

Self Inflicted



How Incomplete and Problematic DEI Approaches
Are Hurting our Efforts and What to Do About Them

Four Self-Inflicted Hurdles

**What is DEI
anyway?**



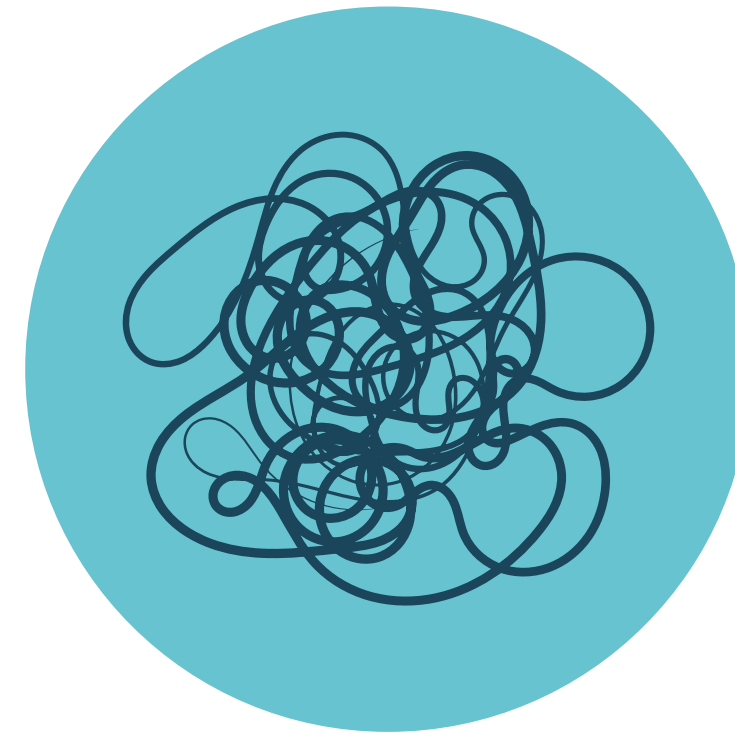
Simplify how we define what DEI is to avoid confusion and narrative creep

**Who is DEI
work for?**



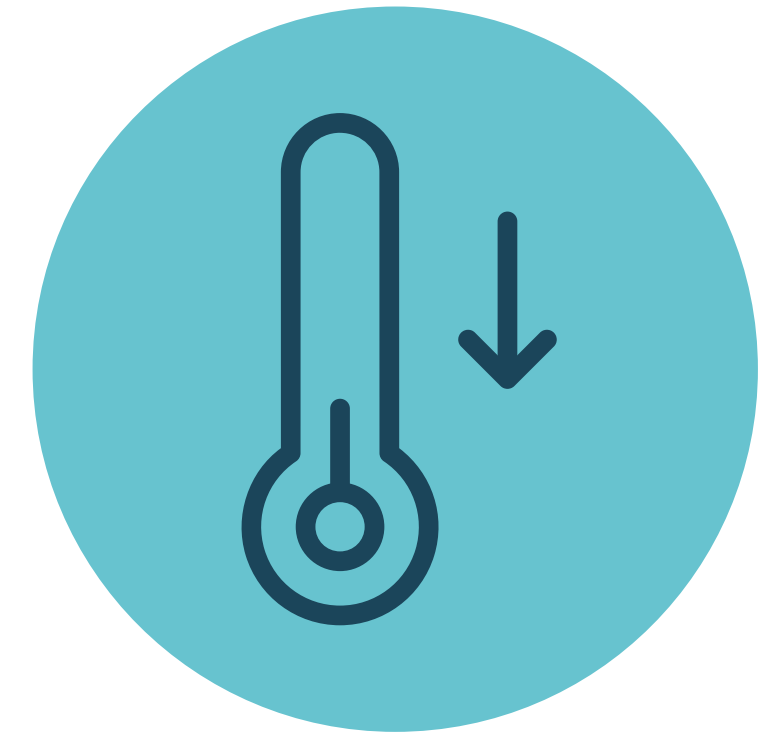
Shifting the frame to collective responsibility & collecting benefit

**Content over
context**



Building the organizational muscle to sustain this work

**Lowering the
temperature**



To create conditions for all to participate without shutting down

Four Self-Inflicted Hurdles

What is DEI anyway?



