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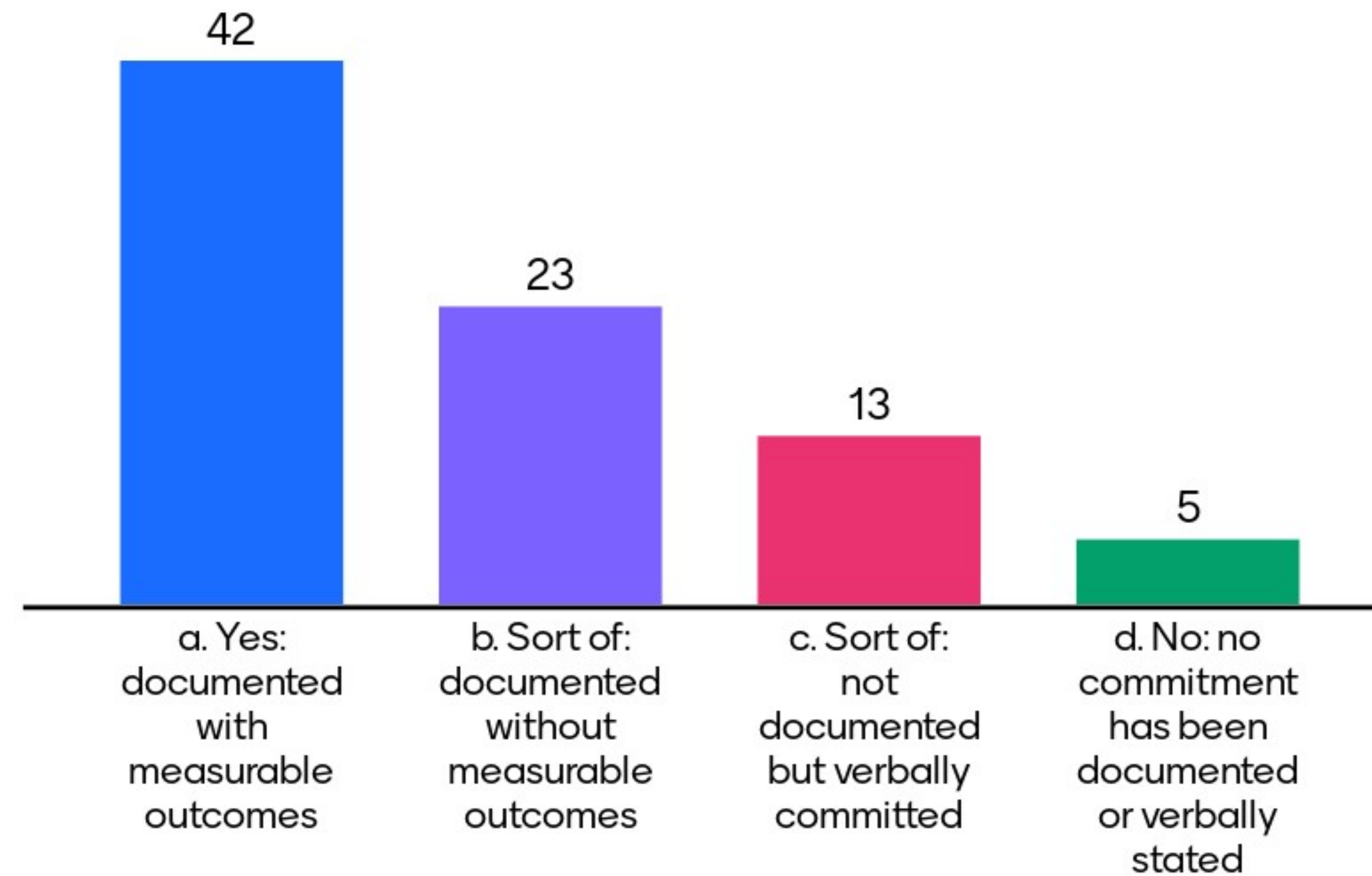
