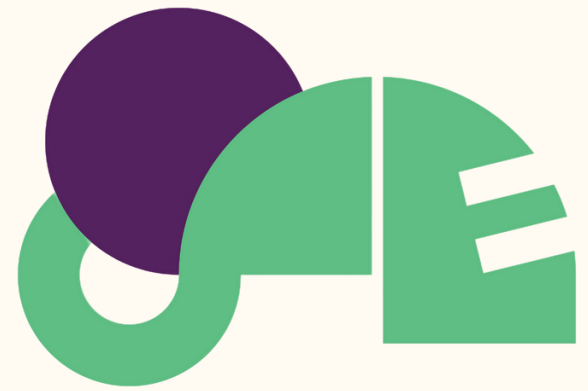


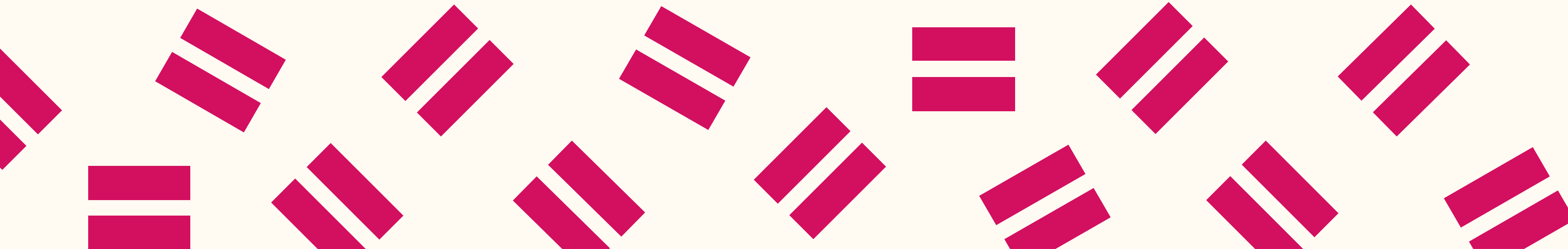


Strategic
Leadership **WINGS**
Conference



Elephant in the Room

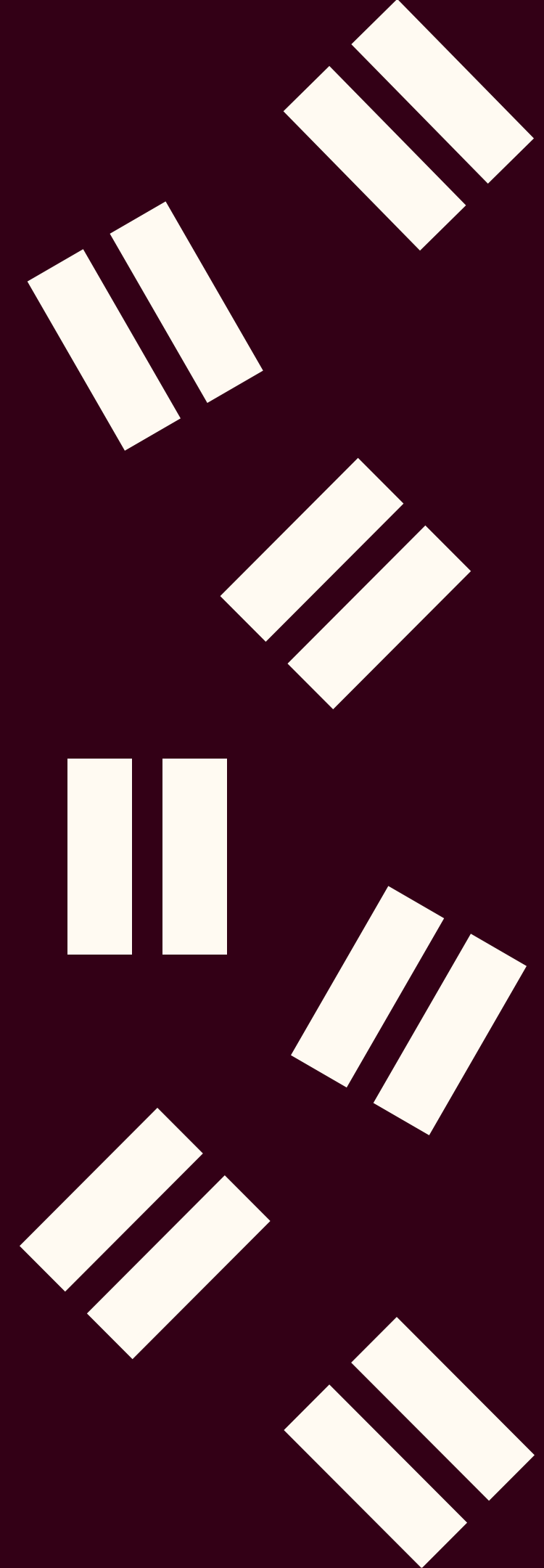
20/twenty STRATEGIC CONSULTANTS WINGS
CONFERENCE