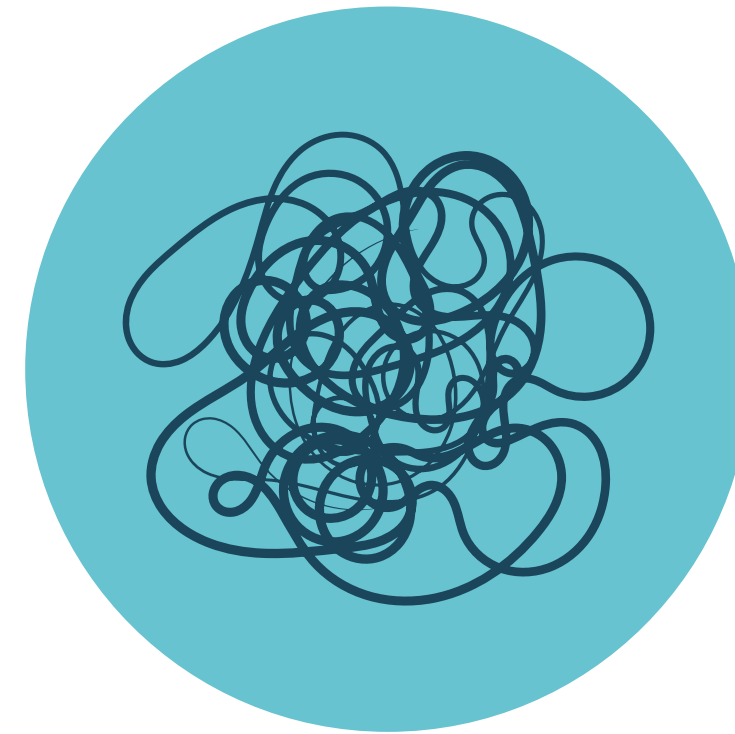
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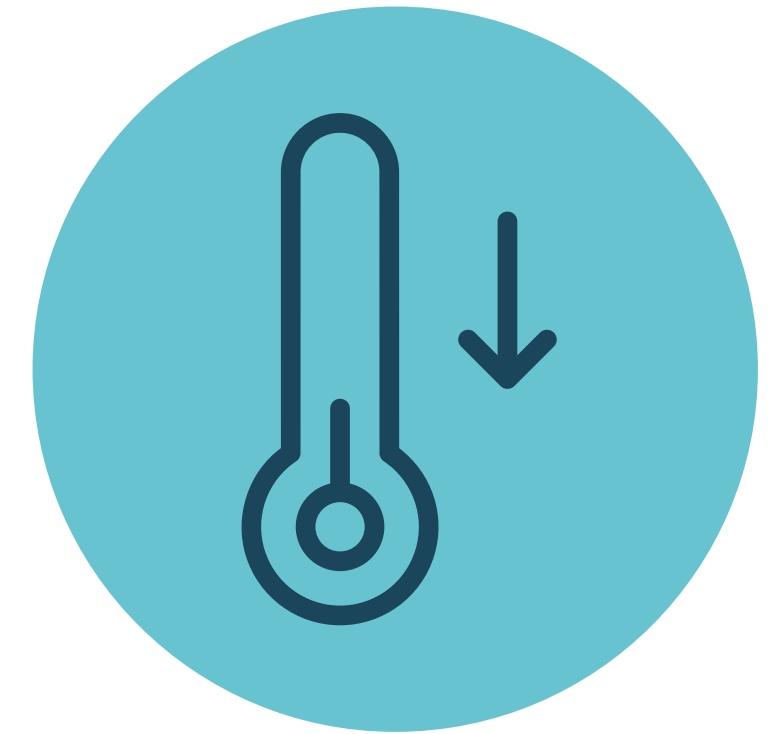
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So what is DEI..

Diversity, equity, and inclusion (DEI) are [organizational] frameworks which seek to promote the fair treatment and full participation of all people.

