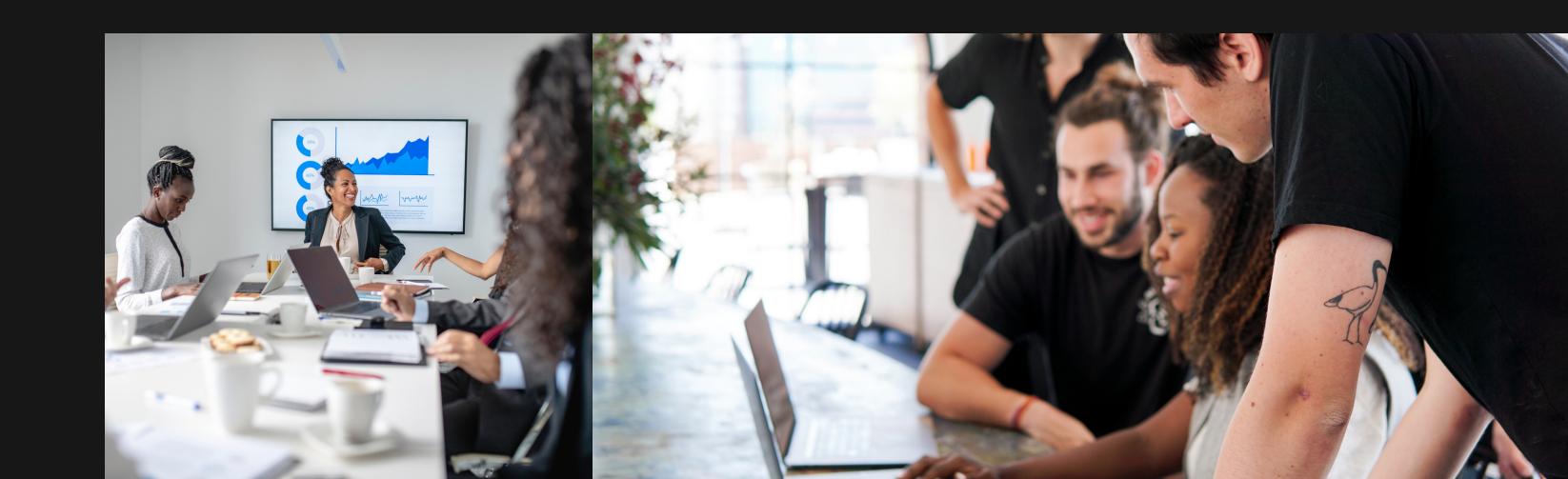
Leading the Way with DE&I

DE&I with a Racial Equity Focus



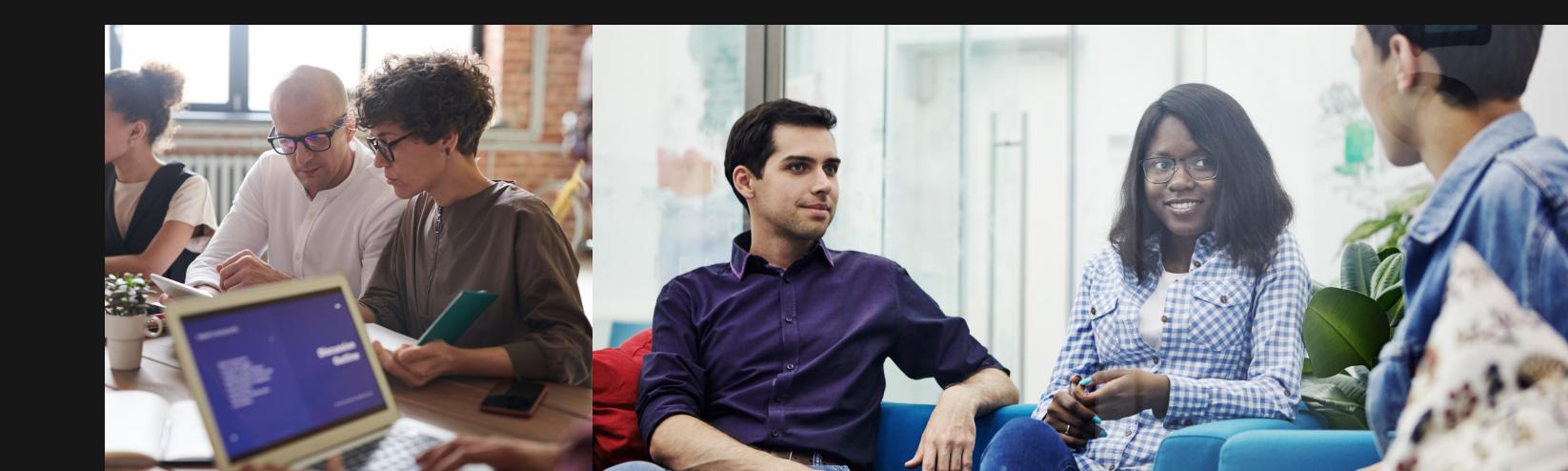
DIVERSITY:

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



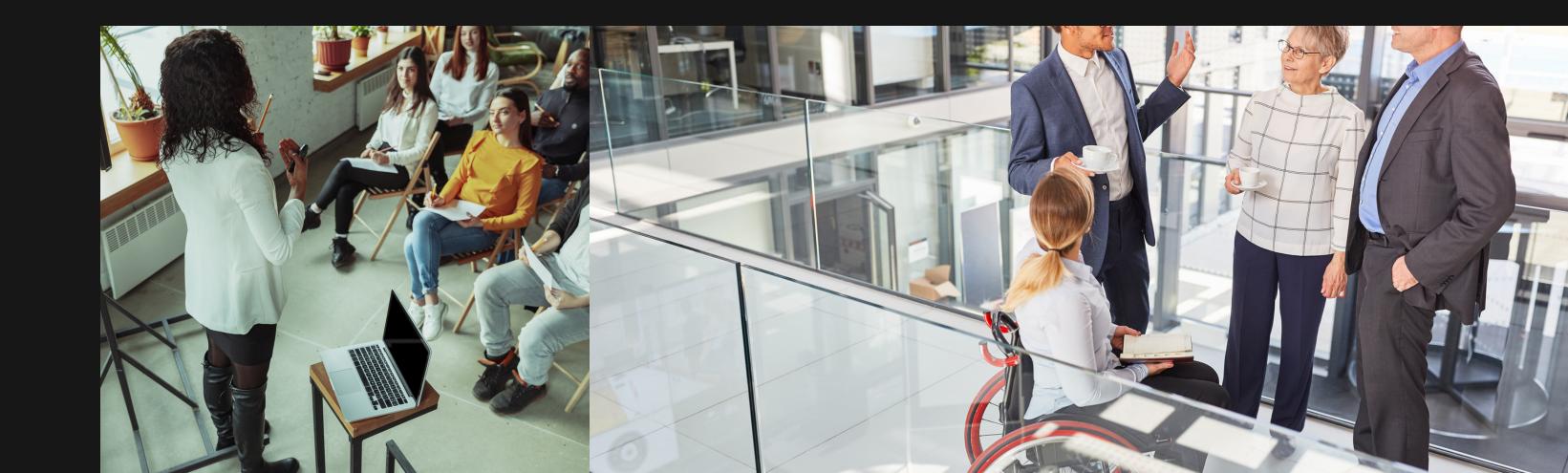
INCLUSION:

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."

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 COMMITTMENT 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 centered and be 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 to 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!





QUESTION TIME...