CHECK YOURSELF BEFORE YOU WRECK YOURSELF

"Dive into the Heart of Innovation where commitment drives Innovation.' Discover how to proactively address micro-aggressions and personal biases, paving the way for an environment where every voice is valued.

Embrace the importance of diversity within your nonprofit and recognize that it's not just a buzzword; it's the catalyst that fuels fresh perspectives and innovative solutions.





"TWINNING"

- ✘ JOB RELATED
- ✘ PET RELATED
- ✘ KID RELATED



MICROAGGRESSIONS

noun

a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

indirect, subtle, or unintentional discrimination against members of a marginalized group.



UNCONSCIOUS BIASES

also referred to as implicit biases

social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.



VERBAL MICROAGGRESSIONS

- A statement or phrase, whether intentional or unintentional, that communicates hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.

BEHAVIORAL MICROAGGRESSIONS

- A behavioral microaggression occurs when someone behaves in a way that is hurtful or discriminatory to a certain group of people.

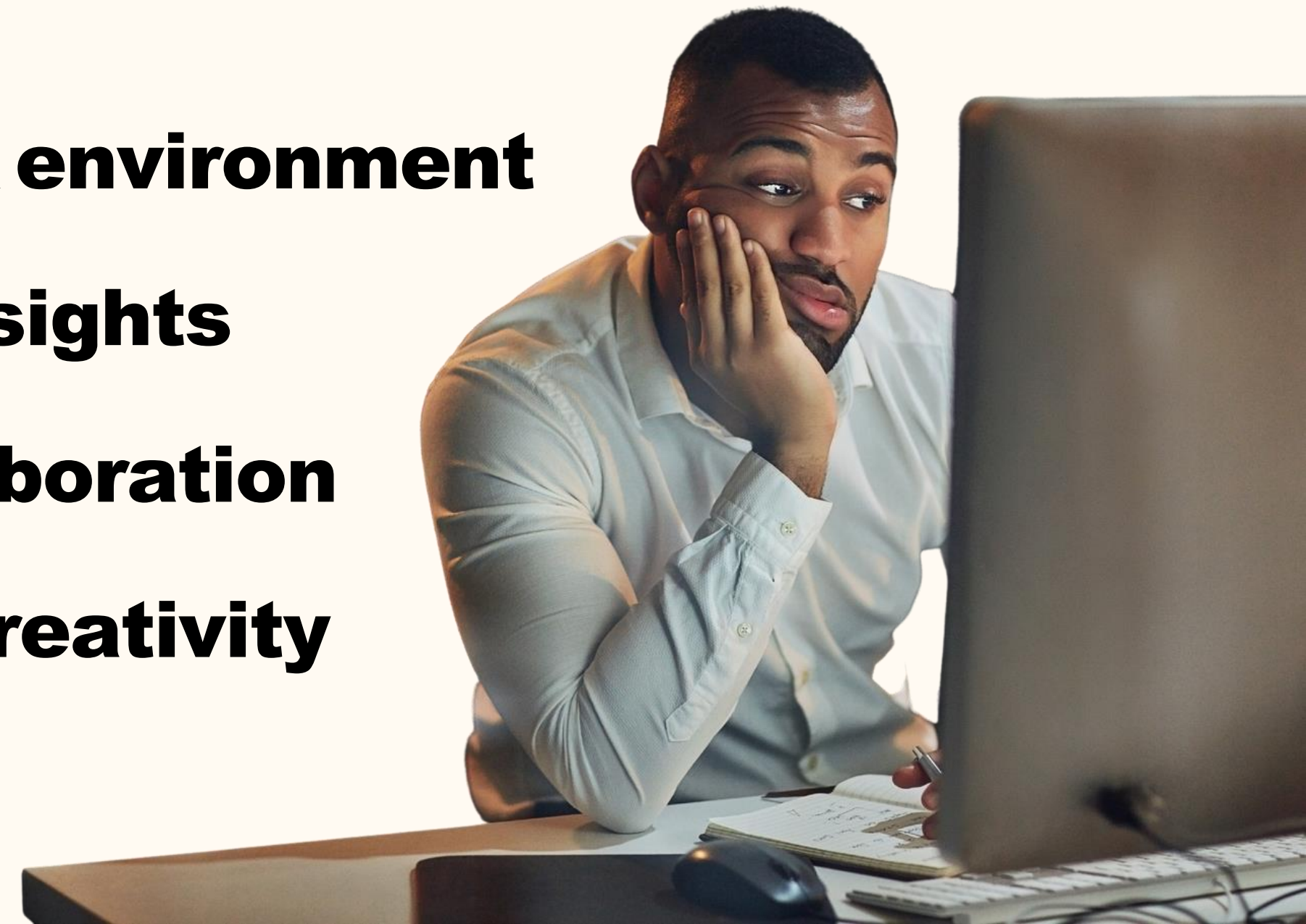
ENVIRONMENTAL MICROAGGRESSIONS

- Environmental microaggressions involve something in a person's environment that sends a message of invalidation of a marginalized group.

HOW DO MICROAGGRESSIONS & UNCONSCIOUS BIAS IMPACT NON-PROFITS??

MICROAGGRESSIONS CAN:

- **Impacts the overall work environment**
- **Contributes to missed insights**
- **Negatively impacts collaboration**
- **Limits Perspective and Creativity**



" Diversity drives innovation

**-when we limit who can contribute, we in turn
limit what problems we can solve."**

