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Office of Strategic Engagement

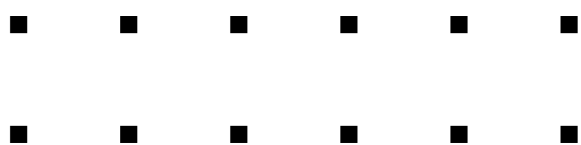
MY DEI

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



[Cassandra Stanley](#)
Director

Programs

Career Switcher
Innovative Teacher Pipeline
Substitute Teacher the VCU Way

Partnerships

Coaching
Consultation

Professional Learning

Customized Learning
Professional Learning Series
Summer Learning Academy



[Tessa Boutwell NeSmith](#)
Professional Learning
Facilitator



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Learning Outcomes

1

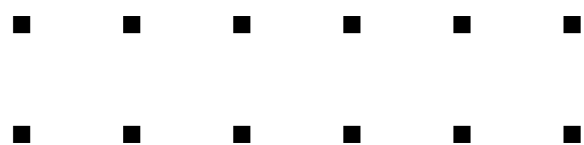
Reflect critically on how professional roles are impacted by lived experiences.

2

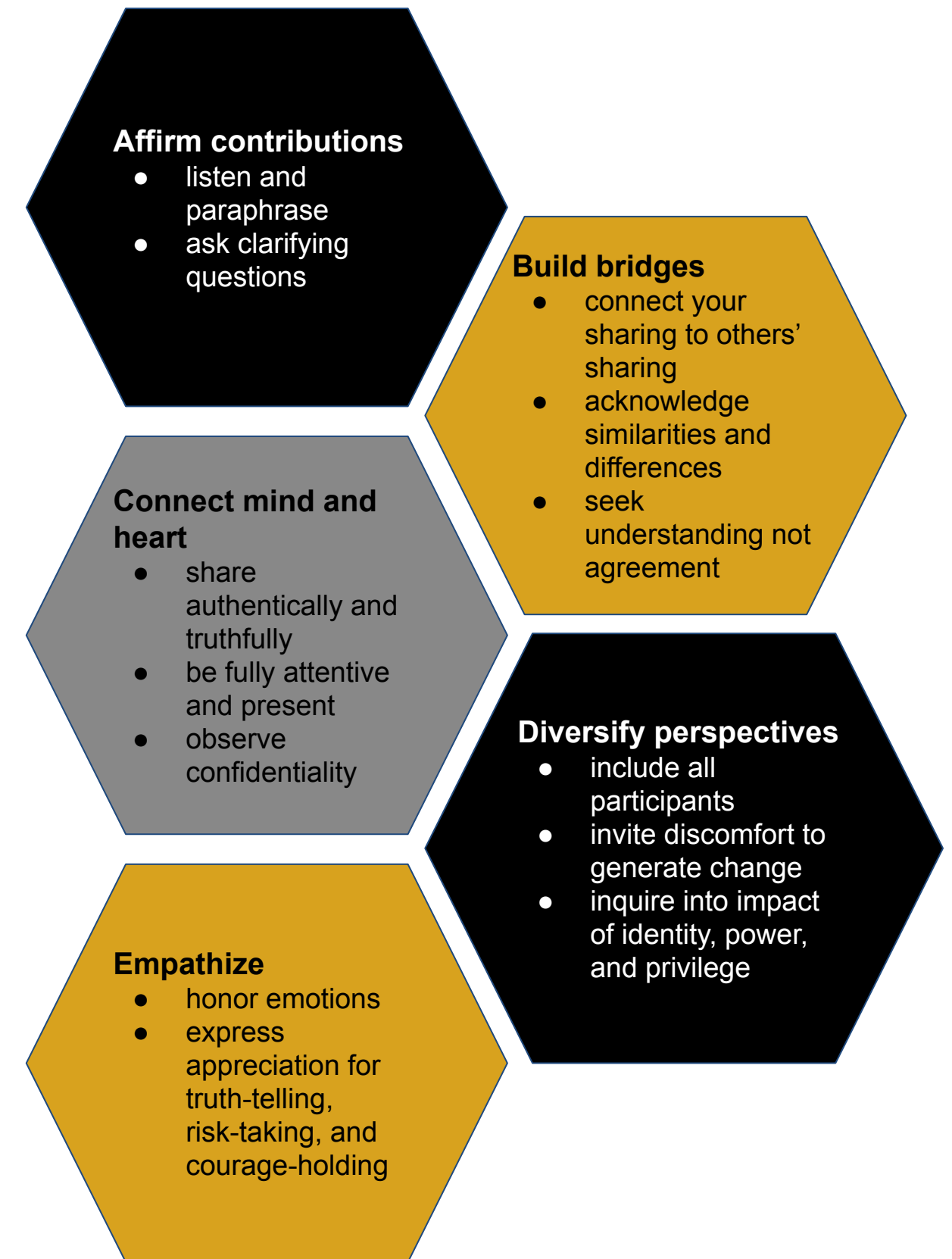
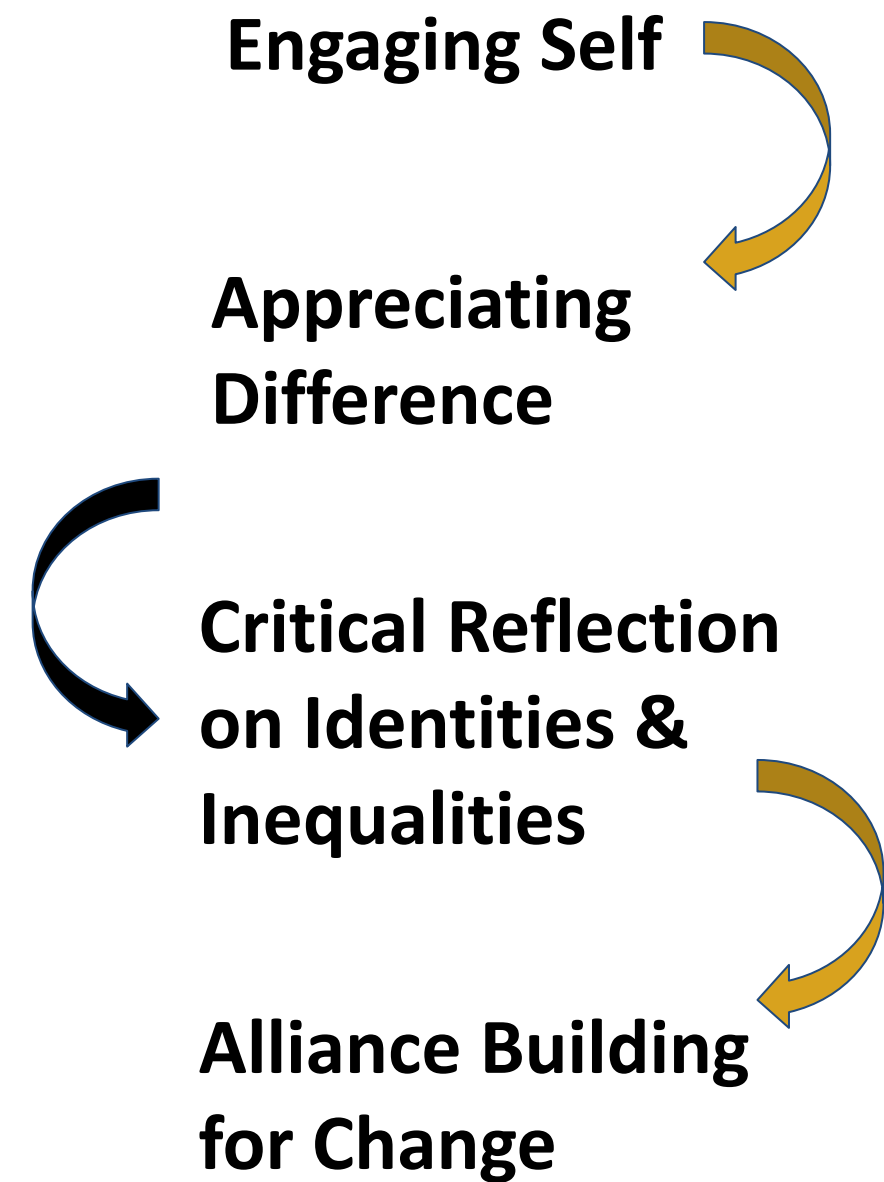
Dialogue explicitly about the personal responsibility to support diversity, equity, and inclusion efforts.

