

Diversity, Equity, & Inclusion, Sustainability/Regenerability, & Community Wealth Building

**USG Strategic Planning Workshop
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Diversity, Equity, & Inclusion



For the next 15 minutes...



1

“DEFinitions”

Diversity, Equity, Inclusion (oh my)

2

Why DEI?

Why should we care?

3

Barriers

What barriers will we face?

4

Best Practices

What can we do?

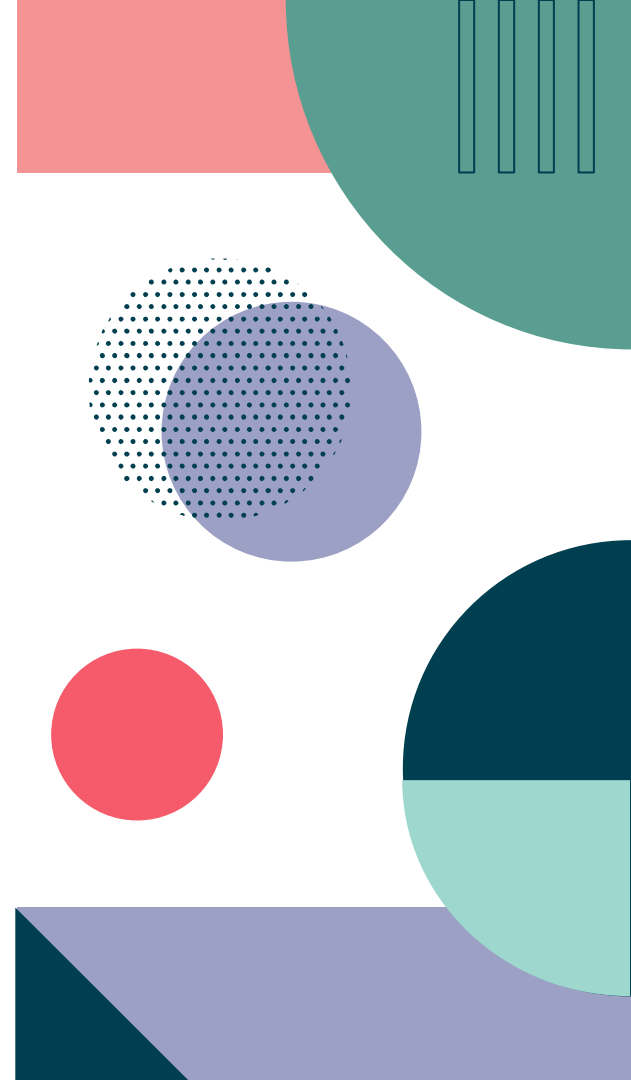


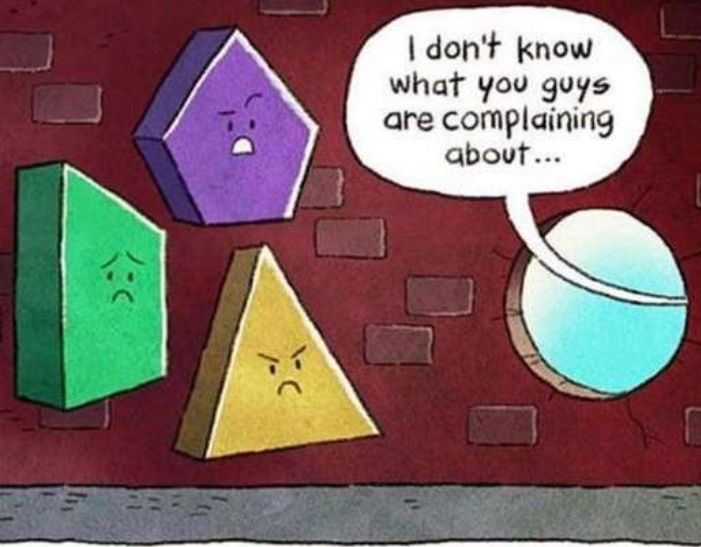


1

“DEfinitions”

What is Diversity, Equity,
and Inclusion?





