

Transforming Culture One Person at a Time.

Community Foundation Inclusion Series: Building a Foundation of Diversity, Equity, and Inclusion

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DIVERSITY | LEADERSHIP DEVELOPMENT | TEAM BUILDING

My Motivation for Changing the Status Quo



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Learning Objectives

- **Learn the historical context of systemic oppression in the United States and better understand the need for change**
- **Review the common language of diversity, equity, and inclusion terminology**
- **Identify ways to build a case for DEI and prepare a change management strategy**



Guiding Agreements

- **Be fully present**
- **Be self-responsible for change**
- **Listen, listen, listen, & respond**
- **Experiment with new behaviors**
- **Accept working through conflict**
- **Be crisp and say what is core**
- **Be open-minded**
- **Be soft on people & hard on barriers to understanding**
- **Honor confidentiality**



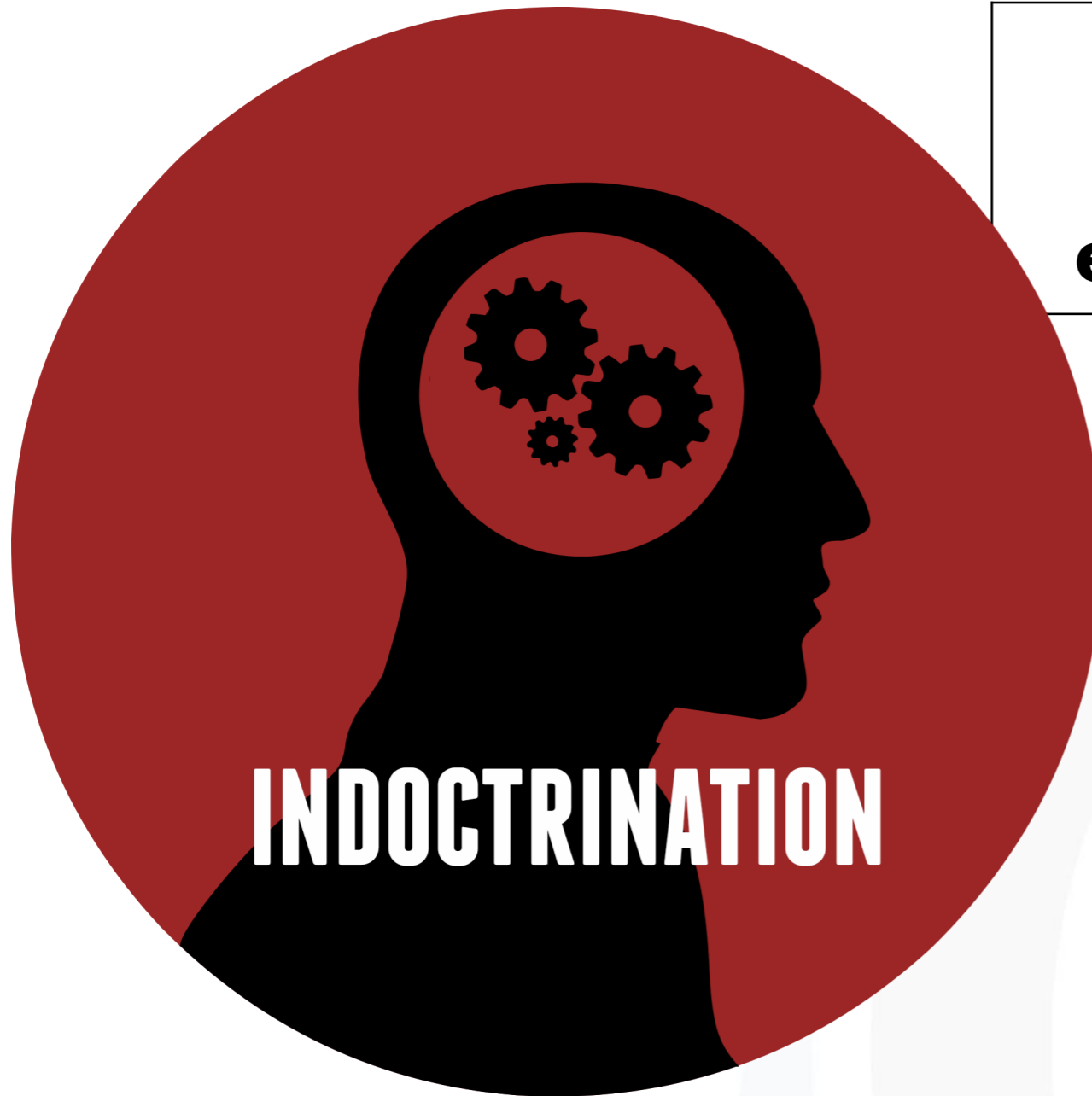
Breathing





Indoctrination NOT Educated ?