3

Cultivate actionable ideas to sustain diverse, equitable, and inclusive practices.



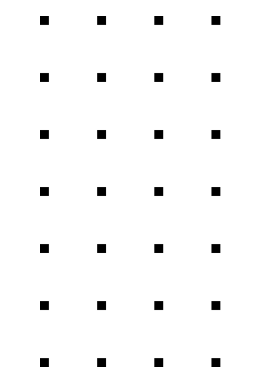
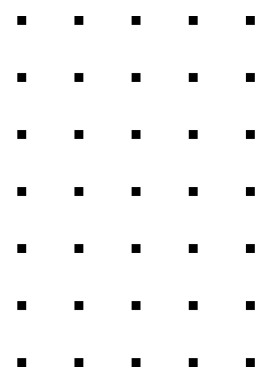
Intergroup Dialogue Communication Process





Who are you?

What do you do?



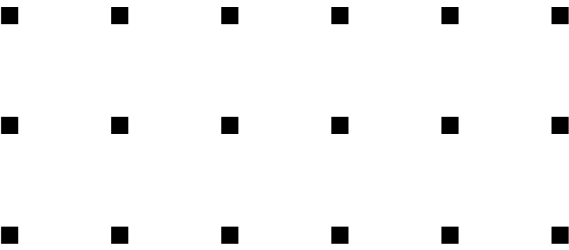
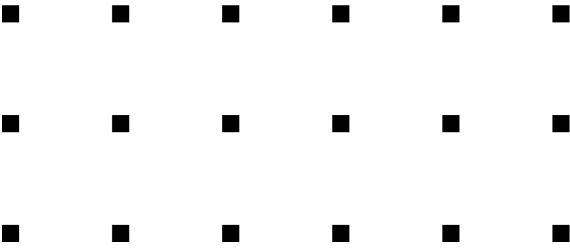
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Professional



Personal



RACE

How does

CULTURE

GENDER

**impact your professional
responsibilities?**

**SEXUAL
ORIENTATION**

CLASS

ABILITY



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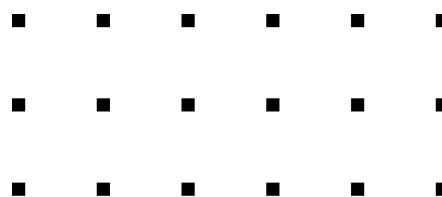
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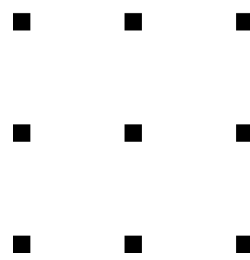
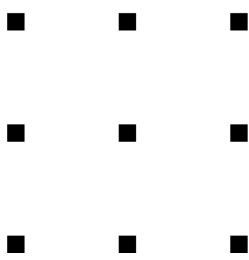
Let's Dialogue



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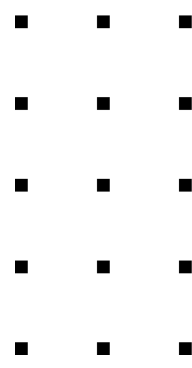
justice belonging