Diversity | What we ARE

The **differences** between us based on which we **experience advantages** or **encounter barriers** to opportunities and resources



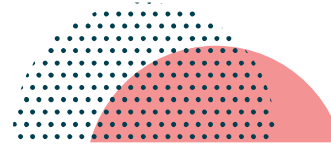
sciencecouncil.org

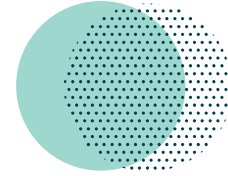
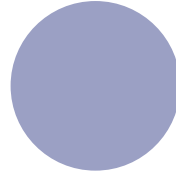
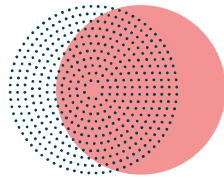
Inclusion | What we DO

Centering, valuing, and *celebrating* the perspectives, voices, culture, and identities of those who experience more barriers based on their identities

Equity | How we do it

An *approach* based in **fairness** to ensuring everyone has **equal access** to the **same opportunities**





Inclusion

Equity/Justice

Diversity

What we DO

HOW we do it

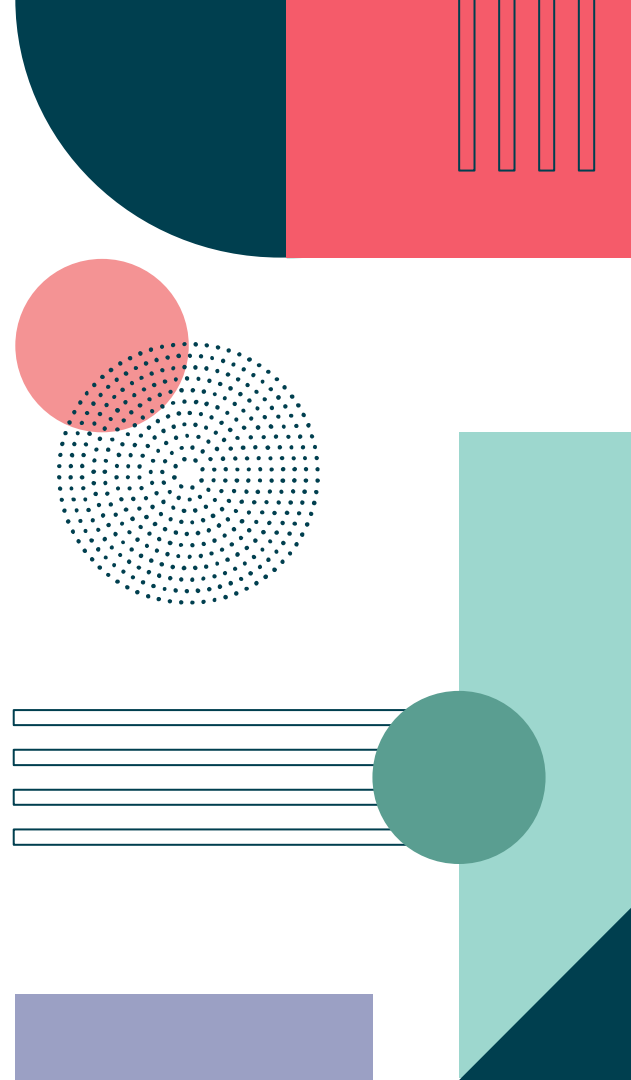
What we are



2

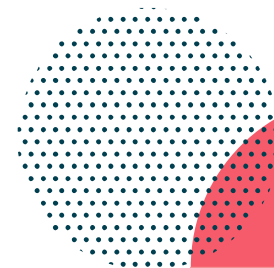
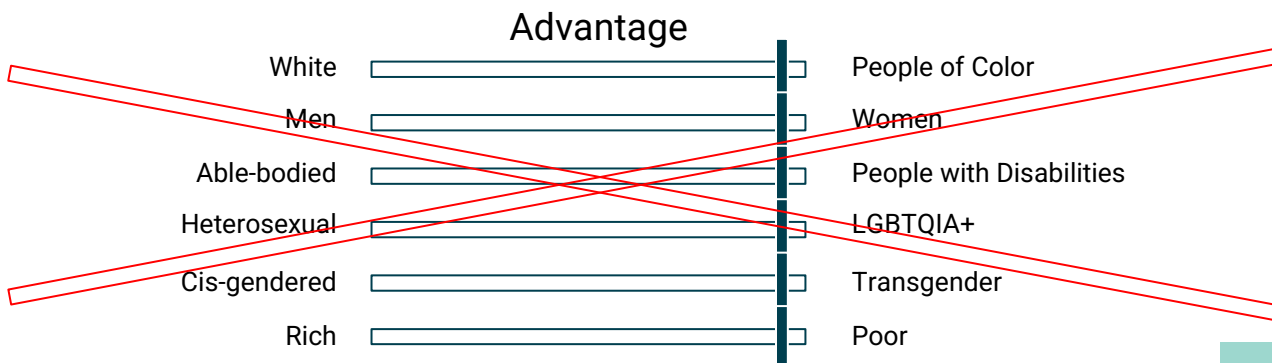
Why DEI?

Why is DEI important **imperative**?





DEI is not a Zero Sum Game.






A Case for DEI

Employees

Diverse organizations have employees who produce higher quality work, make better decisions, and have greater work satisfaction scores than non-diverse organizations, regardless of race/ethnicity (Thomas, 2020)