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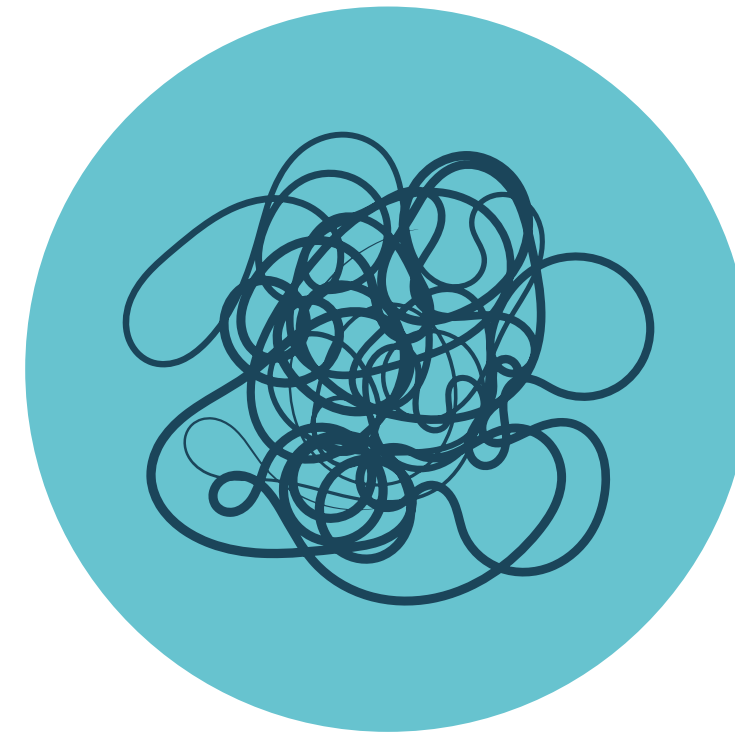
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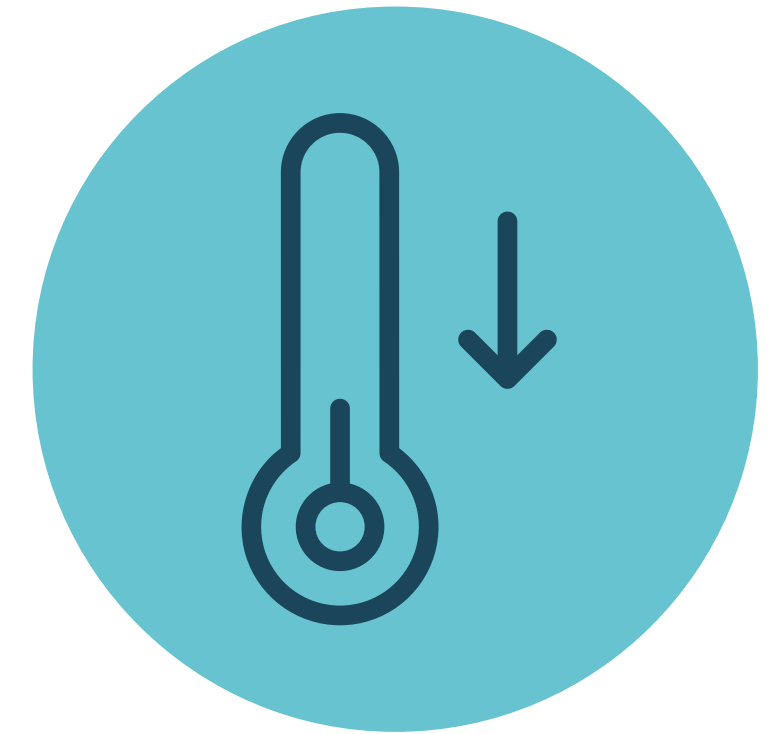
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Who's Is DEI Work For?

Reflection ?s:

How do people get involved in DEI work at your organization?

What messages, implicit or explicit, might people at your organization receive about who this work is for and/or who should participate in it?

