Diversity & Inclusion Awareness
Exploring Identity, Equity & Belonging

Get Enthused! Make it Happen.
Thought Partner Solutions

Diversity and Inclusion Awareness
Exploring Identity, Equity, and Belonging
We are a partnership firm of passionate collaborators and innovators with a shared expertise in raising the awareness and competencies of nonprofit, education, and municipal leaders to advance Anti-racist IDEAS™ (Inclusion, Diversity, Equity, and Access Solutions) through:

- Board, Leadership, and Staff Development
- Equity, Diversity, & Inclusion Action Planning
  - Strategic Planning
  - Change Management
  - Program Development
- Community Engagement Planning
  - Trainings & Workshops
ESTHER JEAN-MARIE

Cofounder, Minority Inclusion Project
Owner/Consultant, Thought Partner Solutions

Donor Engagement Specialist, Organizational Development Consultant, HR Leadership Trainer, Facilitator, Keynote Speaker, Race-Equity Coach

B.A. – International Studies (minor in sociology); M.S. – Nonprofit Management & Philanthropy
NORMS

1. Stay engaged
2. Speak your truth
3. Experience discomfort
4. Expect and accept non-closure
5. Keep us on time
LEARNING OBJECTIVES

• To explore our social identities

• Explore equity, diversity, and inclusion

• Making It Relevant
VIDEO: THE PROBLEM WITH POODLE SCIENCE
Diversity & Inclusion

Diversity
• The ways in which people differ (social identities) that may affect their organizational experience in terms of performance, motivation, communication, and inclusion

Inclusion
• The ability of the organization to ensure that all social identities are fully integrated into the cultural dynamics, leadership, and decision-making structures of the organization
Structurally and systemically, everyone has access to the opportunities and resources they need to thrive

- Acknowledgement of inequity
- Makes the invisible visible
- Removes barriers
- Cedes power
Equality vs. Equity
ACTIVITY
WHY IS DEI IMPORTANT

• Different ideas based on different lived experiences
• Better insight about the communities we serve
• Employee morale
• Having an inclusive work environment values everyone’s ideas and can become the competitive advantage
• Larger pool of talent
• Committed and flexible workforce
• Meeting employee expectations
• Responding to social and demographic changes
ACTIVITY: CONSIDER YOUR OWN DIVERSITY

Place your name in the center circle. Write an important aspect of your identity in each of the attached circles – an identifier or descriptor that you feel is important in defining you.
ACTIVITY: CONSIDER YOUR OWN DIVERSITY

• Share a story about a time you were especially proud to identify with one of the descriptors.

• Share a story about a time it was especially painful to be identified with one of the identifiers or descriptors.

• Name a stereotype associated with one of the groups with which you identify that is not consistent with whom you are.
ACTIVITY - VALUING A DIVERSE COMMUNITY
DIFFERENT
When You Need Results