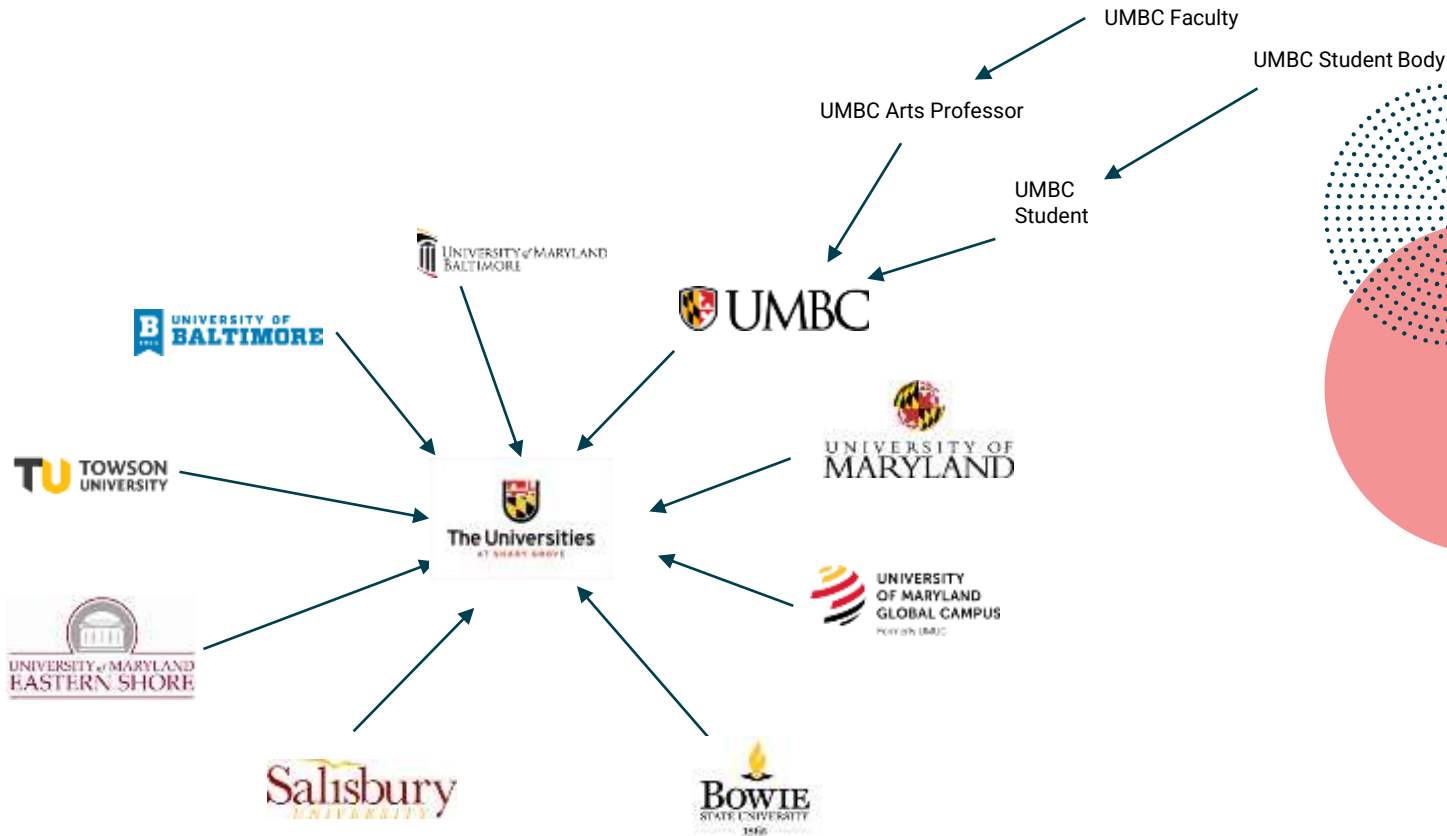
Image

If your organization has diversity initiatives but no inclusion efforts, you're over 100% more likely to be viewed negatively (Hunt et al., 2020)

Organization

Inclusive companies and organizations made better business decisions up to 87% of the time, and delivered 60% better results (Larsen, 2017)





By the Numbers

441.7%
increase in
Hispanic/Latina/o/
e college students
since 1976

47%
of Black women in
2020 who were
independent students
were parents

The 2020 median family
income of first-gen freshman
is **\$62,070 less**
Than that of continuing
generation freshman

55.5%
of college students
in 2020 were women

19%
of college students
in 2016 reported
having a disability

In 2019, the top 25%
SES students were
50% more likely to
go to college than the
bottom 25%

On average, only **0.5%**
of a US college's
funding from 2018-2019
was allocated for DEI
work

Only **25%**
of college faculty in
2019 were people of
color...

... but **45.3%**
of college students
in 2019 were people
of color

17%
of college students in
2018 identified as gay,
lesbian, bisexual, asexual,
queer, or questioning

Diversity in Education

Disabilities

What are your students' and faculty needs?

Neurological Development

How can you create equitable learning environments?

Socioeconomic Status

What services and accessibility do you provide to students?

Gender Identity

Does your institution value AND celebrate ALL genders?

Native Languages

How do you reach out to communities?