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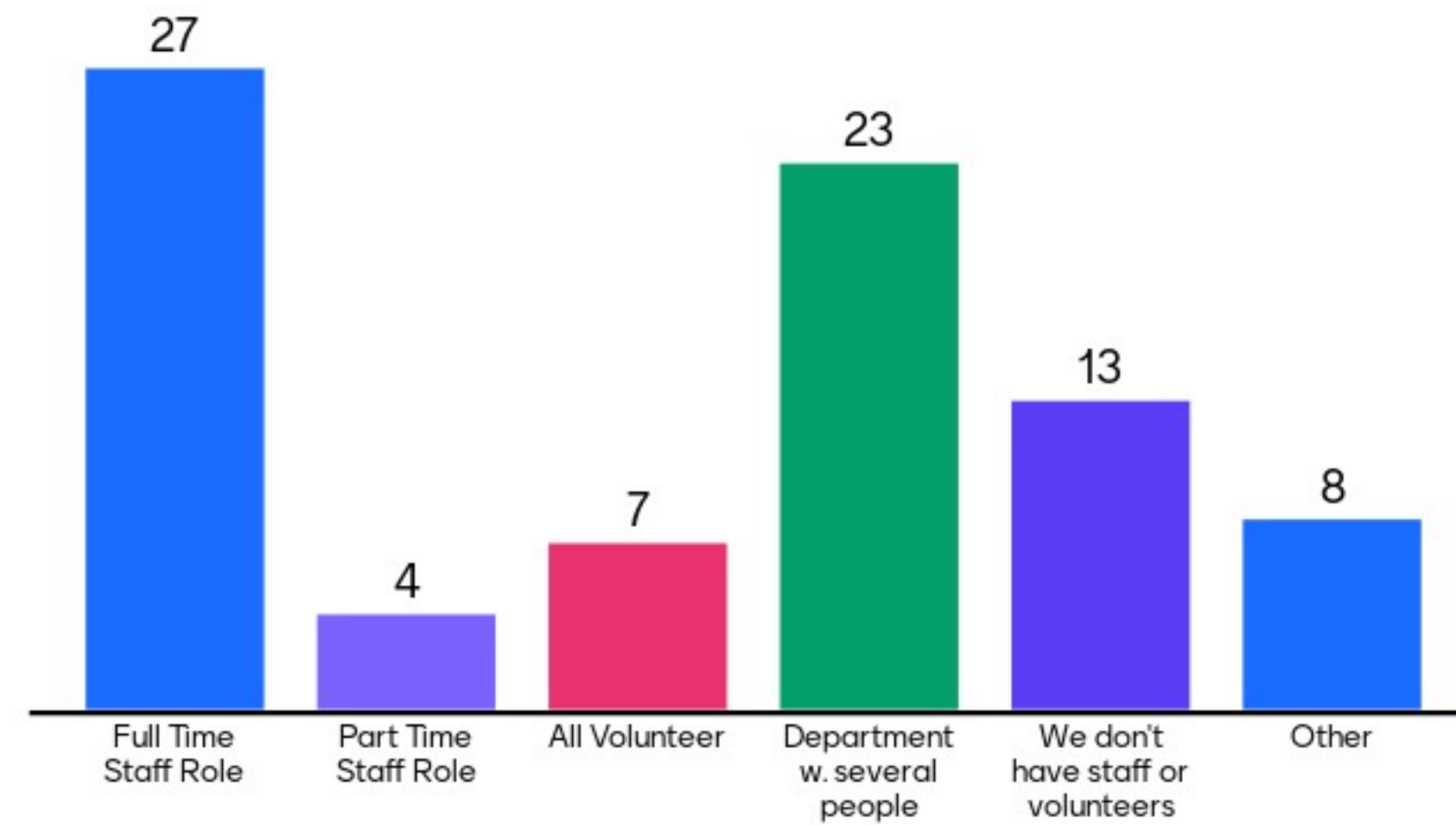
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