

TODAY'S AGENDA

- ❖ Intros and Connections
- ❖ Creating Courageous Space and Setting Norms
- ❖ Exploring Identity and Experience through Identity reflections
- ❖ Valuing DEI in your Organizational Culture
- ❖ Closing Reflections and Commitments

Creating Courageous Space

Asks us to actively listen with empathy

Embraces the discomfort

Recognizes and accounts for power dynamics

Asks for Vulnerability and space to be brave

Examines, thinks critically, and calls for change

DISCUSSION NORMS

- **Listen to understand not just to respond**
- **Practice self-awareness: Use "I" statements**
- **Share the space, make room for all voices to be heard**
- **Be aware of impact versus intention**
- **Observe and respect confidentiality**



**VALUING DEI IN YOUR
ORGANIZATION AND CULTURE**



DIVERSITY

Diversity is representation of, and respect for, people from various backgrounds and identities—including but not limited to race, culture, religion, socio-economic status, age, geographic area, sexual orientation and gender identification, language, learning style and physical ability and appearance

TO EFFECTIVELY EMBED DIVERSITY

APPRECIATE...

And acknowledge individual ideas, knowledge and values that are different from your own

RECRUIT...

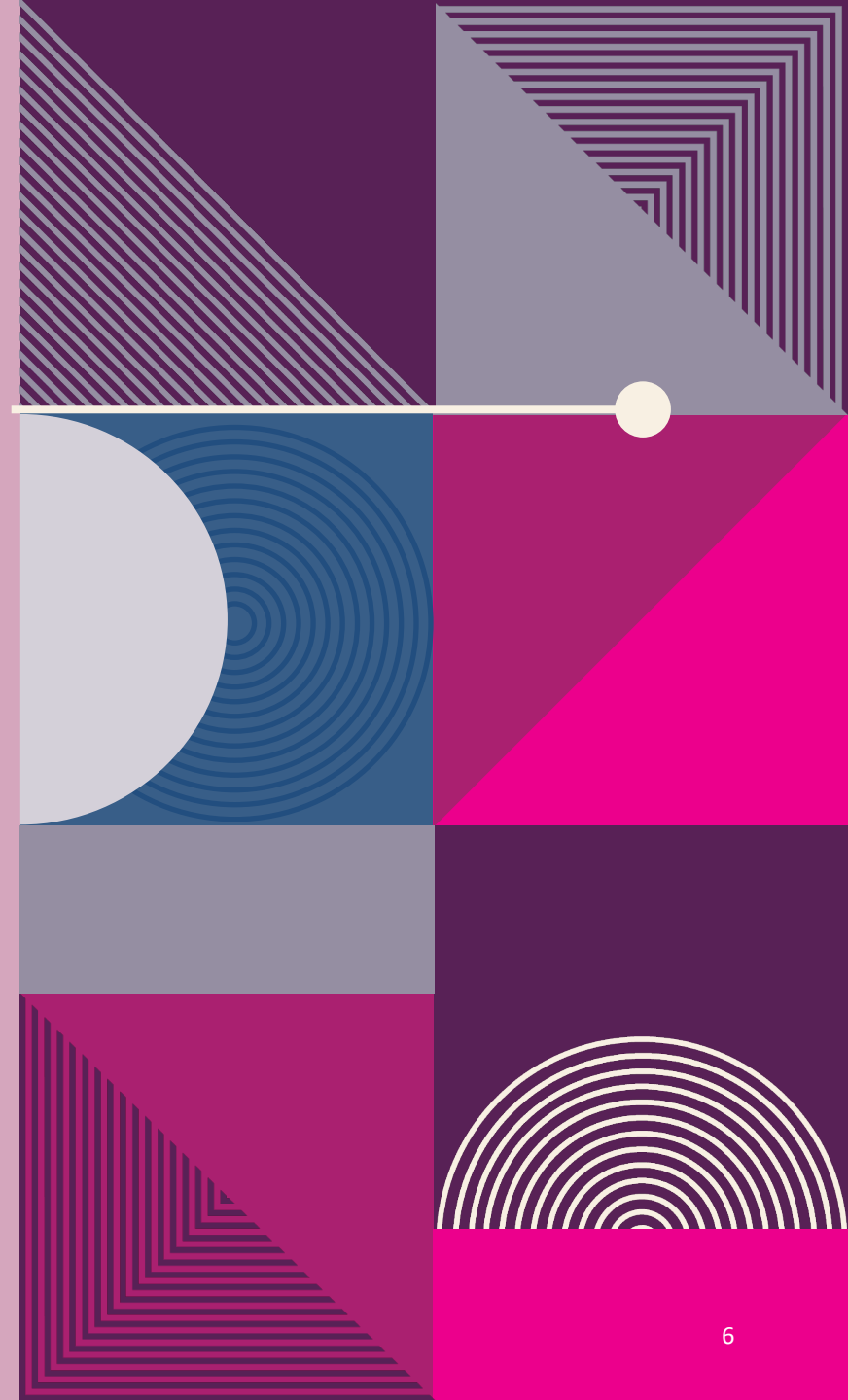
And bring on a team who represents the community you are in, staff, board members, volunteers, presenters, artists, exhibitors etc.

