

# Chart a W.I.D.E. path and accelerate your journey to create more inclusive cultures

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Thank you for attending The Community Foundation for the Greater Capital Region's Nonprofit Board Inclusion Series Session II: Building a Culture of Inclusivity and Impact. Below are some key takeaways from our discussion:

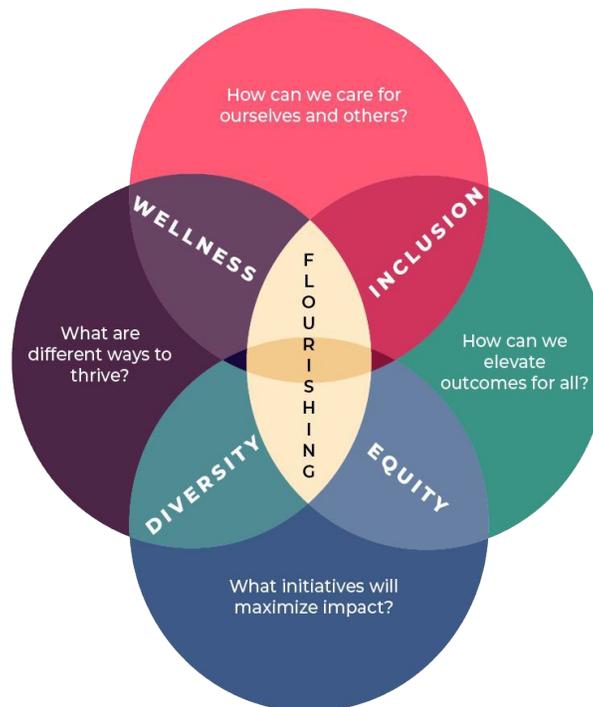
- Now is an ideal time to reevaluate your organization's approach to traditional DEI work so you can be more responsive to emerging developments within a rapidly changing landscape
- Siloed approaches are ineffective to cultivate workforce well-being, and top nonprofits must keep pace with intersectional issues that touch upon diversity, inclusion, equity, belonging, justice and wellness
- To boost community engagement, organizations must use a more holistic and integrated framework that recognizes the ways people's multifaceted identities affect the way they are seen by, engage with and navigate the world around them
- Executive leaders must consider and leverage how the integration of Wellness, Inclusion, Diversity and Equity (W.I.D.E.) can optimize performance, profitability and impact
- Board leaders must reflect on how stakeholders' intersectional identities and diverse experiences can be viewed as strengths that are leveraged to increase inclusivity, maximize impact and improve cross-cultural communications
- Bias is a prejudice in favor of or against one thing, person or group compared with another and can be explicit (the attitudes and beliefs we have about a person or group on a *conscious* level) or implicit (the attitudes and beliefs we have that affect our understanding, actions and decisions in an *unconscious* matter)
- EVERYONE has bias; it is inescapable and a natural function of our brains; however, it can and should be *mitigated* to avoid negative consequences
- Nonprofits should be aware of how unconscious bias insidiously embeds itself into many facets of the work (particularly racial bias because it is a *visible* identity) and identify ways bias can affect volunteer recruitment, board representation, fundraising, capacity building and program development & marketing
- Board members and executive leaders can mitigate bias by using the following tactics:
  - engage in intergroup contact, counter stereotypes and practice mindfulness
  - practice "blinding" applications and use outcome-based criteria, create inclusive rules and pause & justify
  - expand the pool and diversify decision makers

# Apply a holistic approach to strengthen your foundation and shift from commitment to action

Head Heart Hands Consulting and Idem Spark have developed a W.I.D.E framework that entails a more holistic approach to enhancing employee performance, optimizing workforce productivity and maximizing organizational impact.

Our philosophy recognizes the inextricable connection between Wellness, Inclusion, Diversity and Equity (W.I.D.E.) and integrates the traditionally distinct endeavors. Our W.I.D.E. framework understands that equity can only be achieved when diversity is present, inclusion is prioritized and wellness is realized.

## W.I.D.E. Dynamic Dialogues Framework



Our W.I.D.E. framework is perfect for organizations who are seeking more innovative and engaging approaches to traditional Diversity & Inclusion work and have committed to investing in building stronger leaders. Our learning and development programs are customized to serve your unique needs and can be delivered virtually to a remote workforce.



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# Shift from awkward silence to dynamic dialogues to drive substantive and sustainable change

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## W.I.D.E. Essentials Dialogue Activators\*

Addressing W.I.D.E. issues often requires us to get out of our comfort zones and approach the work with humility, vulnerability and a generosity of spirit. Use the following sentence stems to initiate dialogue in various types of scenarios.

- ▶ **Person who offended (seeking clarification):** I sense that something I said has upset you. Would you be open to sharing what was specifically offensive so I can better understand and avoid this in the future?
- ▶ **Person who offended (seeking reconciliation):** I am genuinely sorry for offending you. Although it was not my intention, I do understand that impact is greater than intention. How can I repair the damage I have caused?
- ▶ **Person who was offended (calling attention to the offense):** Excuse me. Before we move further along in this conversation, can we pause and address something that was just said?
- ▶ **Person who was offended (seeking clarification):** I would appreciate if you could help me to better understand why you feel that way. Can you share specific experiences you've had that have led you to believe \_\_\_\_?
- ▶ **Person who was offended (eliciting empathy):** How have you personally been affected by (racism, privilege)? I think reflecting on this could help you to make connections with others who've had experiences that are different from yours.
- ▶ **Person who wants to express the impact of other's actions on them:** It may not have been your intention, but I felt very uncomfortable when \_\_\_\_.
- ▶ **Person who wants to take responsibility for their actions in order to resolve conflict:** I acknowledge that there are a number of things I've said or done that has made this conversation/relationship more difficult, and I want to try to repair any damage I have caused.
- ▶ **Person who wants to convey how identity shapes their perspective:** I think the reason I'm struggling with \_\_\_\_ is I've always prided myself on being \_\_\_\_ and don't like thinking I could be \_\_\_\_.

\*The aforementioned sentence stems were adapted from: *Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race* by Caprice D. Hollins and Lisa M. Govan Copyright 2015

\*\*To host an event at your organization and be eligible to receive a 10% savings on our 21 Day Harmony Journey before 6/30, please submit a request for a complimentary consult at [widedynamicdialogues.com](http://widedynamicdialogues.com)