



# KJR Consulting

LEARNING & DEVELOPMENT CATALYSTS

## Diversity & Inclusion Awareness

Exploring Identity, Equity & Belonging



**Get Enthusied! Make it Happen.**



**Thought Partner**  
SOLUTIONS

# **Diversity and Inclusion Awareness**

*Exploring Identity, Equity, and Belonging*

# ABOUT THOUGHT PARTNER SOLUTIONS

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



## Thought Partner



# 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



**Thought Partner**  
SOLUTIONS

# Diversity & Inclusion

## Diversity

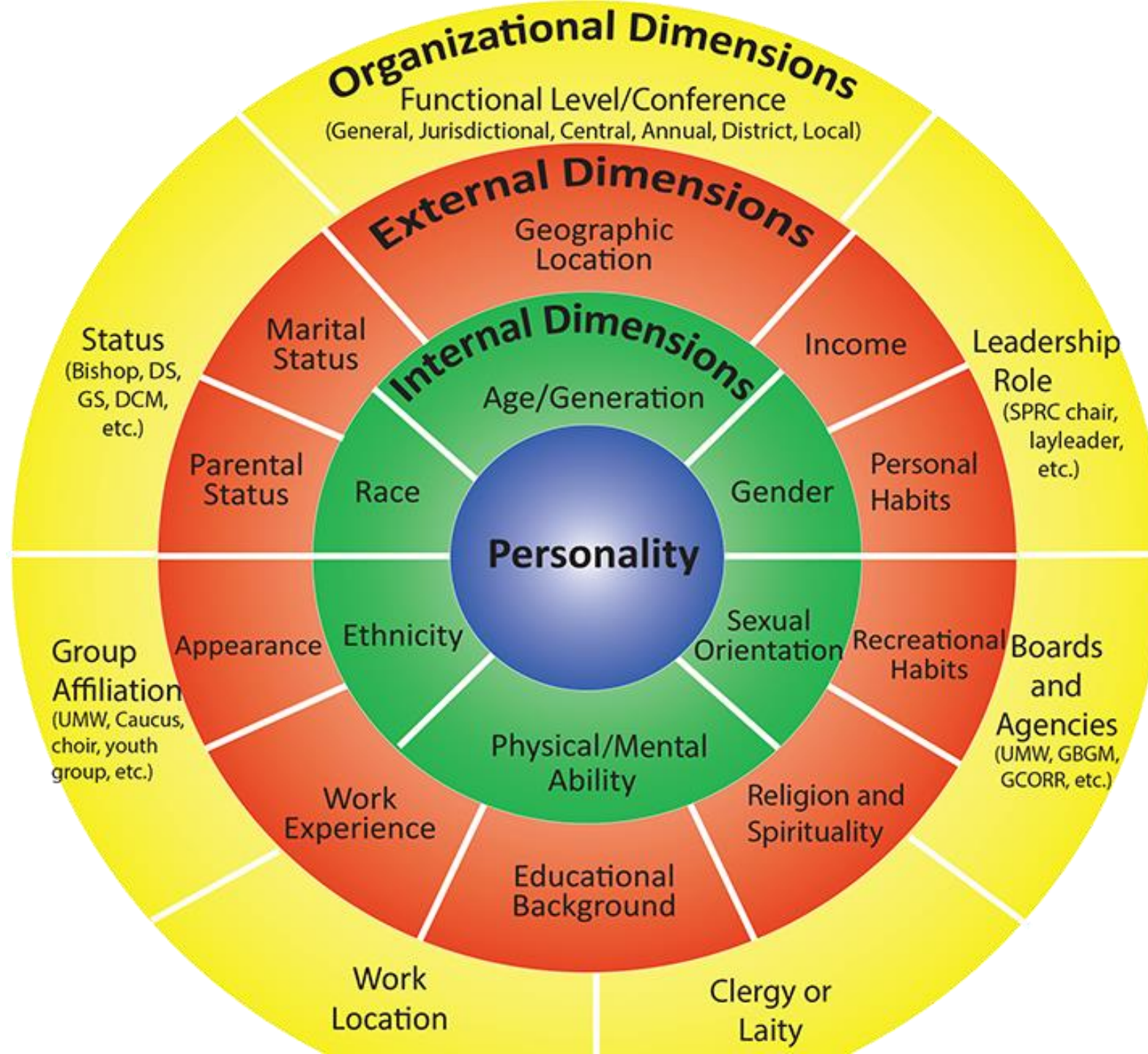
- The ways in which people differ (social identities) that may affect their *organizational experience* in terms of performance, motivation, communication, and inclusion