**We have been
indoctrinated, not
educated – Jane Elliott**



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Definitions

White supremacy - The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and "undeserving."



Definitions

Ally – someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

Inclusion – Bringing people in and or groups into processes, activities, and decision/policy making in a way that shares power.



Definitions

Implicit bias – also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed without conscious awareness. Implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves.

White fragility – Defensiveness when white ideology is challenged. Not built up tolerance for discomfort.



Definitions

Anti-racist - An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity.

Equity – Taking stock of differential historical and current access to rights, resources, representation, and respect, and seeking to achieve equilibrium by coordinating institutional resources around differential needs.



Definitions

Institutional Racism – The ways in which institutions – social, political, educational, financial, religious, medical, housing, jobs, criminal justice—create and/or perpetuate systems that advantage white people at the expense of people of color.

Power – Access to individuals, social groups, and institutions that own and/or control the majority of a community’s resources, as well as the ability to define norms and standards of behavior.



Identify ways to Build a Case for Diversity:

- **Complete a diversity audit – Look at the demographic of your community. How does the board and organization compare to your community?**
- **Recruitment Strategy – Build relationships with the community**
- **Board needs to remain relevant to what is happening in the community:**
- **Census Data Below for Capital Region:**
 - White: 55.02%
 - Black or African American: 28.94%
 - Asian: 6.89%
 - Two or more races: 6.06%
 - Other race: 2.86%
 - Native American: 0.22%
 - Native Hawaiian or Pacific Islander: 0.01%
- **Bylaws can be changed at the governance level**



Recruiting Faux- Pas :

How do we know?

Applying social science research to boards

Emperor's syndrome (legend) – Emperor of France

generals that were shorter than him

Emperors chose colonels that were shorter than them

Human nature to surround ourselves with people who are like us

But

Limiting

Independent thinking

and

Initiatives

Freedom of dissent



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Recruiting Faux- Pas :

or Thinking

or gender diversity without compromising talent

ion that we cannot have competence and color is an outright

Out

titive advantage

understanding of opportunities and issues

on of different concepts, ideas and relationships

decisions on group think

more balanced decision thinking



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Recruiting Faux- Pas :

to Plan

Franklin – Those who fail to plan, plan to fail. Want to be and don't create a plan for it.

5 WAYS TO SUCCEED IN BUILDING A DIVERSE BOARD

- 1** Approve a formal process and matrix
- 2** Institute a board diversity policy
- 3** Direct and resource the efforts
- 4** Measure progress against targets
- 5** Go public



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Board Inclusion – Please do not:

- **Do not tokenize by adding one Person of Color**
- **Do not get the Black or Brown perspective – DO not treat them like a color – be “normal”**
- **Humanize People of Color – we are not super heroes**



Take Action

**TAKE
ACTION**



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Kotter's Theory of Change

- **Create a sense of urgency – Open honest dialogue**
 - ✓ **Why is this important?**
- **Form a guiding coalition – Build your team**
 - ✓ **Who is missing?**
- **Create a vision – Vision statement**
 - ✓ **Does the vision and mission line up with the goals?**



Kotter's Theory of Change

- **Communicate the vision – Talk about it, invest in marketing materials**
- **Empower others to act on the vision – Give people the opportunity to make decisions (Remove obstacles)**
- **Short term wins (early victory)**
- **Constantly analyze the change**
- **Institutionalize the change – Success stories**



Conversations with Executive Director and Leaders in the Capital Region

- **People cannot use the excuse that there is not diversity**
- **Executives need to do their homework and do the research to find people as if it is a must do job**
- **Diverse candidates not being asked to serve on boards**
- **Participant M shared he was on a board that was diverse and was asked to join by a woman of color**
- **If you want more people of color, need to have people of color**
- **Intentionality is key**



I pledge to.....

- **I pledge to call out racism in my workplace when I see it, hear it and feel it.**
- **I pledge to get on my journey of anti-racism by educating myself every single day.**
- **I pledge to keep going even when it gets hard and it is no longer popular**
- **I pledge to give my time and money to making changes in every aspect of my life.**



Thank you. Merci beaucoup.

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- **Waking Up Black – Speaking Truth to Power**
- **SPRING 2021**



Take Away(s)

**One take away from
our time together – Please
put it in the chat!**



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“Gender and racially diverse teams perform better, innovate more and improve economic equality.”

Stephanie Lampkin

THANK YOU!

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