power equity

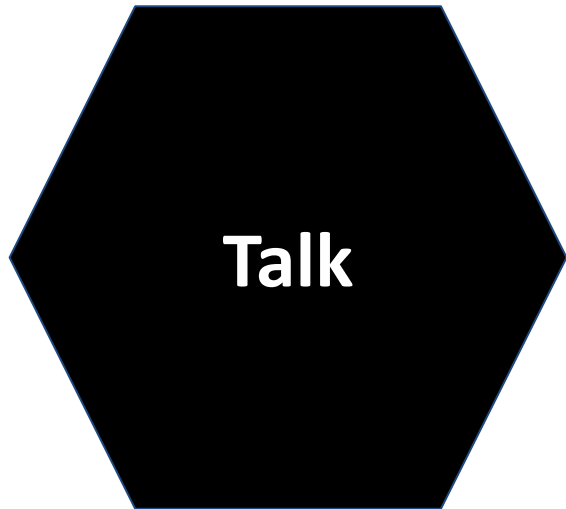
bias justice

culture inclusion

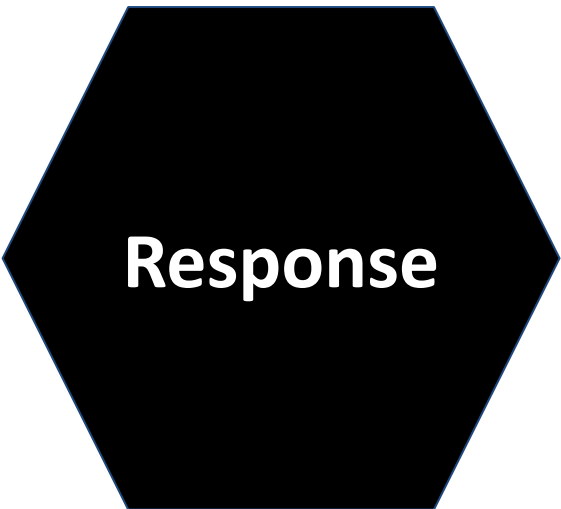
privilege equality



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



How comfortable are you talking about diversity and inclusion?



Are you immediate and responsive when you see acts of oppression or exclusion?

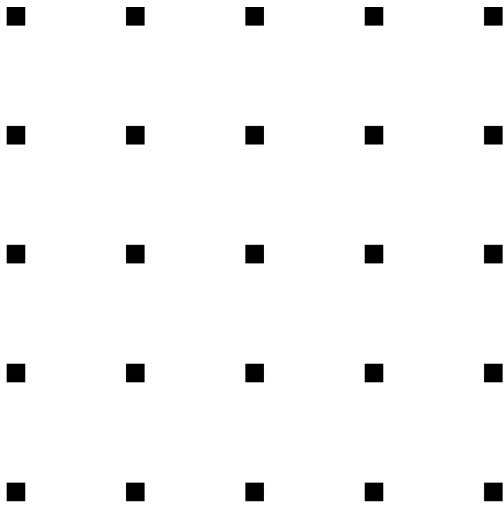
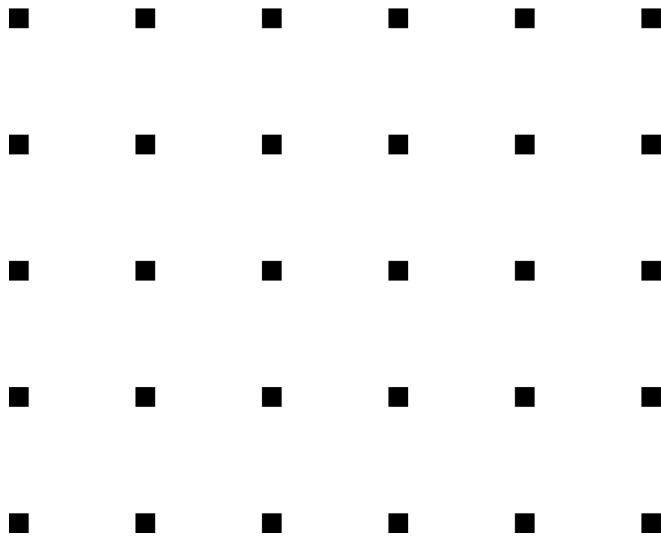


What I am hearing you say is _____.

I observed _____ when you were saying _____.