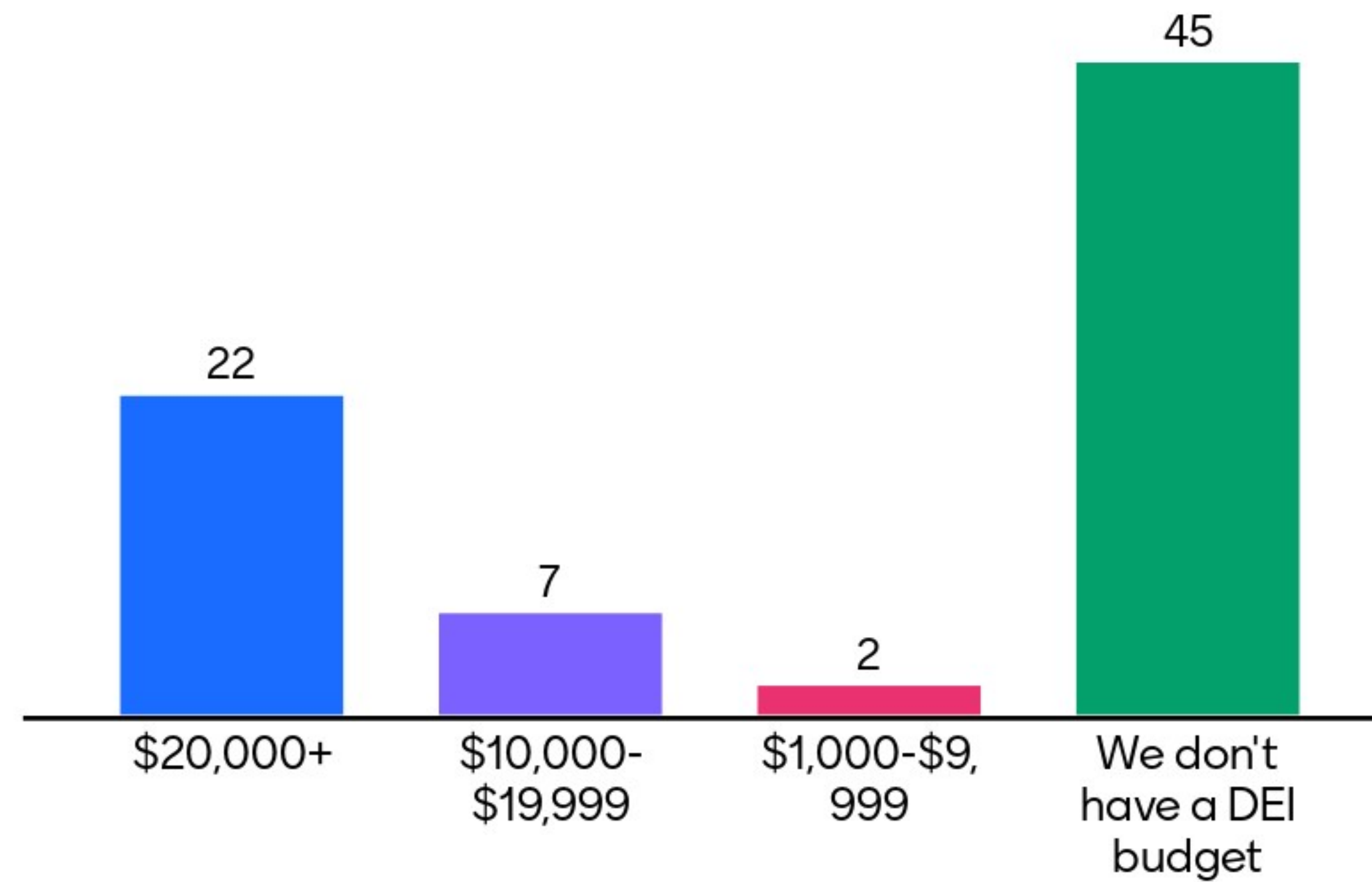
Does your organization have a formal commitment to advancing DEI goals?