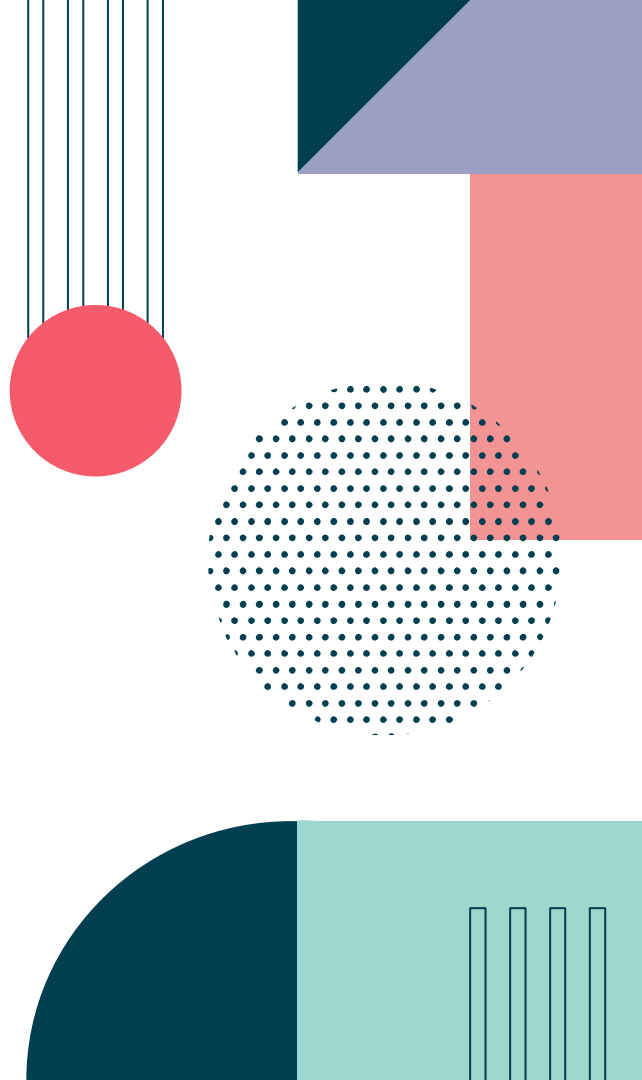
Indigenous Land

Do you acknowledge the land you conduct operations on and the people of it?

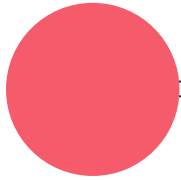
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Barriers

What barriers will we face?



The Terrible Too's



Too Hard

"This would be impossible to implement well"



Too Disruptive

"DEI initiatives tend to uproot tradition, which would harm our senior staff"



Too Expensive

"We can't afford consulting, training, or salary increases"