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

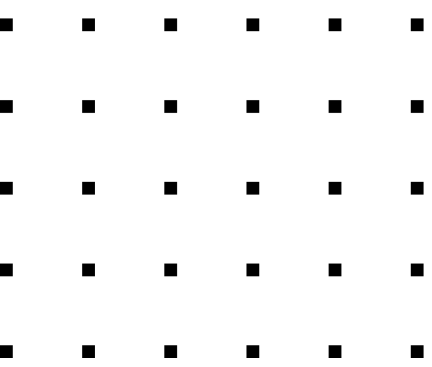
Can you clarify what you meant when you said _____?



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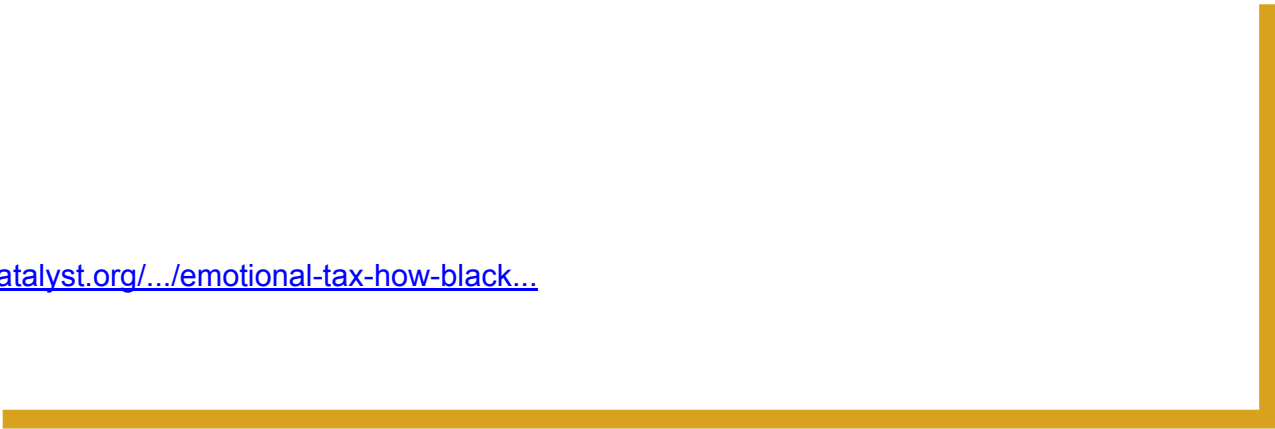
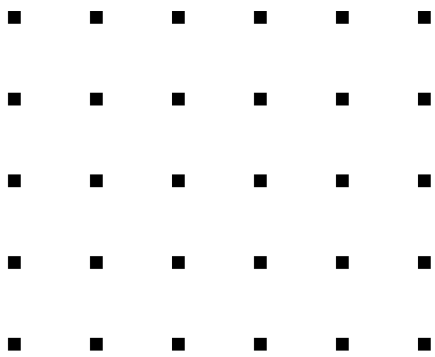
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Emotional Tax

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.



Be Inclusive Every Day

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?

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

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

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?

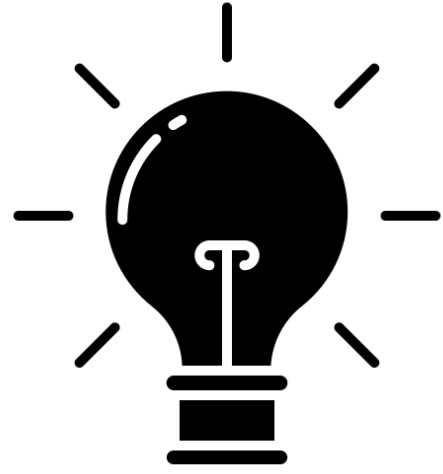
Implement a “no-interruption” rule at brainstorming and staff meetings to ensure that everyone is being heard.

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.

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.