LEARN FROM...

And seek out a diverse set of perspectives, skills and experiences, remain open to less familiar ways

SUPPORT...

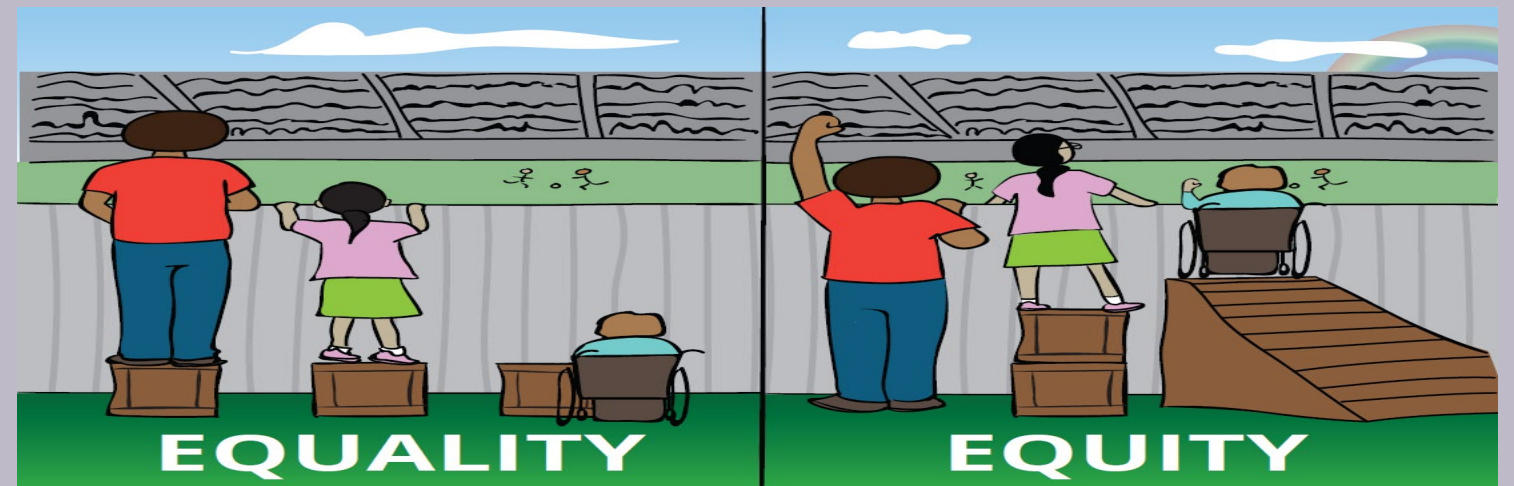
Less represented or resourced areas, backgrounds and perspectives



EQUITY

Allocate resources, opportunities, power and outcomes so that all receive what they need to be engaged and successful

- Recognizes and addresses discrimination, bias and privilege
- Understands and attends to specific individual and community needs





EMBEDDING EQUITY

ADVOCATE FOR FAIR PRACTICES

- Understand that changing circumstances affect staff and community members differently