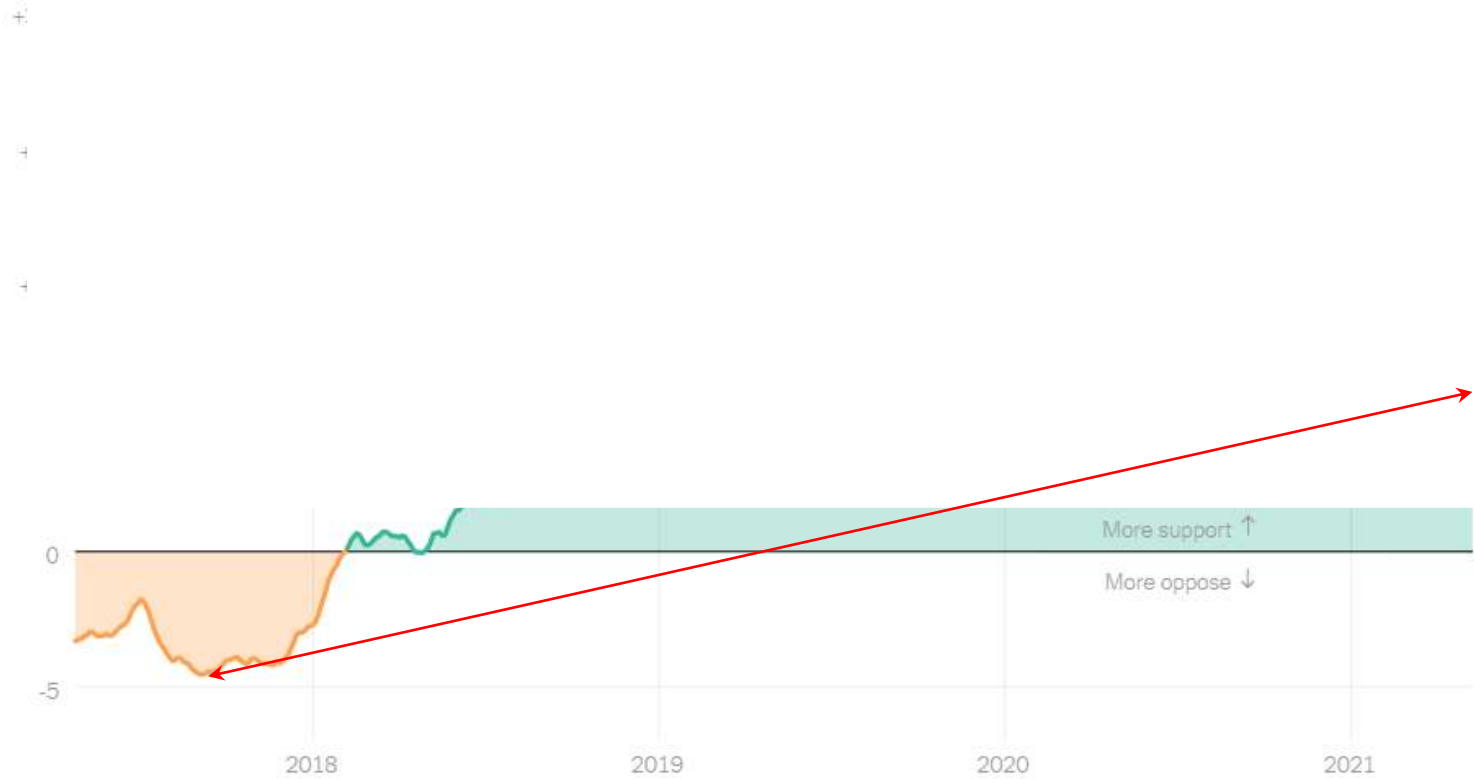
Too Unattainable

"Our senior staff wouldn't buy into all these proposals"

The background is a light blue-purple color with several decorative elements: a dark teal triangle in the top-left corner, a red triangle in the top-right corner, a red rectangle in the bottom-right corner, a light green circle in the bottom-left corner, and a light green circle in the top-right area. There are also several dotted circles in various colors (light green, dark teal) scattered across the background.

Performative Action

Voter's Net Support for BLM



Source: Civiqs.

Laws of Unintended Consequences

	<i>Intended</i> Outcome is Affected	<i>Unintended</i> Outcome is Affected
Direction of Effect is <i>Undesired</i>	Backfire e.g. DEI initiative for Black staff causes <i>increased discrimination</i> against Black staff	Negative Spillover e.g. DEI initiative intended to support Asian staff causes non-Asian staff to <i>feel unsupported</i>
Direction of Effect is <i>Desired</i>	False Progress e.g. reclassifying female staff so organization has <i>more female leaders</i>	Positive Spillover e.g. LGBTQIA+ initiative <i>sparks inclusivity</i> among staff for people with disabilities

Leslie, 2019



Other Barriers

Kitty Genovese

“Racism is bad, but someone in senior management is probably dealing with it”

Tradition

How will you overcome the existing, often deeply-rooted issues in your organization?

Tokenization

How can you accentuate, value, and celebrate the voices of your faculty and constituents without tokenizing them?

Sustainability

How do you build a DEI-centered organization that can regeneratively, reflexively maintain momentum?

Wellness

How do you balance the emotional weight of DEI and your own wellbeing?