How does your organization support the execution of DEI work from staffing perspective?



What size budget does your organization have to support advancing DEI goals?



Has your organization's DEI work shifted over the last year?

Positions eliminated

Yes

No

Not sure, new to the organization

Increased business resource groups

No

We have created a more human centric approach

The work has grown!

Has your organization's DEI work shifted over the last year?

No- we don't have much DEI work

Significant work done on creating equitable salaries

More community engagement

Positions have been added

Deeper roots and reach, positions added.

Yes

Preparing to form DEI Committee

Yes, more intentional conversations and opportunities

Has your organization's DEI work shifted over the last year?

No change

We have realized that we have the language, intention, and desire—but no framework and no board support.

Not sure

Advanced focus

We have doubled down on our commitment while watching other orgs pull back

Yes, there's been more intentional actions about involving pt staff

Yes

DEI Program Development

Has your organization's DEI work shifted over the last year?

Not sure

It has remained the same as it pertains to basic training opportunities and employee resources

It is talked about but we have no formal program.

Not really- there has been a new position added and they continue to work with units to inject the work.

Increase in focus on community engagement

Not sure. New to the organization

Focus point and intentionality.

Yes, we will not expect one person or team to do it ALL

Has your organization's DEI work shifted over the last year?

Not sure

Do not know

Addition of new members
but still needs concrete
outcomes.

I am not exactly sure. I do not
have enough knowledge
around the overall work just
yet.

Formation of committee &
meetings remain. No specific
action/activities.

We have taken a more
human centric approach

Improving policies

Increase awareness

Has your organization's DEI work shifted over the last year?

Not sure. My organization does not do a great job of telling us what the group is doing.

Shifting as a result of staff transition.

No change

More work being done

Yes. Gotten harder to do as org changes had have happened

The work has become more to the forefront in our particular office

Not sure. New to the organization

Yes. The work depends on organization leadership year-to-year.

Has your organization's DEI work shifted over the last year?

No change.

Brand new org so we didn't exist last year

New employee resource group

More attention and staffing

I imagine not having focused work...now working toward formal training

Yes, teams have been created which incorporate DEI work into the roots of what we do.

more focus on secondary goals that support our larger DEI goals. Local levels.

Addition of HR Dir --- added to her "plate"

Has your organization's DEI work shifted over the last year?

We are working through our DEI strategic plan. We are more inclusive in including part time staff

Feel that DEI is political

It is stronger but I am new. It is at the place it is a high priority.

New leadership/restructure, and lack of real commitment to committee support.

Improving

It shifted however everyone is on the committee so there is no realistic goal just going through the motions

Add staff

The community culture warriors have run amuck

Has your organization's DEI work shifted over the last year?

Quarterly and/or as needed.

Top down directed...

Training opportunities fairly new

Training opportunities

Every day front and center, discussed, addressed and Corp philosophy of who we are

Attending this is part of the shift.. I think

DEI is weaved into meetings and trainings throughout the association

There is a group responsible for advancing it but it is in addition to their core responsibilities so it can be hard to prioritize

How is DEI work prioritized in your organization?

Human centric approach

Many training opportunities

It depends who you ask

Meeting agendas, formal DEI programs.

I wish I knew.

It's not that important but on the strategic plan

Training opportunities,

By local champions

How is DEI work prioritized in your organization?

It isn't. It's pretended to be but not actually.

Prioritized on staff but not on board

Still in development

Intentional DEI Day, discussions added to all leadership and department meeting agendas.

Not sure

Allowing us to attend this training

Woven into everyday work

In the words but not always the systems

How is DEI work prioritized in your organization?

Some training opportunities, but more are needed.

Public DEI Strategic Plan, committees, ERGs, and part of onboarding

DEI day, training opportunities

Training

It is not prioritized

Specific positions, strategic plan, trainings

Part of our strategic plan

We have an action plan that committee and sub committees are working through to make systems change

How is DEI work prioritized in your organization?

Offer trainings

In all staff meetings, through opportunities in the community, employee resource groups are encouraged

It is a focus of all conversations and decision making.

DEI council, professional training, affinity groups

No access to info

Important...

It's been added to all of our meeting agenda and the team has expended. There's been more support from senior leadership

Top down planning

How is DEI work prioritized in your organization?

