts are what help your company build a more representative and inclusive culture.

Committee Identification:

DEI assessments
Executive Buy-In
Mission, Vision, Values
Long-term Company Goals

Self- Identification:

Unconscious Bias/Similar to Me
White Dominant culture Impact
Narratives
Nuance
Anti-Racism

Expanding Justice Through Partnerships:

Identifying the Communities we serve
Relational Intelligence
Spotting Detours



**Lead the way to a fully
Diverse, Equitable and
Inclusive workplace!**

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QUESTION TIME...



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