## 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







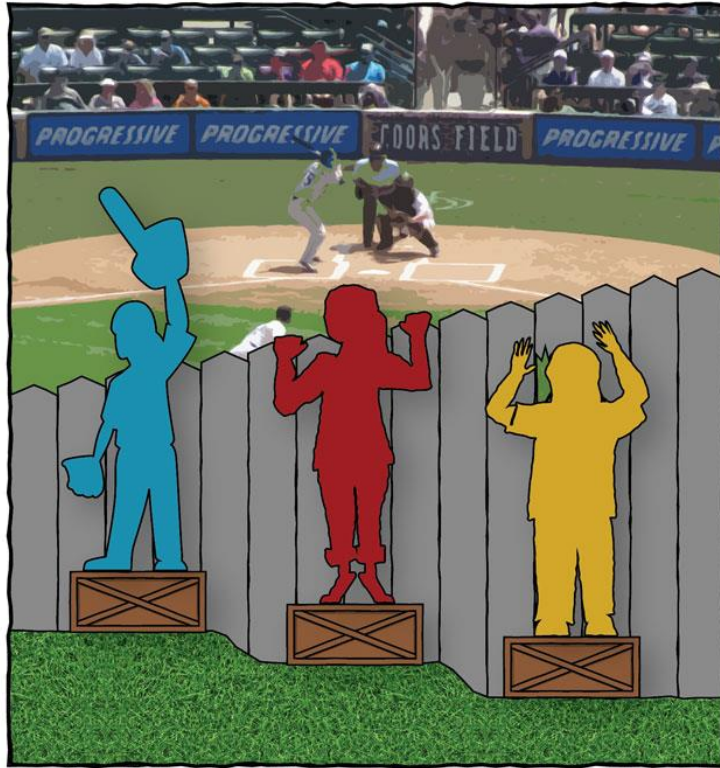
# EQUITY

Structurally and systemically, everyone has access to the opportunities and resources they need to thrive

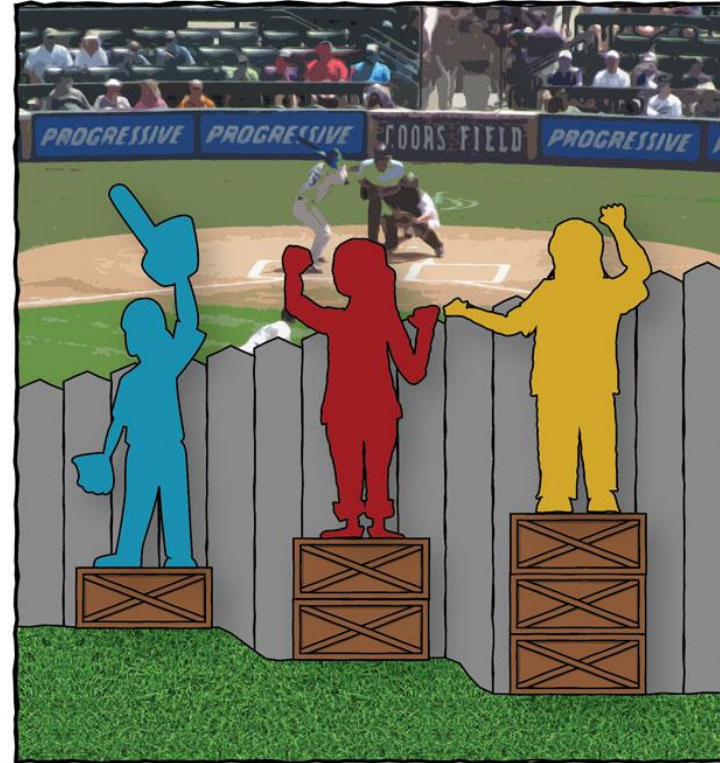
- ☐ Acknowledgement of inequity
- ☐ Makes the invisible visible
- ☐ Removes barriers
- ☐ Cedes power



