



Getting Started on Your DEI Journey

Joelle Murchison
Founder & Principal, ExecMommyGroup LLC

Hartford Foundation for Public Giving
Nonprofit Support Program
November 2020



Where Are You From?

<https://youtu.be/DWynJkN5HbQ>





***Not everything that is
faced can be changed,
but nothing can be
changed until it is faced.”***

James Baldwin

Learning Objectives



To identify opportunities to leverage the desired outcomes for your organization through a DEI lens



To identify what you need to know in order to do so



To identify available resources in order to support your journey

Agenda

Check-in

Overview/Foundations of Diversity & Inclusion

Exploring Identity, Diversity and Bias

DEI and Our Work

Team Action Planning

Q&A

Wrap Up

Questions for Today



Where do we/I begin? What do we/I need to know?



What is the current state of the organization as it relates to DEI?



How do we navigate difficult conversations?



Who should be at the table for these conversations?



What are our blind spots?



What resources are available to us in order to support this work?



Group Guidelines

- RESPECT
- Be Present
- Make Space/Take Space
- Engage With Curiosity
- Listening to Understand and Learn
- One “Mic”
- Use “I Statements”
- Be Open To Discomfort
- Others?



LET'S CHECK IN.



HOW ARE YOU FEELING RIGHT NOW?



ONE WORD IN THE CHAT.

Understanding D&I

The Evolution of Diversity & Inclusion



Diversity & Inclusion

Diversity

- The mix
- Representation – who is at the table.
- Ingredients
- An invitation to the party

Inclusion

- What we do with it
- How we provide access, leverage and welcome everyone who is at the table.
- Recipe
- Being asked to dance!

A more visible landscape

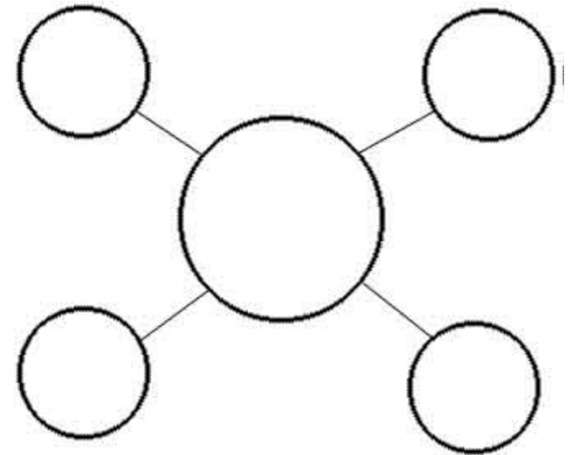


Image Source: <https://thescottsdaleleader.com/2013/04/22/diversity-more-than-meets-the-eye/>

ACTIVITY: Dimensions of Me

This activity highlights the multiple dimensions of our identities. It addresses the importance of individuals self-defining their identities and challenging stereotypes.

- Place your name in the center circle of the structure.
- Write an important aspect of your identity in each of the satellite circles -- an identifier or descriptor that you feel is important in defining you. This can include anything: Asian American, female, mother, athlete, educator, Taoist, scientist, or any descriptor with which you identify.





Dimensions of Me

Let's Talk About It – In Teams of Two

1. Share a story about a time you were especially proud to identify yourself with one of the descriptors you used.
2. Share a story about a time it was especially painful to be identified with one of your identifiers or descriptors.

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

We make a lot of assumptions.

We all
practice....



Similarity bias.



**We like to be around people
who are like us.**

As a result, we
often....

- Stereotype
- Discriminate
- Ignore
- Deny
- Hurt others
- Miss out

Implicit bias
is...

**attitudes or stereotypes
that affect our understanding, actions,
and decisions**

in an unconscious manner.

A Few Key Characteristics of Implicit Biases

- Implicit biases are **pervasive**.
 - Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are **related but distinct mental constructs**. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**.
 - Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

Implicit bias,
in our decision
making...

**can change the course
of a client or colleague's life!**

It's our parents and the media's fault!

- What exists in our subconscious causes us to have feelings and attitudes about people based on characteristics such as race, ethnicity, age, and appearance.
- These biases are developed over the course of a lifetime beginning at a very early age through exposure to direct and indirect messages.
- In addition to early life experiences, the media and news programming are often-cited origins of implicit associations.

Bias is
informed and enforced by
the environment that you
are in.