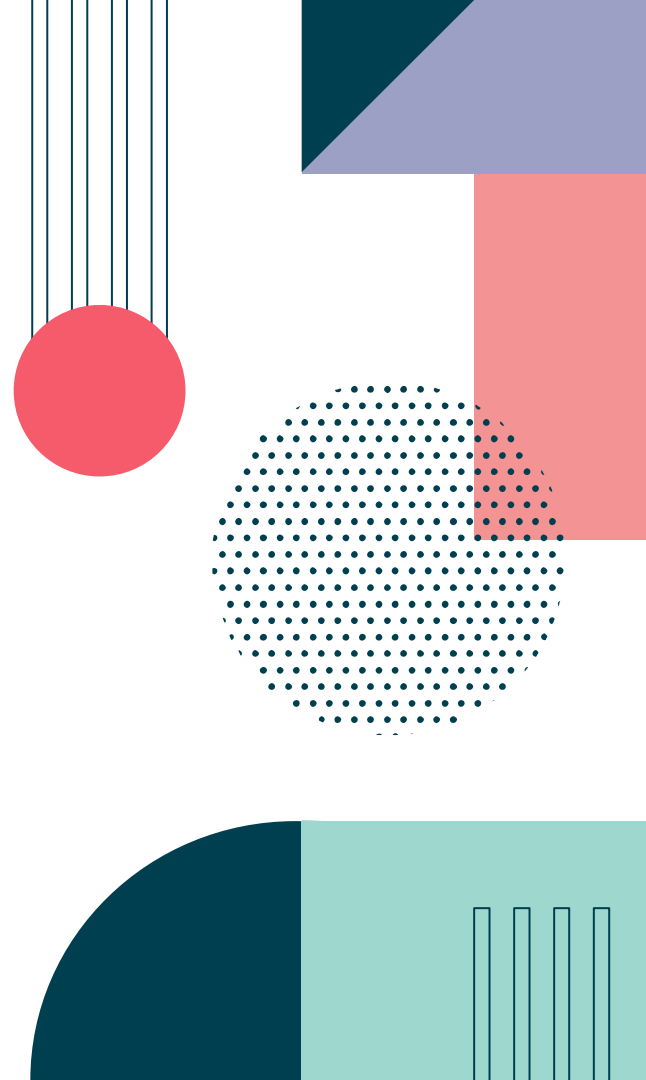
Proactivity

How can you ensure your organization is proactive, not just reactive?

4

Best Practices

What can we do?





Make a Plan.



1

Define

What does DEI mean for YOUR organization? Mission, vision?

2

Identify