# Equality vs. Equity



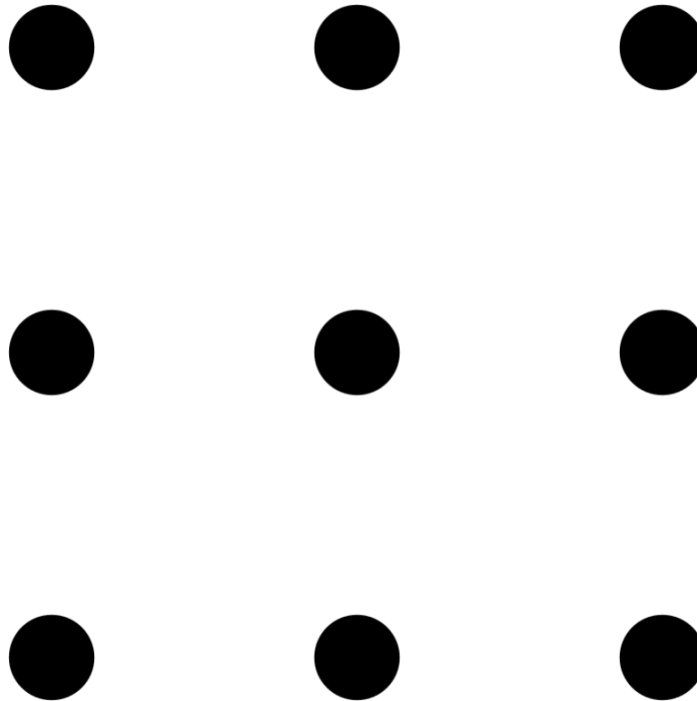
**EQUALITY**



**EQUITY**



# ACTIVITY





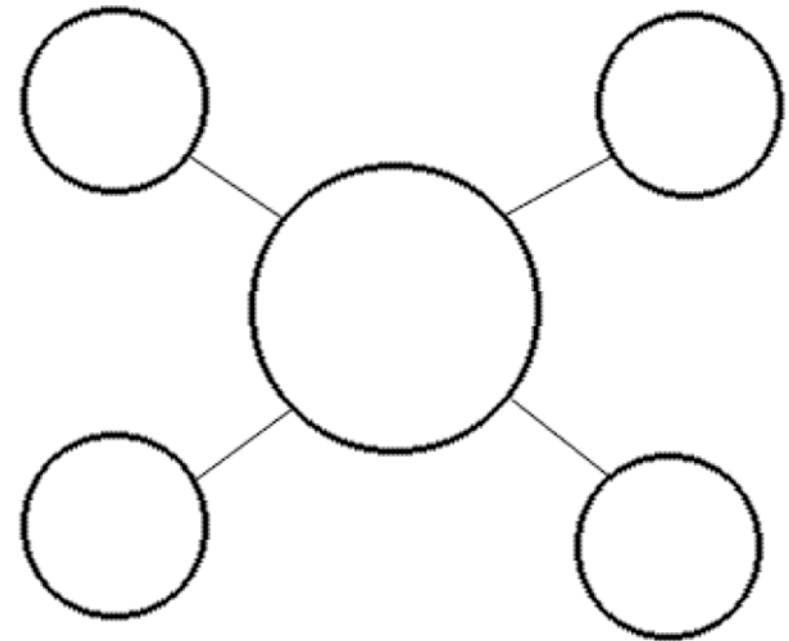
# WHY IS DEI IMPORTANT

- 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.