PRIORITIZE FOR INNOVATIVE SUSTAINABLE SOLUTIONS

- Seize opportunities to build creative new models of working on behalf of all people

HOLD ORG + PARTNERS ACCOUNTABLE

- In the face of challenges make hard decisions to consider what is fair



INCLUSION

- **thoughts, opinions and perspectives of each individual are important and welcomed**
- **Involvement & empowerment is present, where the inherent dignity and worth of all people is recognized and respected**



INSURING INCLUSION

Collaborate

- **Work cooperatively with colleagues with varied roles, goals and approaches**

Share

- **Information, resources, tools and opportunities to lead, to increase impact of collective work**

Engage

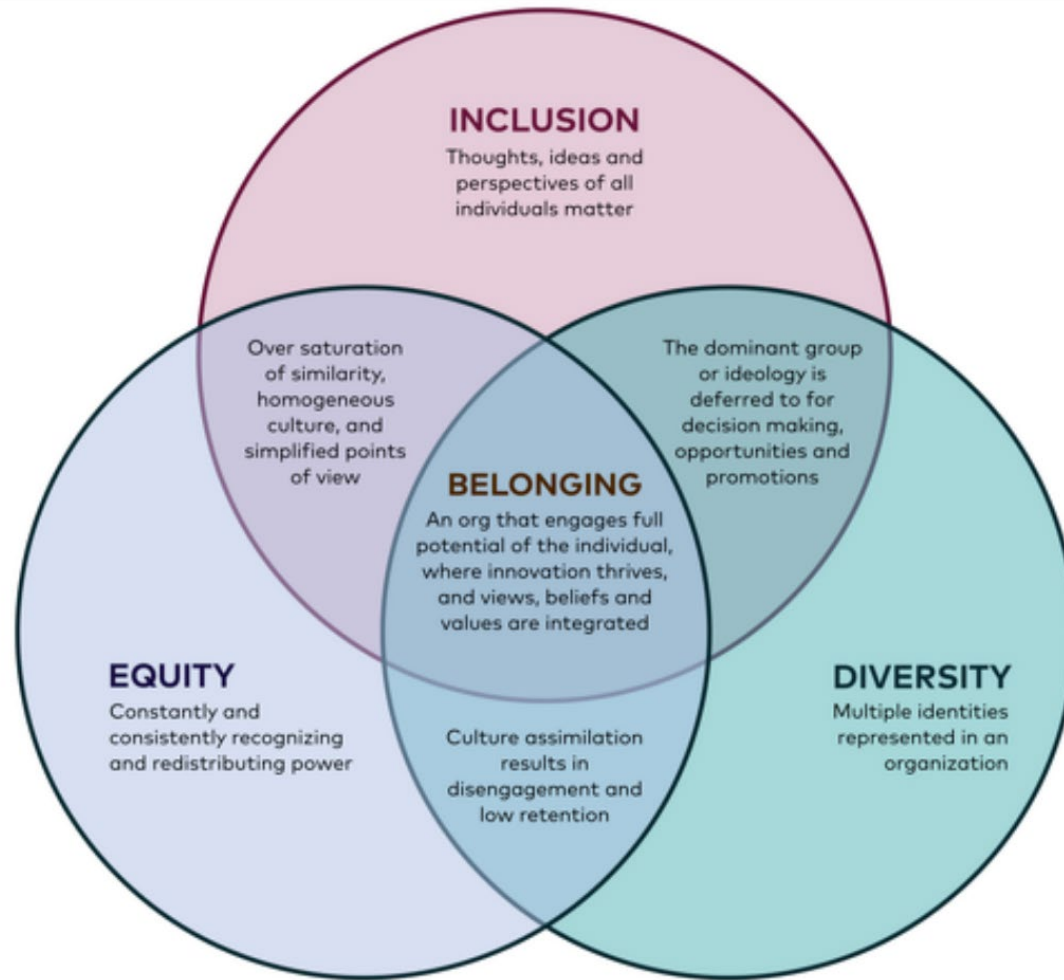
- **A diverse range of voices and lived experience from community members**