What are the issues and areas for improvement within your organization?

3

Strategize

Take the “big stuff” and tackle it bit-by-bit.

4



Act

Set goals, keep metrics, hire DEI staff, make partnerships and seek counsel

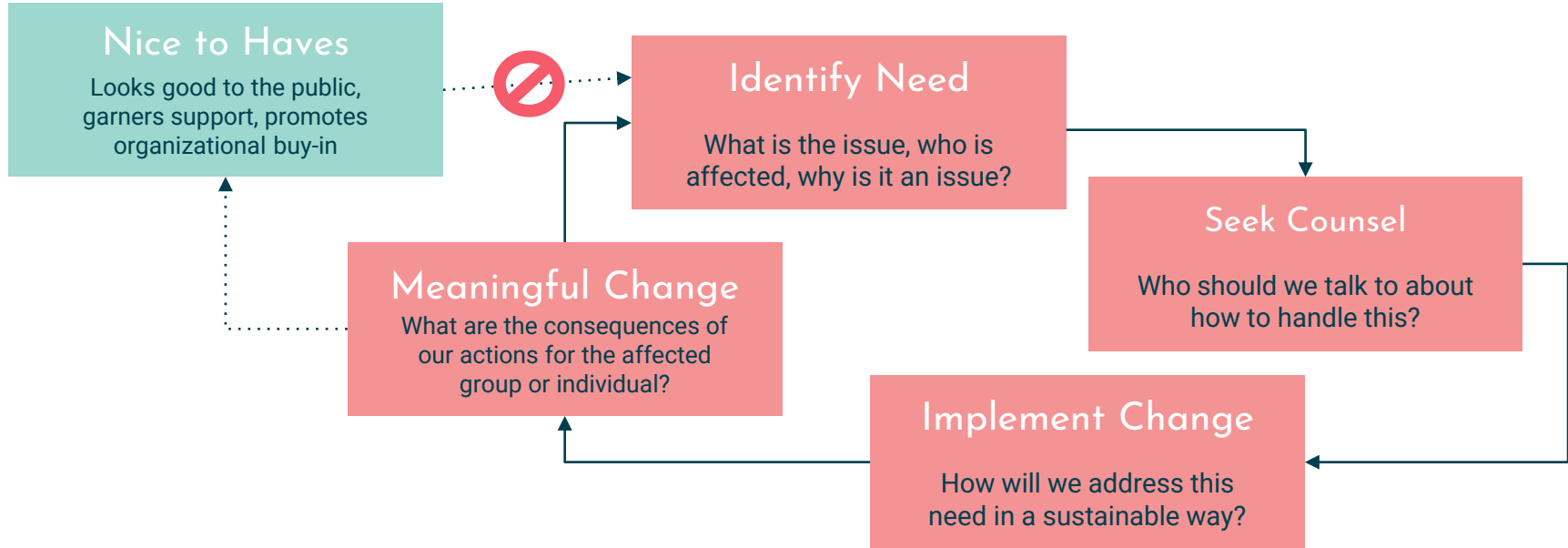
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Evaluate

