


**ADVANCING DEI:
COMMUNITY CONVERSATIONS**



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HISTORY




“Our **ROOTS
help to determine
our **ROUTES**”**

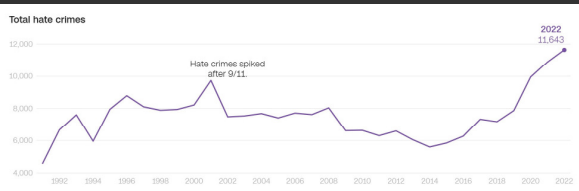
- Dr. Cornel West

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HATE IS ON THE RISE




Total hate crimes




Year	Total Hate Crimes
1992	~4,500
1994	~7,500
1996	~8,500
1998	~8,000
2000	~8,000
2002	~10,000
2004	~7,500
2006	~7,500
2008	~7,500
2010	~6,500
2012	~6,500
2014	~5,500
2016	~6,500
2018	~7,500
2020	~8,500
2022	11,643

Note: The FBI began collecting hate crime data in 1991.
Source: Federal Bureau of Investigation
Graphic: Tom Morley, CNN



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BEST PRACTICES




WHY

WHAT

HOW

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BEST PRACTICES



- Pathways
- Programs
- Policies

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USING AN EQUITY LENS



	Explicit	Implicit
Individual	<p><i>Prejudice in action – discrimination.</i></p> <p>Example: Healthcare worker calling a patient a transphobic slur while in their care.</p>	<p><i>Unconscious attitudes and beliefs.</i></p> <p>Example: Healthcare worker prescribing less pain medications when caring for an LGBTQ Person of Color.</p>
Institutional	<p><i>Policies which explicitly discriminate against a group.</i></p> <p>Example: Healthcare provider refusing to hire LGBTQ employees.</p>	<p><i>Policies that negatively impact one group unintentionally.</i></p> <p>Example: Healthcare provider requiring multiple forms of identification.</p>

Source: Adapted from Center for Social Inclusion

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CHANGE VS. TRANSITION



1. Endings

2. Neutral Zone

3. New Beginnings

Source: William Bridges

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WHAT CAN INDIVIDUALS DO?



- Examine your lens
- Ask and encourage tough questions
- Acknowledge institutional bias

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WHAT CAN ORGANIZATIONS DO?



- Identify indicators of success
- Build proactive relationships
- Train “inclusion advocates” throughout the organization
- Continually analyze and update policies, practices, and traditions

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WHAT CAN COMMUNITIES DO?



- Proactively build diverse and inclusive coalitions
- **Provide multiple entry points**
- Explore systems, not symptoms
- **Acknowledge that it will take time**

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STAY IN TOUCH



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