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?
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.
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: What we DO

Equity/Justice: HOW we do it

Diversity: What we are
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).
441.7% increase in Hispanic/Latina/o/e college students since 1976

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

55.5% of college students in 2020 were women

19% of college students in 2016 reported having a disability

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

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?
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”
Performative Action
Voter’s Net Support for BLM

Source: Civiqs.
## Laws of Unintended Consequences

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<tr>
<th>Direction of Effect is Undesired</th>
<th>Intended Outcome is Affected</th>
<th>Unintended Outcome is Affected</th>
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<tbody>
<tr>
<td><strong>Backfire</strong></td>
<td>e.g. DEI initiative for Black staff causes increased discrimination against Black staff</td>
<td><strong>Negative Spillover</strong></td>
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<td><strong>False Progress</strong></td>
<td>e.g. reclassifying female staff so organization has more female leaders</td>
<td><strong>Positive Spillover</strong></td>
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<td><strong>Desired</strong></td>
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<td>e.g. DEI initiative intended to support Asian staff causes non-Asian staff to feel unsupported</td>
<td>e.g. LGBTQIA+ initiative sparks inclusivity among staff for people with disabilities</td>
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Leslie, 2019
### 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

5. Evaluate
   Analyze, receive criticism, and refine/optimize
The DEI Heuristic

Nice to Haves
Looks good to the public, garners support, promotes organizational buy-in

Identify Need
What is the issue, who is affected, why is it an issue?

Seek Counsel
Who should we talk to about how to handle this?

Meaningful Change
What are the consequences of our actions for the affected group or individual?

Implement Change
How will we address this need in a sustainable way?
**For Example,**

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<tr>
<th>Hire DEI Staff</th>
<th>Offer ERGs</th>
<th>Get Your Board Involved</th>
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<tbody>
<tr>
<td>Intentionally hire staff to work in the DEI space - doing research, coordinating with staff, maintaining accountability.</td>
<td>Create official guidelines for Employee Resource Groups (e.g. Women of USG).</td>
<td>Propose a Board Task Force or Committee and hold quarterly meetings regarding DEI, create a budget, and plan for action.</td>
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<tr>
<th>Transparency</th>
<th>Week of [___]</th>
<th>Implicit Bias...?</th>
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<tr>
<td>Consider participating in voluntary audits, public reports, and publishing your staff demographics as a way to be held accountable.</td>
<td>Work with your organization to provide weeks of resources, volunteer events, and education around holidays, “months,” communities, and more.</td>
<td>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).</td>
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<tr>
<th>Volunteer Opportunities</th>
<th>Host Discussions</th>
<th>Let’s Talk</th>
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<td>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.</td>
<td>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)</td>
<td>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.</td>
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### 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.