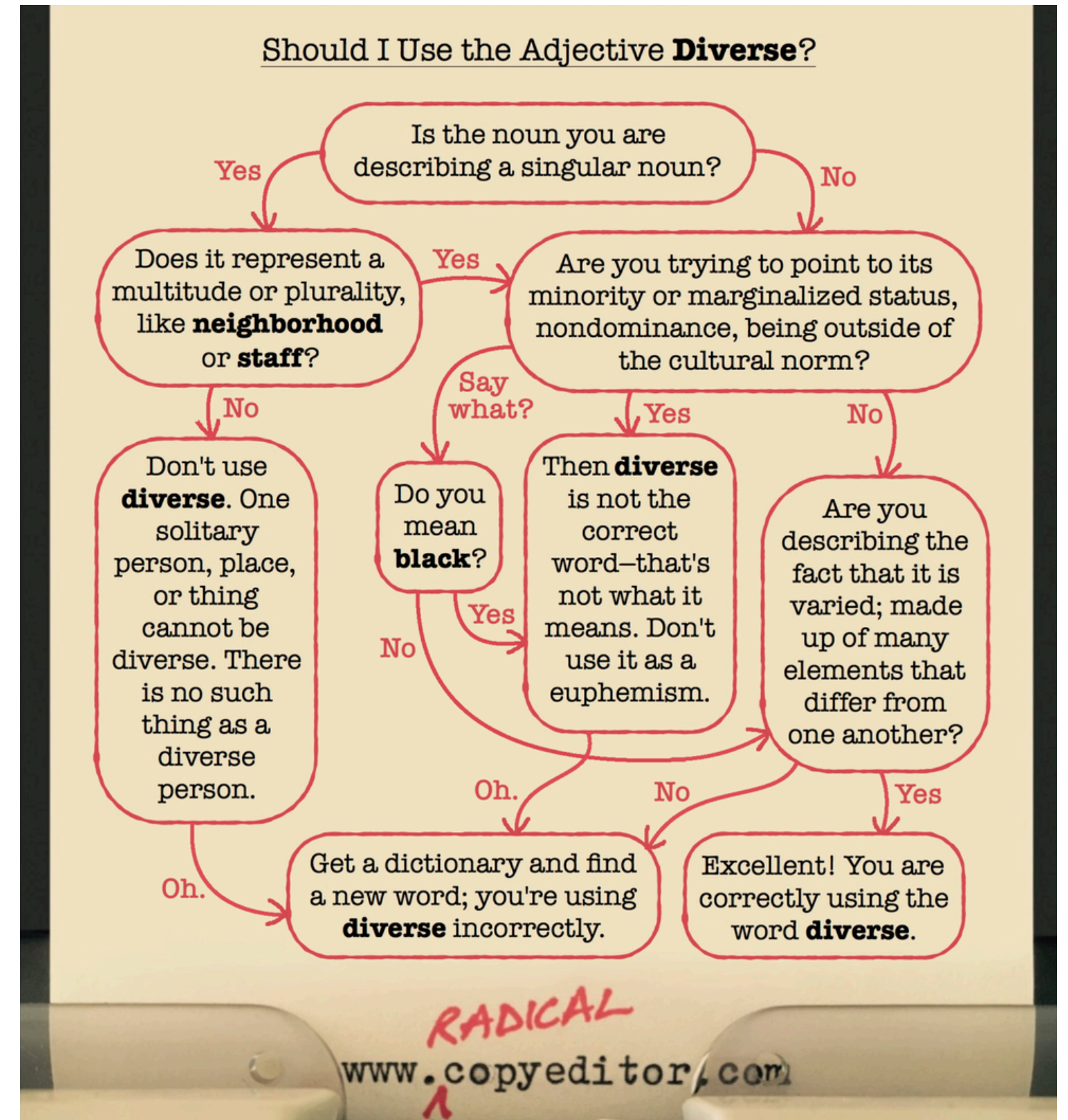
What can you do as a leader to engage the full organization in efforts to advance DEI?



Shifting the Narrative >>>

Leaders can and must:

- Clarify what DEI work means in the organization's or program's context (the what and the why)
- Affirm that DEI is a **collective** responsibility
- Use language precisely to avoid confusion and help others access this work
- Model vulnerability and humility



