Diversity Workshop Outline:

Objectives:

- **DEI Defined**
- **Barriers to achieving DEI**
  - Emphasizing and promoting "equal" opportunity employer
  - Those in decision making roles assume that to welcome change would risk their success or, at least, what is defined as success
  - Without knowing it, a teacher or supervisor is positioning a black employee for failure because they can't deliver the critical feedback needed to improve
  - "Expressed" change without commitment to changing
  - Lack of commitment to defining or "redefining" merit
  - Use of the word "diversity," as a code word for "race"; and by race, meaning "black or African American." For example, when it's surmised that qualified or diverse candidates, it usually translates to "not finding black people who meet the standards

    - Don't stereotype
    - Don't judge others by your own cultural standards
    - Don't assume your culture's way is the only way
    - Don't talk down to anyone; communicate effectively

- **Why Important**
  - Diversity is simply the "right thing to do."
  - To set the tone and example for DEI standards by attracting talented individuals of every background, especially "millennials", who may be more interested in working in a diverse environment
  - Seeking out diversity to bring new skills, competencies, and networks to their organizations
  - Gaining access to different markets in different parts of the country and the world
  - Diversity fosters a more creative, innovative, and effective organization

- **Culture Shifts**
  - When recruiting for diversity, instead of searching for applicants in the same neighborhoods, organizations, schools, and networks as the white applicants, and limiting the search to the places that are familiar and trusted, pursue vibrant and diverse networks existing outside of the individual's personal experiences and comfort zone

- **Embracing Change**
  - Untie the knot that is the core of black and white issues through awareness, knowledge, skill, and action, it will help create institutions of inclusion for all groups
  - Acceptance is the ability to deeply understand perspectives other than your own in a non-judgmental
  - Respect others' opinions

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- ➢ **Embracing Change**
  - o Acknowledge cultural/ generational differences and historical injustices without becoming defensive
  - o Be open to learning about other cultures and ideas
  - o Give others the benefit of the doubt in a dispute
  - o Seek first to understand others' point of views; then to be understood
  - • Dialogue! In order to understand the other's point of view, seek first to understand
  - • Dialogue! In order to communicate your own position
  - • Dialogue! In order to arrive at a mutually beneficial agreement that serves common goals
- ➢ **Identify Bias (Intentional [Explicit] versus Unintentional [Implicit])**
  - o Motivated by a personal moral code, with a personal sense of what is fair
  - o Other races or ethnic groups are regarded as individuals; blacks or minorities are viewed as the sum of the whole
  - o Unconscious racism influences question and doubt, and prompts a response that will undervalue other resources and candidates who might emerge from different networks
  - o Hoping race is not a factor in a workplace issue with a black person is not an effective management strategy. "You can't assume race, but you can't hide from it either."
- ➢ **Accountability**
  - ✦ Focus on the representation and retention of blacks as a historically excluded group in predominately white institutions
  - ✦ The focus should not be how many black friends or colleagues you have, but the substance of the experience the black person is having in the friendship or the organization

Strategies:
- ➢ Diverse Representation
- ➢ Customer Relationship Building
- ➢ Community Partnerships
- ➢ Foster Belonging
- ➢ Emotional Intelligence
  - o Diversity and Emotional Intelligence are not mutually exclusive
- ➢ Compassionate Leadership

Tools:
- ➢ Establish utilization and inclusion goals
  - o The goal of diversity should be to fully integrate and utilize talented black folks
- ➢ Host diversity forums to engage a minority workforce
- ➢ Workforce Development programs
- ➢ Equity Strategies
- ➢ Develop an inclusion platform to engage the workforce

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