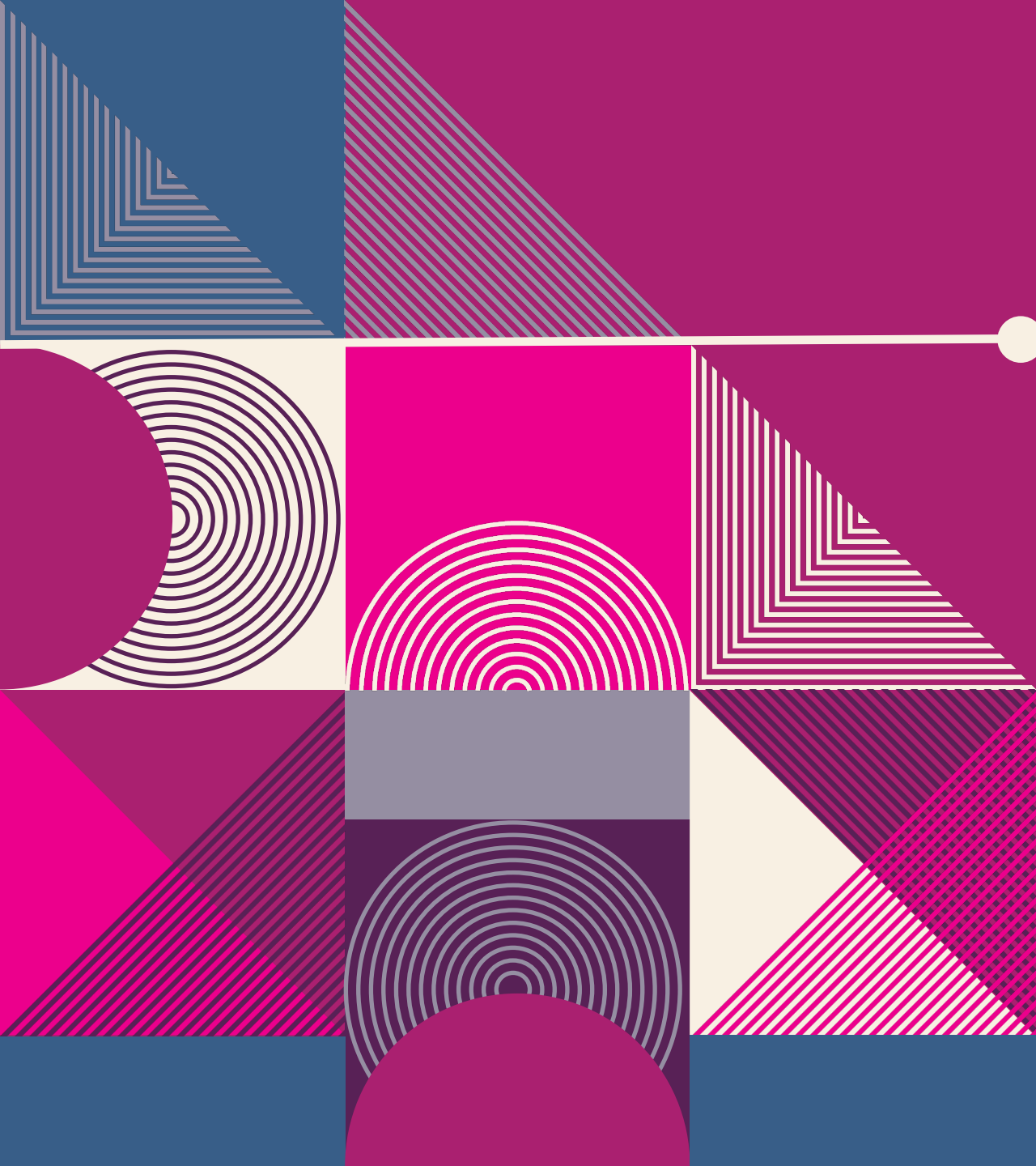
Solicit

- **Stakeholder input and incorporate it in visible meaningful ways and share credit**

Account for

- **Culture, status and power dynamics in your many stakeholder relationships**





THANK YOU