

Miller
Business Center

DIVERSITY
EQUITY & INCLUSION

Sept 11 | 10:00 am.



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Owner: NJC Consulting



ABOUT ME

**I HAVE OVER 25 YEARS OF EXPERIENCE
AS AN EXECUTIVE AND AS A BUSINESS
OWNER.**

I have a multidisciplinary background spanning academia, business ownership and the public sector. I serve on multiple boards, own a business, work at the executive level in state government and am a certified DEI professional.

AGENDA

- **WHAT IS DIVERSITY, EQUITY AND INCLUSION?**
- **INCLUSION THROUGH ALLYSHIP.**
- **WHAT CAN YOU DO?**
- **CASE STUDY. SUCCESS STORIES.**
- **CALL TO ACTION.**
- **3 STEPS TO TAKE TODAY.**
- Q & A

FIRST THINGS FIRST . . .

**IS YOUR DEI UNDERWAY (UW)
OR UNDER CONSIDERATION . . . ?**

LETS CENTER ON LANGUAGE . . .

WHAT IS DEI?

DIVERSITY EQUITY INCLUSION

People

Fairness

Position

Transparency

Power

Safety

Privilege

Access

A set of policies, practices and initiatives intended to create a more diverse, equitable and inclusive workplace. This is sometimes referred to as diversity, equity, inclusion and belonging (DEIB or DEI&B).

DIVERSITY:

The variety of differences in gender, race, religion, ethnicity, sexual orientation and other characteristics.

DIVERSITY IS OFTEN DESCRIBED AS A MOSAIC: EACH EMPLOYEE AND ALL OF THEIR IDENTITIES CREATE ONE INTEGRAL PART OF THE OVERALL ARTWORK.

EQUITY:

Fairness in the access to resources and opportunities. Equity in the workplace ensures a level playing field for all employees.

THINK OF EMPLOYEES OF DIFFERENT HEIGHTS SITTING IN A ROW. EQUITY IS OFTEN COMPARED TO FINDING DIFFERENT SIZED STOOLS SO, WHEN SEATED, ALL EMPLOYEES ARE THE SAME HEIGHT.

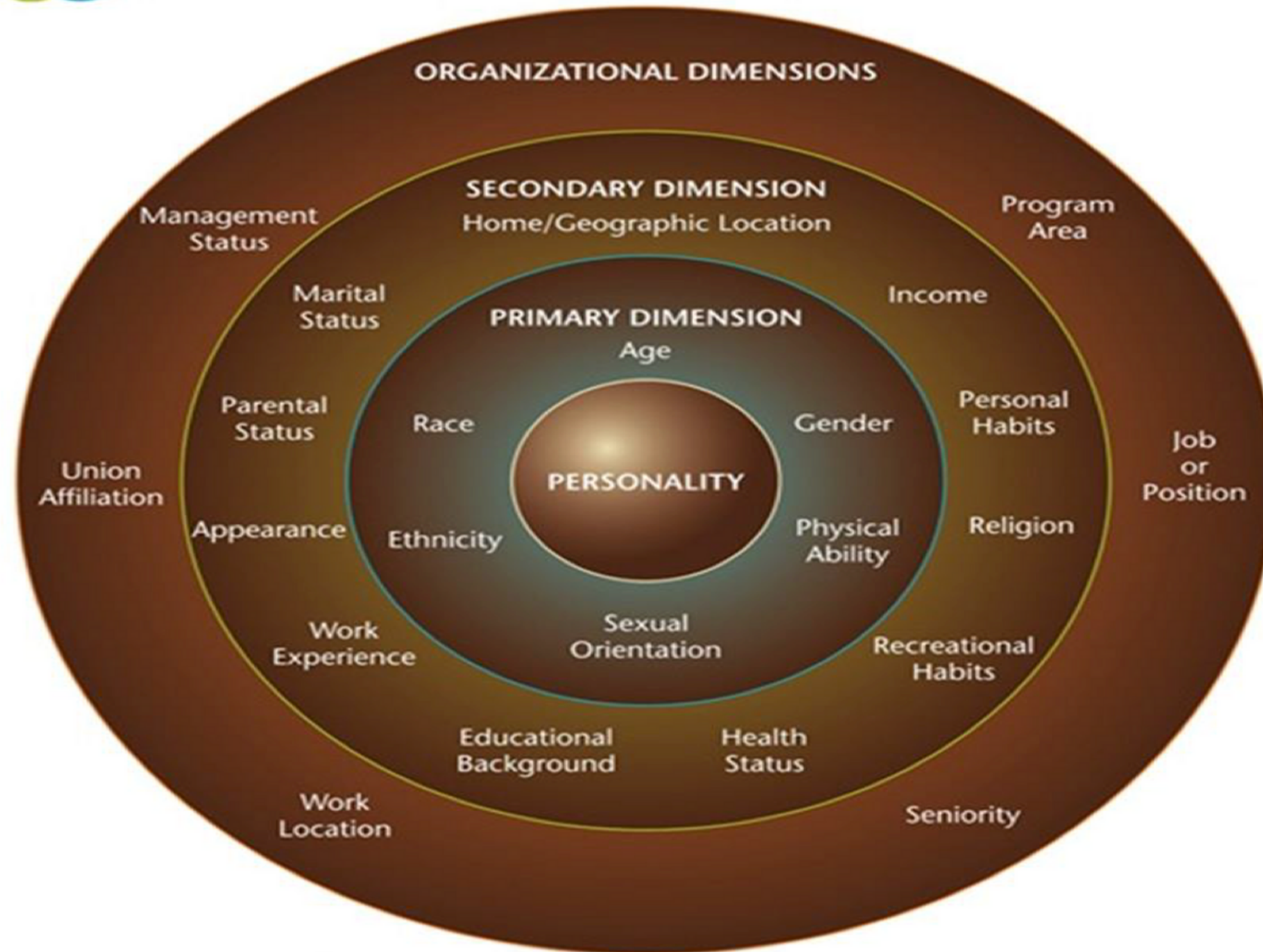
INCLUSION:

The concept of ensuring individuals of marginalized backgrounds are invited, listened to and welcomed at an organization.

Creating employee resource groups for employees with common identities, running events to celebrate diversity or creating mentorship opportunities for underrepresented groups



THE DIVERSITY WHEEL



Gardenswartz, L., and A. Rowe. 2003. *Diverse Teams at work: Capitalizing on the power of diversity*. Alexandria, VA: Society for Human Resource Management.

DEI

**SHARED UNDERSTANDING +
CULTURE**

LANGUAGE

MEANING

CULTURE

BEHAVIOR

EVERYONE IS

welcome

accepted

celebrated

encouraged

respected

loved

HERE

JUNETEENTH

Celebrate Freedom

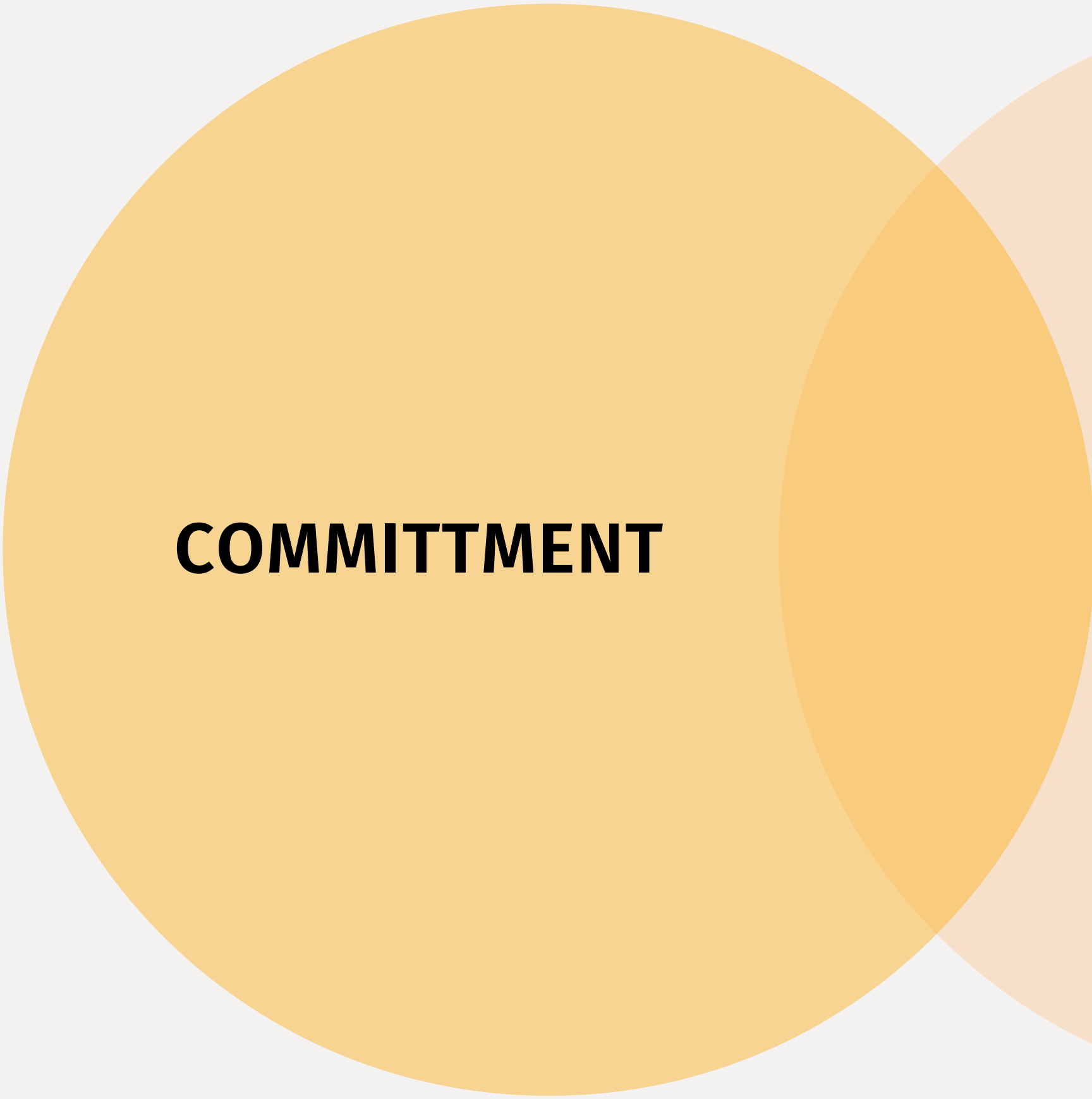
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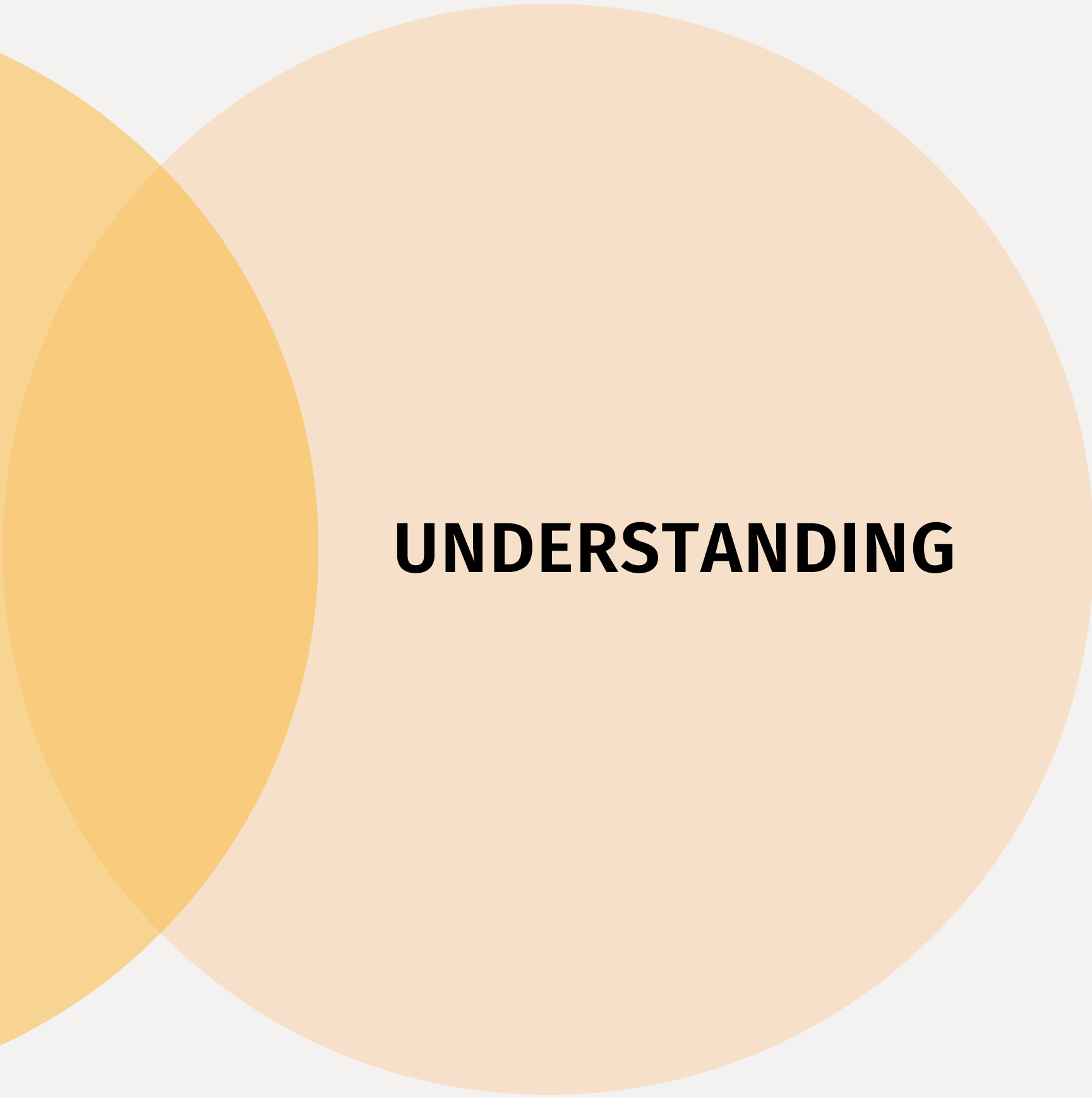
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DEI IS WHOLISTIC