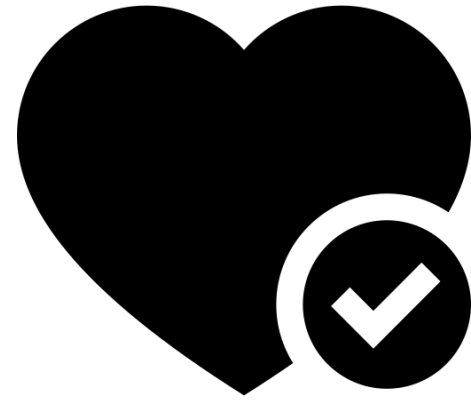
Think about your interactions with your direct reports over the past week. Whom did you offer to connect with a more senior colleague? To whom did you mention a plum opportunity? To whom did you offer insight on workplace politics? How, if at all, did these interactions vary by gender, race, ethnicity?

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.



Wondering

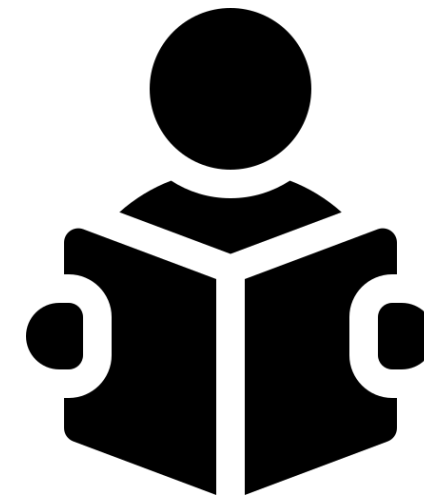
Reflections



Feeling



Hoping



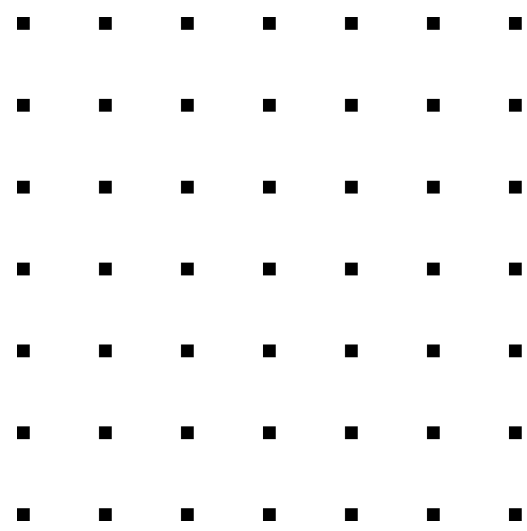
Learning



Doing

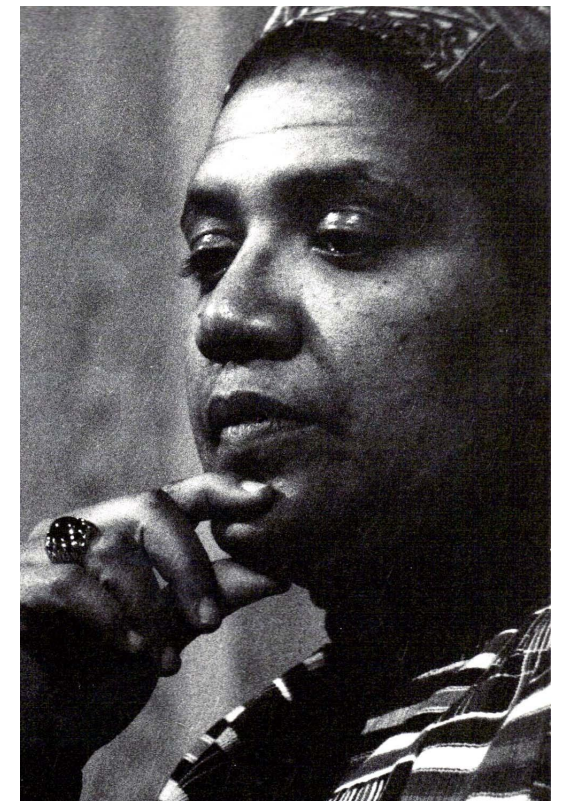


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“You cannot use someone else’s fire. You can only use your own, and in order to do that you must first be willing to believe that you have it.”

-Audre Lord



Let's Stay Engaged



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