Fostering Diversity, Equity, and Inclusion as a Leader

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Goals and Objectives:

- Explore historical injustices/gaps that disproportionately impact marginalized communities.
- Understand the benefits of diversity.
- Learn about a multifaceted strategy to create and sustain diverse, equitable, and inclusive environments.
- Discuss recommended practices to create inclusive environments as an individual.
- Practice action plans that can be utilized to promote diversity, equity, and inclusion through policy and programming.

Activity 1- POLICY:

1. Break off into smaller groups and discuss a policy in your organization/community that you think was created with equity in mind and/or one policy that you think is not very equitable. Have one member of your group take notes so that they can provide a brief overview to all attendees.

Equitable Policy Examples	Inequitable Policy Examples

2. Your group has been assigned with the task of assessing whether the following policies are biased. Discuss the policies listed below and determine if they are equitable. If they are not equitable, discuss why and how it can be amended. Have one member of your group take notes so that they can provide a brief overview to all attendees.

   a. ABC Inc. Personal Appearance Policy: "Employees must always present a clean, professional appearance. Everyone is expected to be well-groomed and wear clean clothing, free of holes, tears, or other signs of wear. Clothing with offensive or inappropriate designs or stamps are not allowed. Employees are not permitted to wear caps/hats/head covering in office spaces."

      - Is this policy equitable?

      - Can this policy be improved? If yes, how?

   b. XZY Inc. Email Signature Policy Amendment: "As of 12/12/2024, all employees must incorporate their gender pronouns in their email signature in the following format. He/Him/His, She/Her/Hers, or They/Them/Theirs."

      - Is this policy equitable?

      - Can this policy be improved? If yes, how?

    c. Example Inc. Employee Emergency Time Off Policy: In the case of reasonable emergencies where the employee cannot provide advanced notice of their absence. The employee should inform their manager via text message or phone call (voicemail if no response) as soon as they are able. The message should include the approximate amount of time off required. Find the definition of reasonable emergencies in appendix A."

- Is this policy equitable?

- Can this policy be improved? If yes, how?

Activity 2 - PRACTICE:

1. Break off into smaller groups and discuss an initiative that you participated in or know of that promoted inclusion and belonging. How was the initiative structured? Who participated? Have one member of your group take notes so that they can provide a brief overview to all attendees.

Activity 3 – PROGRAMMING:

1. Break off into smaller groups and discuss an event that you attended that helped you learn more about another culture. What made the event special? What did you learn from the event? How could the event have been better? Have one member of your group take notes so that they can provide a brief overview to all attendees.

2. Your group has been assigned with the task of organizing an educational event that will be open to the public. The goal of the event is to celebrate diversity and promote community collaboration. Select an event format and create a five point plan that you will present to organizational leadership on how to move forward with the task. Have one member of your group take notes so that they can provide a brief overview to all attendees.
   2.1.

   2.2.

   2.3.

   2.4.

   2.5.

Difficult-Discussions Diversity, Equity, and Inclusion Glossary

- **Identity:** The distinguishing character or personality of an individual [Merriam-Webster].
- **Culture:** The customary beliefs, social forms, and material traits of a racial, religious, or social group [Merriam-Webster].
- **Marginalization:** A bais system that places certain groups of people in a position of insignificance within a community based on their identity.
- **Privilege:** Aspects of one's identity that allows them to go through life without being put in a position of disadvantage.
- **Diversity** with regards to people can be described as a collection of individuals with different characteristics. There are different dimensions to diversity–
    - Visible– Such as race, age, ethnicity, and so on.
    - Invisible– Such as religion, skills, abilities, socio-economic status, culture, and so on
- **Inclusion**: the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability) [Merriam-Webster].
- **Equity:** The act of providing adequate resources to establish fairness with all who are concerned.
- **Liberation:** A movement that aims to create a system where there are equal rights and status for a group.
- **Unconscious/Implicit Bias:** Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Source: University of California-San Francisco Office of Diversity and Outreach.
- **Microaggression:** A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority) [Merriam-Webster].
- **Misinformation:** Incorrect or misleading information [Merriam-Webster]. It is always important to check the source of the information you are receiving. Look for

reputable news sources, peer reviewed articles in journals, and the credibility of the information provided before sharing or accepting the information provided to you.

- **Saviour Complex:** A saviour complex is the need to save people by fixing their problems. People with saviour complexes seek to put themselves in the role of a hero [Berrett-Koehler Publishers]. By doing this they end up having little to no impact on effectively challenging oppressive systems.

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"THREE P" STRATEGY OF DIVERSITY, EQUITY, AND INCLUSION WORK:

The Difficult-Discussions Inc."Three P" strategy is a three-pronged strategy to create diverse, equitable, and inclusive environments that are sustainable and multifaceted.

Link- https://difficult-discussions.com/three-p-strategy

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