COMMITTMENT



UNDERSTANDING

WHAT IS ALLYSHIP?

Actively supporting people of marginalized identities against acts of oppression, even if you are not a part of the group itself



HOW CAN YOU BE A BETTER ALLY?

CALL TO ACTION!

01

Do no harm

02

Give me your full attention

03

Don't interrupt

04

Echo and attribute

05

Learn the language I use to describe myself

06

Listen. Learn. Normalize

07

Advocate for underrepresented people in small ways

08

Change someone's life - be there for their whole career

Resource: Melinda Briana Epler* TED Salon* Author of "How to be an Ally: Actions you can take for a stronger, happier workplace"

YOU CAN IMPLEMENT TODAY

01

CENTER ON LANGUAGE

Establish a baseline understanding of DEIJA and what each letter represents

02

PROVIDE A SAFE SPACE IN PERSON, HYBRID, VIRTUAL TO TALK, LEARN SHARE

In the post-pandemic world we must be intentional about supporting connection so folx can learn together again

03

ACTIVATE A VOLUNTEER WORKING GROUP

Develop an action plan
Create training modules
Integrate allyship at a staff level through mentorship and advancing staff development

RECOUNTING DEIJA SUCCESS!

Over A 2 YEAR PERIOD . . .

01

Manager that amplified inclusive leadership

02

Science educator that is actively diversifying a regional conference

03

Executive that supports inclusive language in all communication

THE BOTTOMLINE



Diversity means having employees from different demographics.



Inclusion is making all of them feel welcome and included.



Diversity and inclusion raise productivity and satisfaction.



Workplace inclusion starts with addressing biases.



Ensuring virtual workplace diversity and inclusion is a group effort.



LEARN MORE ABOUT..

The diversity, equity and inclusion landscape is rich with learning opportunities and tools you can use to enhance your organization's success



ADDITIONAL RESOURCES

- Danger of a Single Story | Chimamanda Ngozi Adichie | TED Conferences 2009 (19:16)Links to an external site.
- Differentiating Between Equity And Equality | University of Maine Rising Tide Center | 2019 (3:44)Links to an external site.
- What is Intersectionality? | Kimberlé Crenshaw | NAIS People of Color Conference 2017 (1:54)Links to an external site.
- Harris, L. (2018). Diversity Beyond Lip ServiceLinks to an external site.. Berrett-Koehler Publishers.
- Banaji, M.R., Greenwald, A.G. (2013). Blindspot: Hidden Biases of Good People.Links to an external site. New York: Delacorte. Press.
- **GORDAN, S. (2021). UNBIAS: ADDRESSING UNCONSCIOUS BIAS AT WORK.LINKS TO AN EXTERNAL SITE. WILEY.**
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9/18/23 - WHAT'S NEXT? COFFEE & CONNNECT (OPEN SHARE TIME)

Nicole J Christian Consulting



**AVAILABLE FOR INSTRUCTION,
FACILITATION, TRAINING**

**GET ADDED TO MY MONTHLY
NEWSLETTER MAILING LIST**

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