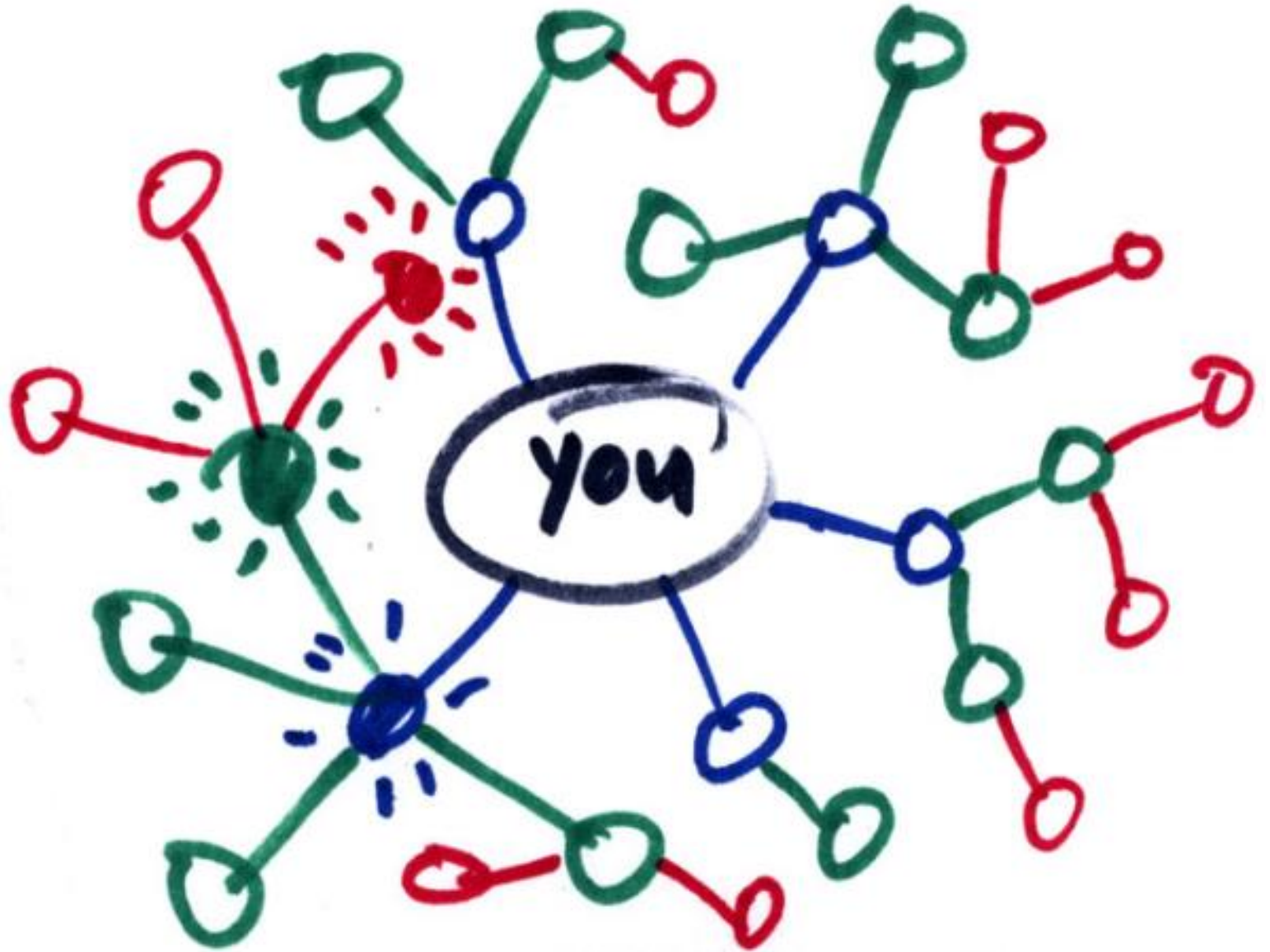


# ACTIVITY: CONSIDER YOUR OWN DIVERSITY

- 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.



MAKE IT  
RELEVANT





# ACTIVITY -VALUING A DIVERSE COMMUNITY





# DIFFERENT

When You Need Results