



After the murder of George Floyd in 2020 organizations across the United States were scrambling to hire DEI experts to train their staffs.

Now to be fair some organizations were doing the work already, but far too many had been ignoring the work for far too long despite its clear and persistent need.

So before we go any further, it's important to know what we're talking about.

The definitions of diversity, equity, and inclusion are going to vary like any definitions based on the source.

These definitions come from a hybrid between Harvard and UC Berkeley.

Diversity includes all visible and non-visible dimensions that make an individual who they are.

Sometimes in the DEI literature this is referred to as the big eight.

We will get there in a minute.

Equity is defined as the guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.

Inclusion is the bringing of traditionally excluded individuals and/or groups into processes, activities, and decisions on policy-making in a way that shares power and ensures equal access to opportunities and resources.

As we talk about DEI throughout this lesson, we are going to be focusing on staffing and organizations.

As I mentioned previously this list is known as the big eight.

These are demographic categories that many people use to self identify.

This is by no means a comprehensive list.

It includes race, ethnicity, culture, gender, sexual orientation, socioeconomic status, age, disability, and religion.

None of us is just one of these things, we all are multiple things. We refer to this as intersectionality.

This model created by Barbara Nobles Crawford takes a look at diversity and inclusion in the workplace through these five layers.

The five layers are personality, communication, internal, external, and organizational.



As you can see, it shows how complex diversity and inclusion can be and the many different layers of intersectionality.

What DEI is not or should not be is a one-time training.

Unfortunately many organizations treat it this way. They check the box, they do what is required of them and they keep it moving. That is not what DEI is about.

DEI shows up in everything that we do.

How we hire, pay, and promote people.

How we communicate and collaborate.

Who and how we serve.

Who has voice and power.

And of course in our ethics and in the law.

If you have an HR department, use them. Get the support you need on the training front, but also ongoing to make sure that your policies of course are legal.

But it's not just about following the letter of the law. It's about showing up as a leader on a team within an organization that shares your values of diversity, equity, and inclusion.

That provides ongoing support to make sure you and your staff are aware and trained.

To make sure that you and your organization are following the guidelines of what makes for an organization with a strong DEI culture.

Some of the traits identified as to what makes an inclusive leader are:

- * commitment to do the work
- * courage to challenge the status quo
- * recognition of your own biases
- * curiosity to learn more about people and who they are
- * cultural intelligence and understanding
- * commitment to being collaborative

It's a lot to think about.



Something specific for you to think about is.

How will you ensure that you lead your team in a way that is diverse, inclusive, and equitable?