Part of our strategic plan but framework is not there

Budget with autonomy and expectation to be use to make impact

Emerging and growing

Still in development

It's on agendas, trainings offered, starting to be woven into the fabric of our meetings and conversations.

Local champion

Prioritization unclear.

All meeting agendas and training opportunities are available to align with our strategic plan.

How is DEI work prioritized in your organization?

Prioritized when people complain to high level leaders.

Training

Embedded in everything we do, from product design to workforce planning and development.

As a major part of the orgs' mission it feels prevalent in conversations but not formalized

Committee of volunteers. PD for staff by local org, board and leadership disengaged.

Since I'm fairly new, it seems prevalent in the day to day. - Especially since there was never a mention of it in my previous job.

I believe DEI is prioritized with opportunities and presentations and informative meetings.

DEI training for all staff

How is DEI work prioritized in your organization?

Allowing staff to attend this training

Language is embedded in the strategic plan; action is lacking.

We have a sub committee involved in planning and training. We are planning to speak with community groups

Standing items for board meeting, programs, budget planning, 7 ERGs, promotion and hiring, strategic planning

Based off of community temperature

Trainings and staff. We need stronger DEI lens for performance reviews.

Trainings, ERG's, DEI Day, service delivery team, monthly meetings

Increased conversation

How is DEI work prioritized in your organization?

Fa sho

No - big generation gap

No.

Yes, specific and consistent guidance from employer; clear policies to follow and clear ways to communicate/get involved

Absolutely! We take a strengths based approach where you are seen for the unique value each person brings to the org.

Yes, we take a strengths based approach to performance management where you can influence your path.

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Yes

Yes

Not always

Yes, because I'm not afraid to speak up.

Yes

Yes

Yes

Yes

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Most of the time.

Some days.

Most of the time yes, very much

Yes!

No

No—very isolated; white male dominated space

With peers, yes. With leadership, no.

Not really, there seems to be a clique that doesn't include everybody

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Not sure if i belong yet....

Yes- the organization is working to include more voices

Yes, I do because of the team/department that I am on and their support

Yes

Fa sho! I get to be all of me.

Yes because it is intentional in our work

Most of the time

Yes, but often systems and policies are built around people who look like me

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Mostly yes

Yes for the most part.

Yes so far

Yes, it is an intentionally welcoming place

Yes.

Yes.

For the most psrt

Yes, I finally feel like I'm starting to have a voice

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Yes. I am invited to most tables/conversations. My voice is welcomed and appreciated.

Yes. I'm a valuable asset.

Yes, based being able to speak freely and given opportunity to increase awareness

Not always.. I m cautious

Not entirely; not by everyone.

Sometimes. Big generation gap.

Yes very much

Depends on the day or the team- within my circle, yes!

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Yes after Board stepped up and changed our leadership

Yes, because the organization is working on making the work culture better.

Not until more recently, but see too many others not.

Yes, my voice is heard and there is a lot of room for communication and discussion

No

Yes. I receive the support I request to assist the community.

Yes. Ample opportunities for input in decision making.

Depends on topic

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

For the most part.

Yes, I feel like I am accepted for who I am flaws and all

I do. I feel my voice is heard and I'm supported.

Yes, I'm new and was introduced at team meeting.

Yes. Some diverse peers

No. A lack of psychological safety.

Somewhat. But I can only go so far. Leadership don't see it as a priority.

Absolutely.

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Yes, common passion for mission

Somewhat - language around my area is antiquated but open to change.

Yes. Feel valued and heard for my ideas

Most of the time

Yes, due to colleagues individual commitments to one another.

Mostly - but the organization's implicit biases do impact my work/relationships

Feel on the outside of some cliques, only POC on staff

Yes, I feel our group has an incredible supervisor that enables this environment

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

No. We have work to do to make all groups have this experience

Only in my department. Not within all of the organization.

Yes

Support from employer

For the first time in a long time, yes. Racial equity is a priority and the interactions are authentic.

Yes, but that doesn't mean we are a place of belonging for everyone.

Not always. I have many questions, sometimes I feel like the answers leave me feeling like "why do you always ask questions".