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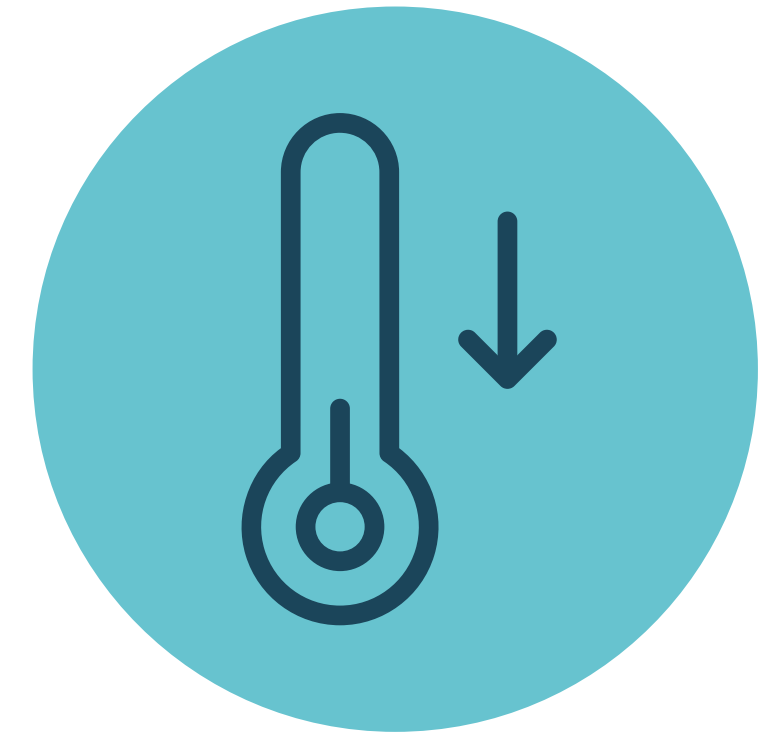
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Content Over Context >>>

Systemic Racism

White
Supremacy

Intersectionality

Micro-
aggression



Oppression

Privilege

Gender Binary

BIPOC



Content Over Context

Leaders can and must:

- Recognize the importance of context in building a space where DEI work can be effective and sustainable
- Tailor initiatives with the understanding that we are all coming to this work from different places
- Attend to interpersonal and team (or program) dynamics with an intentionality around DEI
- Model norms and expectations

