It’s Time Y’all: Transforming Community Through DEI

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Transforming a Nation

No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.

Nelson Mandela
Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure.

-Nelson Mandela
Transforming Community Through Diversity

• Hold on to History

• Connect to Culture

• Own the Outcome

• Correct Yourself and Guide Others
Transforming Community Through Equity

- Principled leadership
- Share the **Power** and **Privilege** you have
- Break down the barriers
Transforming Community Through Inclusion

- Invite Us In
- Reach Out vs. Reach In
Transforming Community Through Justice

Daring leaders who live into their values are never silent about hard things.
A JEDI Journey

Connection and Belonging

Assess Value
Reach Out vs. Reach In
Invite Us In

Accountability

Have A Plan, Use Surveys/Feedback,
Start Small & Scale Up

Craft Statements, Principles, Positions, & Core Values

Identify Leadership, Structure, & Approach
A JEDI Journey

- Awareness
- Competence
- Humility
- Intelligence
  Demographics
  Data/Research
- Marketing and Outreach
- Communications and Conversations
Build Cultural Connection

- Cultural Awareness
- Cultural Competence
- Cultural Humility
- Cultural Intelligence
- Multicultural Marketing
- Networking with Intentionality

Inclusive Communications and Conversations
Cultural Humility

Source: https://www.researchgate.net/figure/A-concept-analysis-of-cultural-humility_fig1_279630344
Resources and Q&A

- Book: **Black Fatigue** and **Inclusive Conversations** by Mary Frances-Winters

- Article: **Racial Battle Fatigue**

- Article: **American Psychological Association** and **Pfizer** Impact of Microaggressions

- Book: **Caste**

- Book: **White Fragility** by Robin DiAngelo

- Book: **White Rage** by Carol Anderson

- Book: **Overcoming Bias** by Tiffany Jana

- Book: Stamped: Racism, Antiracism, and You by **Jason Reynolds** and **Ibram X. Kendi**
Resources and Q&A

- Affirmational Journal: **VENT I’m Worth It Leadership Edition**
- Book: **The Sum of Us**
- Allyship: Read this: **Unlocking the Power of Diversity**
- **A Guide to Allyship** and **Better Allies**
- Podcast: **1619 Project**
- DEI Podcasts: https://blog.feedspot.com/diversity_inclusion_podcasts/
- Podcast: **Seeing White**
- Podcast: **Coaching Real Leaders**
- Ted Talk: Better Ally in the Workplace https://www.ted.com/talks/melinda_epler_3_ways_to_be_a_better_ally_in_the_workplace?language=en
- Ted Talk: Authentic Self to Work https://www.ted.com/talks/jodi_ann_burey_why_you_should_notBring_your_authentic_self_to_work
- Article: **Cultural Humility**
- YouTube: Leadership Like a Ceremony https://www.youtube.com/watch?v=uA7vzln5LM
“When we exercise care and compassion towards ourselves and others, we can openly believe, honor, appreciate, celebrate, support, and achieve the equity, access, and inclusion, plus justice that we need, deserve, and aspire to for our world.

Diversity, Equity, and Inclusion allows our level of curiosity and inquiry to deepen about each other - to provide enough energy for us to stay engaged in dialogue, in relationship, and in partnership.”
Celebrating 20+ years working within the higher education, association, and non-profit sectors as a consultancy with the mission of maximizing the talents of others and expanding organizational possibilities regarding diversity, equity, inclusion, access, plus accessibility.

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