Absolutely

Do you feel a sense of belonging (valued, seen, respected, & protected) at your current place of employment?

Yes, opportunities posted

Yes- leadership is very supportive and is actively clearing roadblocks for me.

Yes, education, training and experience

Yes

Yes

Not always. I feel like my questions are not taken very serious.

Racism as a root cause

Do you feel like you can move to the next level of your career, if you want?

Yes

Yes

Not sure

Yes

No, I just started

Hahahahahaha... no

Yes.

No

Do you feel like you can move to the next level of your career, if you want?

Yes

Yes

I have no clue - pathways
are unclear

No

Yes

No

Yes

Yes

Do you feel like you can move to the next level of your career, if you want?

Not sure

Yes

Yes

No, no opportunity

Nope

I am retired

Yes

Yes, I have

Do you feel like you can move to the next level of your career, if you want?

Yes.

Yes

Yes

Yes

Yes; it will take time

Not sure

Not unless my manager
moved up

Yes, pathways are clearly
communicated and
encouraged. Supervisor asks
what my long term goals are
and how she can help

Do you feel like you can move to the next level of your career, if you want?

Yes

Yes

No

Possibly

Yes

Yes

Probably eventually

Yes

Do you feel like you can move to the next level of your career, if you want?

No, the work I do is not valued enough

Sometimes I do but then something happens where I feel like no way

Yes

I can see it but we have gatekeepers

Absolutely

Yes

Yes based on my leadership support

Not without another degree—yea no

Do you feel like you can move to the next level of your career, if you want?

It would be very difficult without leaving and coming back

No,

Not now due to new in role

Not sure if there is a next level

It's a small organization with limited resources which limits pathways up.

Depends on leader

Yes, I am made to believe so. Hmmm

Yes but there is no clear pathway for me

Do you feel like you can move to the next level of your career, if you want?

Absolutely

Yes

Yes

No.. because educational reimbursement is not part of the pathway

Yes with a different organization

Not at all, very limited of how far I can go within the org.

Yes

Yes, but only more recently that pathway was created.

Do you feel like you can move to the next level of your career, if you want?

Yes. I now have support being my authentic self rather than working under expectations to remain quiet about issues.

Wanting to is different than having access to those connection building opportunities

Yes, education, training and experience

Sure

Yes- leadership is very supportive and actively moving barriers on my behalf

No

No

Not really. I feel like the next role is occupied and the wait time to move may leave me out because there are others that may be selected first.

Do you feel like you can move to the next level of your career, if you want?

Hahaha no

No

No

No

Getting closer

Adequately, yes. Well compensated, no.

Yes, but it took switching organizations

Yes for me but I don't think everyone is

Do you feel like you can move to the next level of your career, if you want?

Yes. We just did an equity review

I could be better compensated.

Ditto: Yes, but I'd like more. I also took a pay cut for my role.

Do you feel you are well compensated, according to industry standards, for the work that you do?

Not at all

Yes.

Yes

Yes

Yes

Unfortunately no

No

Yes

Do you feel you are well compensated, according to industry standards, for the work that you do?

Yes

For sure



No

Yes

Somewhat

Absolutely not!

Yes

Do you feel you are well compensated, according to industry standards, for the work that you do?

Yes..

Yes but industry standards should be higher

Yes

No,

No - compensation is below similarly sized orgs in this region

Yes

Not really

Yes. Good salary and benefits

Do you feel you are well compensated, according to industry standards, for the work that you do?

No

No, I'm playing catch up

Yes

Yes 🙌

Yes but I would like more

Yes but we can always
get paid a bit more

No, in comparison I'm paid
too low

I wasn't but advocated
for a raise recently so I am
now

Do you feel you are well compensated, according to industry standards, for the work that you do?

No, I took a pay cut for this job

No

Yes but i acknowledge i am privileged in my situation

Very funny!! No

Not at all, in fact what I do is paid a lot less in my district

Yes, we've just did comp studies of all positions and adjusted accordingly

No

No

Do you feel you are well compensated, according to industry standards, for the work that you do?

No because we are a
state agency.