*Cross
Cultural
Collaboration*



*Relationships &
Belonging*



*Shared
Language*



*Trauma
Informed*



Trust



Power

Four Self-Inflicted Hurdles

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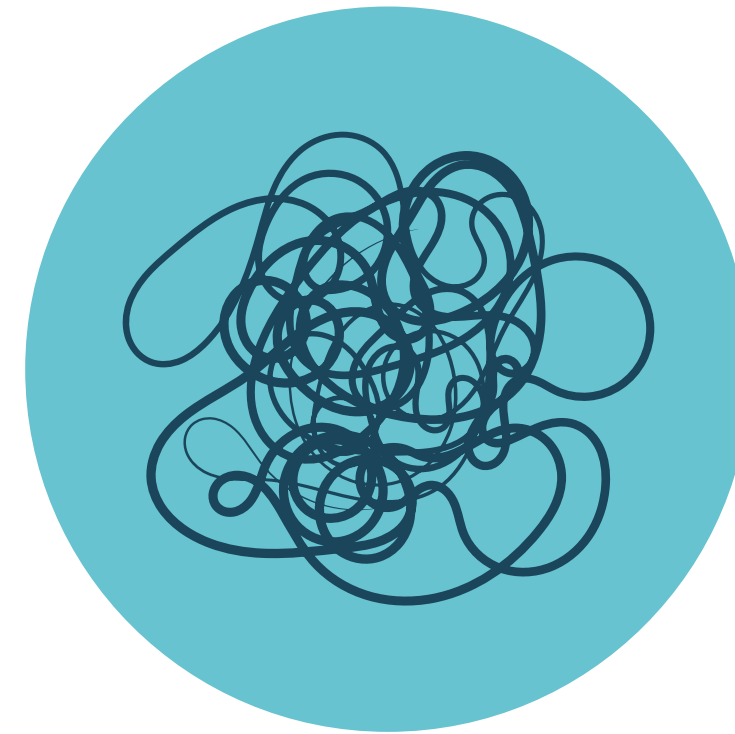
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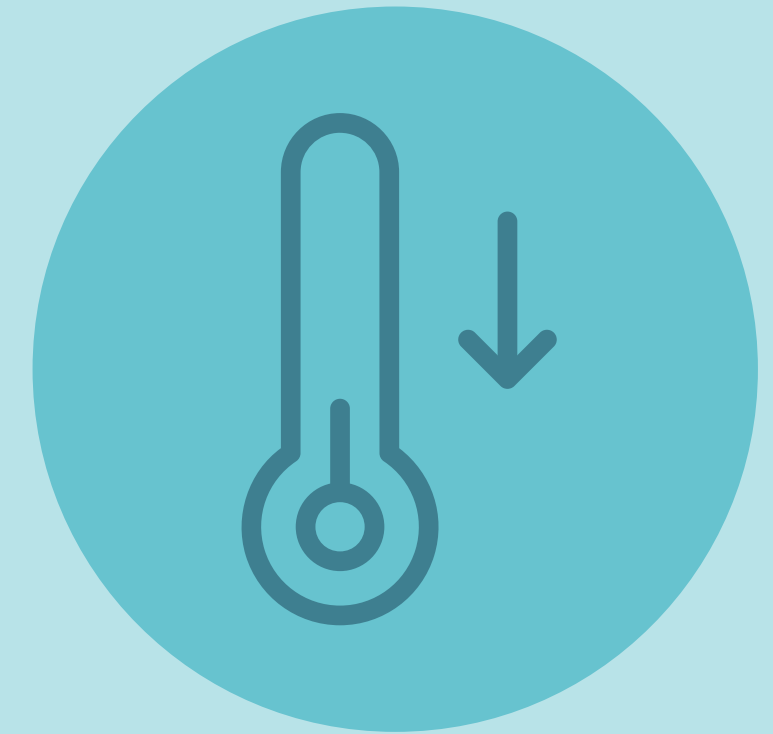
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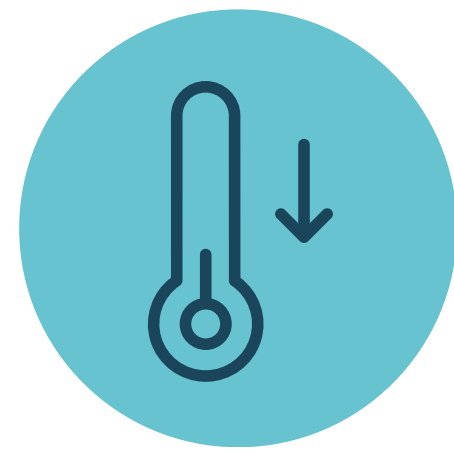


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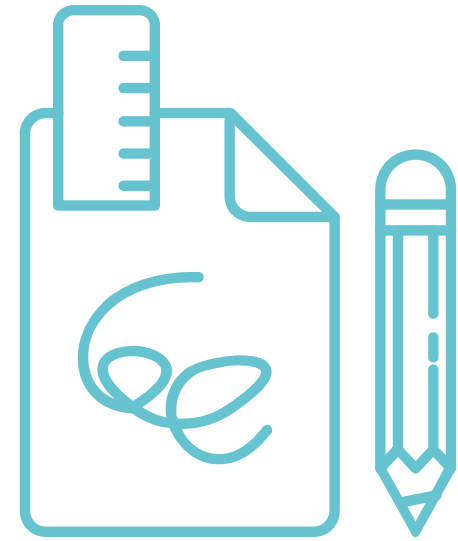
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Lowering the Temp



Everyone has something to learn and contribute.

Permission to speak in rough draft

Challenge by choice

Listen deeply enough to have your mind changed



The IDEAS League

<https://www.ideasgeneration.org/ideas-league>

A rapid-response community of practice for individuals and organizations seeking to weather the uncertainty and complexity of this moment together

Systems change capacity building workshops

Facilitated spaces to problem solve emergent challenges

Network and community building

Topical discussions to support orgs in this moment

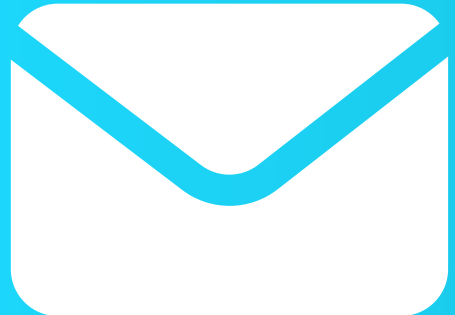
Individual and small group coaching

Resource sharing



Thank You

Stay in Touch



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