-Telle Whitney



If Microaggressions Happened to White People | Decoded | MTV News

Share

MICROAGGRESSIONS AGAINST WHITE PEOPLE?



DECODED

Watch on YouTube





Become a
PIONEER OF CHANGE



**RESPECT &
COLLABORATION**



**EQUITY &
INTERSECTIONALITY**

LETS TALK ABOUT IT!



**9 WAYS TO:
BUILD A MORE
INCLUSIVE
ENVIRONMENT**

RECOGNIZED

INCLUDED

VALUED

HEARD

ENERGIZED

TRUSTED

PROMOTED

PAID WELL

APPRECIATED



WHAT IS AN INCLUSIVE NON-PROFIT?

An inclusive non-profit actively values and promotes diversity, equity, and inclusion in its leadership, staff, programs, culture, and community interactions, ensuring that all individuals are respected and have equal access to opportunities and services.



BENEFITS

BENEFITS

BENEFITS

BENEFITS

BENEFITS

BENEFITS

BENEFITS

BENEFITS



Enhanced Creativity & Innovation



Increased Impact



Broader Community Engagement



Enhanced Reputation



Positive Organizational Culture



Long-Term Sustainability





INCLUSION

NOT JUST AN IDEA BUT A COMMITMENT



INCLUSIVE NON-PROFIT

- **Impacts the overall work environment**

- Leadership and Board Diversity
- Diverse Hiring Practices
- Inclusive Training
- Promote Inclusivity in Culture

- **Contributes to missed insights**

- Cultural Competence
- Data Collection and Analysis
- Accountability Measures
- Diverse Advisory Boards



INCLUSIVE NON-PROFIT

- **Negatively impacts collaboration**

- Shared Values and Goals
- Feedback Loops
- Mentorship and Sponsorship

- **Limits Perspective and Creativity**

- Foster a culture of innovation
- Storytelling and Advocacy
- Community Engagement and Outreach



eitr

THANK YOU



CONNECT WITH US!

SCAN ME!