No. Nonprofit world

Not for the amount of
work I do

Yes

Yes

Nope, nonprofit pay

No

Absolutely not

Do you feel you are well compensated, according to industry standards, for the work that you do?

According to the industry probably, everyone is overworked and underpaid

Yes. Based on the standard for Virginia

Yes for me, but not everybody at my organization

No, I have worked at a few organizations in which I was paid much more for doing far less.

Getting closer

No

Adequately, yes. Well compensated, no.

They should base it with number of dependents

Do you feel you are well compensated, according to industry standards, for the work that you do?

No not at all

Yes- market research dictated my salary not personnel

No

No, I believe that the budget is a factor. However, I feel like I am paid a fair rate.

Our division does not value our positions

Hahahaha no

Recently received a raise based on an equity issue

My integrity and the payscale are misaligned.

Do you feel you are well compensated, according to industry standards, for the work that you do?

Allyship in action

Generative AI and its
impact on Inclusion

Testimonials of how
change has taken place

Hear from youth

What content should we cover at the 2025 DEI Symposium?

How to get the board on board!

Community engagement for the advancement of equity and antiracism

More Sidney!

Intersectionality and how it affects us everyday

Diversifying our donors

How to handle the political rhetoric that bleeds into the workplace

Orgs share what they've done well, what's working, creative approaches

Emotional toll of this work. I am TIRED.

What content should we cover at the 2025 DEI Symposium?

Having a way to maintain the conversation within organizations beyond the symposium.

Invite Boards and Leadership

Let's move past DEI 101 topics

Justice DEIBJ

Pay equity

Racial equity or ethnic equity

How to leverage partnerships

Walking with your team through change
Advocating for self in professional spaces
Networking opportunities

What content should we cover at the 2025 DEI Symposium?

Workers with disabilities,
mental health, trans rights

Tying DEI work to
business goals.

How to incorporate
young adults with DEI

Generational gaps in
understanding

Practical tips we can
apply in our jobs

How to do more with less

Rest and facing burnout

More Rashi

What content should we cover at the 2025 DEI Symposium?

Allyship
Are you just checking the box?

Strategies, struggles and successes of driving DEI within orgs. Whats needed to drive momentum.

Hiring practices
Leadership buy-in
A seat at the table for ALL

Generative AI and its impact on Inclusion

Accessing when we're part of the problem and pretend to be the solution

How to differentiate cultural competency training for diff levels of knowledge/experience

Communication AND action within an organization.

What are samples of implements by employers

What content should we cover at the 2025 DEI Symposium?

open conversations ,
invite part time staff

How bring others along
on the DEI journey when
they arent on board

Living and leading
through the responsibility
of your privledge

Women of color as
leaders in the y

How to educate the
community on DEI

Pay & gender equity

Best practices for those
starting out

Youth, law enforcement,
and drugs

What content should we cover at the 2025 DEI Symposium?

How to get admin to see
although we've progressed
we still have a long way to go

Obligations of funders

Rehabilitation/Justice

C suite commitment

Workshop on how to get
started in the
organization.

What realistic but
challenging year to year
measurable objectives are

How to create measurable
outcomes for the
organization and individuals

Mentorship

What content should we cover at the 2025 DEI Symposium?

Racism as a root cause

Mental health for those working in this environment

How to pay for DEI

Intersectional policies, practices, programs, pathways

Space for women of color in leadership to connect

How to give the community the opportunity to advise/educate us

How to transition the conversation into action

Increase PTA involvement within schools

What content should we cover at the 2025 DEI Symposium?

Content that need to be covered; fairness, addressing how to heal as an organization, Transition, how to push for hybrid work, invite part time, hear from part time, teain part time to be a part of DEI

Hear from youth

Addressing a "post DEI" mindset from leadership.

What a DEI organization could look like from top to bottom

Navigating DEI with youth and their families

DEIBJ in policing

How lack of education plays a part in equity.

Include teens in the conversation- high school inclusion and equity clubs

What content should we cover at the 2025 DEI Symposium?

How to advocate for our
DEI advocates/staff

Recruit commissioner-
level, state agency
leadership