Best Practices to Combat Bias

In an effort to find a solution to implicit bias, researchers found “people must be **aware** of their biases and **concerned about the consequences** before they will exert effort to eliminate them.”

- Raise Awareness
 - Speakers, Book Club, etc.
- Allow Sufficient Time for Decision Making
 - Unconscious bias emerges when evaluators are under time pressure
- Consider Cultural Differences
 - American standards of self-confidence, enthusiasm, and leadership do not always translate across cultures

Action Step



What is one bias that you have about the staff of your organization?



What is one bias that you have about the clients you serve?

What is a
Diversity,
Equity and
Inclusion
(DEI) Journey?

the set of policies, practices, and realities used to create an equitable environment for personnel and the people it serves.

Steps on DEI Journey



AWARENESS



INQUIRY



PLAN



ACTION

Steps on DEI Journey

Awareness

'A Look in the Mirror'

- Self Discovery

Staff and Board Education

- Workshops
- Materials
- Dialogue

Common Language

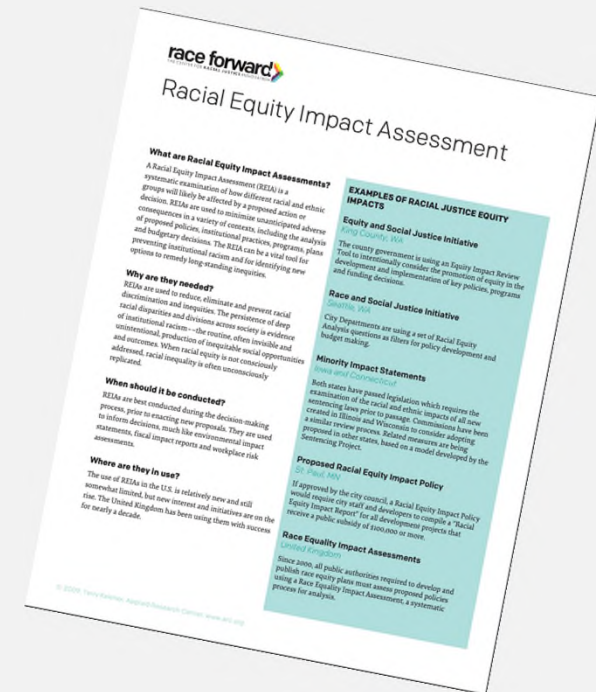
- Develop a Commitment Statement



Steps on DEI Journey

Inquiry

- Audit (of everything)
- Assessment
- Benchmarking
- Data Collection
 - Materials
 - Survey
 - Focus Groups
 - Interviews



- What are the demographics of the staff?
- What are the demographics of our clients?
- How do we attract talent?
- When is the last time we collected feedback?
- What are our blind spots?

Steps on DEI Journey

Plan



Steps on DEI Journey

Action

- Move with intention – one step at a time
- Set clear, deliberate, measurable goals
- Execute with accuracy
- Build into performance expectations - accountability



Team Action Planning

In your organizational teams or groups, you will spend 20 mins answering the following questions:

Where is my/our organization on our journey?

Where do we desire to be?

What resources/information do we need to begin/continue?

What is standing in our way?

**DO NOW,
DO NEXT.....**



Based upon what you have experienced today, what action can YOU take right **NOW**?



As a team or collaboratively, what based upon today's dialogue will you do **NEXT** to advance your organization on its DEI journey?

Caterpillar and the Snail...







[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)



Joelle Murchison



execmommygroup



execmommygroup



EMG – ExecMommyGroup

ExecMommy – Joelle Murchison

Resources

<https://www.councilofnonprofits.org/tools-resources/why-diversity-equity-and-inclusion-matter-nonprofits>

Books:

We Can't Talk about That at Work: How to Talk about Race, Religion, Politics and Other Polarizing Topics by Mary-Frances Winters (2017)

Inclusive Conversations: Fostering Equity, Empathy and Belonging Across Differences by Mary-Frances Winters (2020)

Terms:

https://www.ywboston.org/wp-content/uploads/2016/02/MISS_VIT_BLD-SUPP-FOR-MISS_TRN-AND-DEVEL_SJ-GLOSSARY_MARCH_2016.pdf

<http://www.racialequityresourceguide.org/about/glossary>

Assessment:

<https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

<https://implicit.harvard.edu/implicit/takeatest.html>