Analyze, receive criticism, and refine/optimize



The DEI Heuristic



For Example,

Hire DEI Staff

Intentionally hire staff to work in the DEI space - doing research, coordinating with staff, maintaining accountability.

Offer ERGs

Create official guidelines for Employee Resource Groups (e.g. Women of USG).

Get Your Board Involved

Propose a Board Task Force or Committee and hold quarterly meetings regarding DEI, create a budget, and plan for action.

Transparency

Consider participating in voluntary audits, public reports, and publishing your staff demographics as a way to be held accountable.

Week of []

Work with your organization to provide weeks of resources, volunteer events, and education around holidays, "months," communities, and more.

Implicit Bias...?

Reconsider spending your DEI budget on implicit bias trainings, since there's little evidence that it helps, and more evidence that it hurts (Lai et al, 2019)

Volunteer Opportunities

Consider providing paid time off for staff to volunteer, rally, advocate, or support communities in need. Help organize organizational efforts and make them available for staff.

Host Discussions

Take the time to hold safe space discussions about difficult topics such as race, gender, sexuality, and more as they are relevant to society (e.g. Juneteenth)

Let's Talk

Create a system for open (and anonymous, if needed) discussion, making a point to regularly discuss your staff's needs, concerns, and areas of improvement.

... And

Do Your Research

Make a concerted effort to consume DEI news media, research, and other content, and use it to constantly evaluate.

Ask for Help

Don't be afraid to ask those who are knowledgeable/affected. Consult with experts, advisors, or members of the community.

Have Difficult Conversations

Don't shy away from tough conversations. Reparations? What even is critical race theory? Do you go by Black or African American? etc...

Celebrate Holidays

Offer floating holidays for staff who observe holidays outside of the Federal Government's.

Celebrate Staff

Set aside time to formally recognize and celebrate the work done by your colleagues belonging to minority groups/communities.

Elevate

Offer mentorship programs, particularly for staff of color, single parents, LGBTQIA+ members, and more to help them succeed personally and professionally at your organization.

Foster Partnerships

Build relationships with other organizations, tell them about your goals, and help each other maintain accountability for their DEI work

Utilize Resources

Take advantage of your organization's strengths, resources, and privileges to assist communities in accordance with your mission

Survey Your Staff

Create a system to allow your staff to voluntarily provide (and update, if need be) their racial, gender, sexual, and other identities

Breakout Room Prompt

Briefly propose one DEI initiative that USG could implement.

Discuss WHO this initiative is intended to be for (the target community). Then, discuss how your proposed initiative could help both the *target* community, and the rest of the community *as a whole*.

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