MY DEI
Understanding My Role in Advancing Diversity, Equity, and Inclusion
Facilitated by Dr. Cassandra Stanley and Ms. Tessa Boutwell

YMCA DEI Symposium
May 19, 2023
Office of Strategic Engagement

Programs
Career Switcher
Innovative Teacher Pipeline
Substitute Teacher the VCU Way

Partnerships
Coaching
Consultation

Professional Learning
Customized Learning
Professional Learning Series
Summer Learning Academy

Cassandra Stanley
Director

Tessa Boutwell NeSmith
Professional Learning Facilitator
Learning Outcomes

1. Reflect critically on how professional roles are impacted by lived experiences.

2. Dialogue explicitly about the personal responsibility to support diversity, equity, and inclusion efforts.

3. Cultivate actionable ideas to sustain diverse, equitable, and inclusive practices.
Intergroup Dialogue Communication Process

Engaging Self

Appreciating Difference

Critical Reflection on Identities & Inequalities

Alliance Building for Change

Affirm contributions
- listen and paraphrase
- ask clarifying questions

Build bridges
- connect your sharing to others’ sharing
- acknowledge similarities and differences
- seek understanding not agreement

Connect mind and heart
- share authentically and truthfully
- be fully attentive and present
- observe confidentiality

Diversify perspectives
- include all participants
- invite discomfort to generate change
- inquire into impact of identity, power, and privilege

Empathize
- honor emotions
- express appreciation for truth-telling, risk-taking, and courage-holding

Diversify perspectives
- include all participants
- invite discomfort to generate change
- inquire into impact of identity, power, and privilege
Who are you?  What do you do?
DEI

Responsibility

Professional

Personal
How does __________ impact your professional responsibilities?
Let’s Dialogue
justice    belonging
power      equity
bias       justice
culture    inclusion
privilege   equality
Are you immediate and responsive when you see acts of oppression or exclusion?

How do you work to understand the lived experiences of your colleagues?

How comfortable are you talking about diversity and inclusion?
What I am hearing you say is _______.

I observed _______ when you were saying _______.

From what you have shared, it sounds like you felt _______.

Can you clarify what you meant when you said _______?
Emotional Tax

Emotional tax is the heightened experience of being different from peers at work because of your gender and/or race/ethnicity and the associated detrimental effects on health, well-being, and the ability to thrive at work. Some might be “on guard” to protect themselves against bias, discrimination and unfair treatment.

Source: https://www.catalyst.org/.../emotional-tax-how-black...
Over the course of several meetings, keep track of whose ideas are acknowledged, built on, or adopted vs. ignored or appropriated. Do you see any patterns based on gender, race, and/or ethnicity?

Don’t assume that people who work differently (or even less) are less committed; they may be working smart.

Implement a “no-interruption” rule at brainstorming and staff meetings to ensure that everyone is being heard.

Next time you ask someone for advice on a project (your go-to folks), stop and ask yourself—who did you miss/not ask? Why?

Instead of just saying, “People matter,” take the time to set-up one-on-one meetings not only with your direct reports but also with employees two to three levels down to get to know them.

If you plan on sending emails to colleagues at off hours, add a line to your signature that lets people know you are working at that time because it is most convenient for you, but it does not mean you expect people to respond when they otherwise would not be working.

Think about your interactions with your direct reports over the past week. Whom did you offer to connect with a more senior colleague? To whom did you mention a plum opportunity? To whom did you offer insight on workplace politics? How, if at all, did these interactions vary by gender, race, ethnicity?

Don’t just gather metrics—go behind the numbers to explore what’s really going on. Ask employees (through surveys, focus groups, and interviews) how programs and policies really affect how they feel about their daily work lives.

Intentionally seek out ideas/insights from people who may not look like you.

Be Inclusive Every Day

Adapted from Catalyst. Be Inclusive Every Day. New York: Catalyst, October 4, 2016.
“You cannot use someone else’s fire. You can only use your own, and in order to do that you must first be willing to believe that you have it.”

-Audre Lord