

**Implementing
Diversity, Equity,
and Inclusion in the
RHLCT**



Diversity

- Refers to the variety of personal experiences, values, and worldview that arise from differences of culture and circumstance
- Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, geographic region, and more



Equity

- The guarantee of fair treatment, access, opportunity, and advancement for all people at every stage of development, while at the same time striving to identify and eliminate barriers that have prevented the full participation of marginalized groups

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Inclusion

- The act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued. An inclusive climate embraces differences and offers respect in words and actions so that all people can fully participate in the organization's opportunities.



Why DEI?

Diversity is a richness and must never become a reason for exclusion or discrimination.

-Pope Francis

In diversity there is beauty and there is strength.

-Maya Angelou

Why DEI?

- Persistent patterns of social inequities, exclusion, and divisions
- Racial disparities, discrimination, and segregation are widespread
- Without equity, economic stratification and social instability will continue to increase
- Without inclusion, many are marginalized economically, politically, and culturally

Why DEI?

- “If we expect to help all children have success, we must do more than closing gaps and point to disparities. All of our work must strive to achieve race equity, a state in which all children have the same opportunity to reach the potential we know they have. Achieving the goal of race equity, of truly removing the fortified racial barriers our country has built over time, requires dedicated people using sophisticated tools to incorporate race equity and inclusion at every stage of their work for social change.”
 - Patrick McCarthy, President and CEO, The Anne E. Casey Foundation

Why DEI?

- Build a vibrant, inclusive climate that draws people together across differences in background, experiences, and interests
- Expand the capability of your organization to successfully navigate a diverse work environment
- Improve hiring processes that tap into relevant talent pools
- Assess the impact of your programs, services, and environments in contributing to your mission
- Increase your organization's ability to embrace change
- Address multifaceted structural inequalities
- Openly promote a culture where diversity is celebrated

What does it look like?

Mindset

- How are we as individuals and institutions participating in systems that perpetuate inequity?
 - Start with yourself
 - Familiarize yourself with the ADDRESSING framework
 - Increase cultural competence
 - Engage in DEI educational opportunities
 - Read books!
 - Participate in immersion activities
 - Site visits, talk to grantees



Policies and Practice

- Create a diverse, equitable, and inclusive workforce
 - Strengthen recruitment, hiring, and retention practices
 - Hire more diverse staff
 - Ensure that job descriptions and position qualifications include specific training, skills, and accomplishments related to DEI
 - Ensure that rating systems are operationalized to capture and reward diverse backgrounds and experiences
 - Offer financial incentives such as relocation assistance, loan payment assistance
 - Offer remote work opportunity to expand recruitment

Policies and Practice

- Build an inclusive organizational culture
 - Conduct a climate survey/self-assessment
 - Identifying and implement a shared definition of DEI
 - Increase DEI related communication, training, and professional development
 - Grow all employees cultural competence
 - Review and revise all policies to ensure they are inclusive
 - Have a strategic plan that states how diversity at all levels serves the greater mission of the trust

B. How We Address Responsive Research, Teaching, and Public Service

Circle your response:

Y=Yes, **N**=No, **S**=Somewhat, **DK**=Don't Know, **N/A**=Not Applicable

1. We regularly and systematically collect and analyze data about equity, inclusion, and diversity.	Y	N	S	DK	N/A
2. We use program assessments and evaluations that assess our ability to be responsive to the needs of our increasingly diverse state, national, and global context.	Y	N	S	DK	N/A
3. We actively develop resources for supporting our equity, inclusion, and diversity needs.					

C. How We Expand Pathways for Access and Success for Our Workforce

Circle your response:

Y=Yes, **N**=No, **S**=Somewhat, **DK**=Don't Know, **N/A**=Not Applicable

1. Our division or department actively values and seeks to hire a diverse staff.	Y	N	S	DK	N/A
2. We employ best practices for fair and inclusive hiring and advancement such as: active outreach to underrepresented communities, appointing diverse hiring committees, using clear hiring criteria, supporting professional development and career advancement for current staff, regularly using campus affirmative action goals and other workforce data, etc.	Y	N	S	DK	N/A
3. Staff from underrepresented identity groups are proportionally represented in leadership and management positions as compared with their overall numbers in the department or division.	Y	N	S	DK	N/A
4. All staff have divisional/departmental support to continue their professional growth and career advancement.	Y	N	S	DK	N/A
5. We provide mentoring opportunities for all levels of staff and management - internally and through other campus venues.	Y	N	S	DK	N/A
6. We provide staff with opportunities to engage in community-based learning and public service.	Y	N	S	DK	N/A

A. Vision, Leadership, and Messaging

Circle your response:

Y=Yes, **N**=No, **S**=Somewhat, **DK**=Don't Know, **N/A**=Not Applicable

1. Our organization is actively committed to issues of equity, inclusion, and diversity.	Y	N	S	DK	N/A
2. Our mission and vision statements include references to or goals on equity, inclusion, and diversity.	Y	N	S	DK	N/A

3. The principles of equity and inclusion are embedded in our mission, vision, and core values.

4. We have resources dedicated to equity, inclusion, and diversity issues, including professional development for managers and staff.

5. Our equity and inclusion values are reflected in our internal and external communications, such as program descriptions, outreach materials, website, and newsletters.

COMMENTS, IDEAS, QUESTIONS:

E. How We Support an Engaging and Healthy Campus Climate

Circle your response:

Y=Yes, **N**=No, **S**=Somewhat, **DK**=Don't Know, **N/A**=Not Applicable

1. We regularly assess and provide resources to address workplace climate related to race, ethnicity, gender, gender identity, religion, sexual orientation, socioeconomic status, disability/ability, nationality, and other areas of diversity for all of our staff members and our clients.	Y	N	S	DK	N/A
2. We regularly assess the degree to which our staff and our clients feel respected, valued, fully included, and welcomed, and provide resources and training to address challenges and support an inclusive climate.	Y	N	S	DK	N/A
3. There is a clear culture of respect, collegiality, intergroup dialogue, and collaboration across differences in all levels and positions of our division or department.	Y	N	S	DK	N/A
4. All division/department-sponsored events and activities are physically accessible to participants with disabilities.	Y	N	S	DK	N/A
5. If issues of insensitivity, exclusion, disrespect, or harassment arise in our workplace or other spaces we support, they are addressed directly and in a timely fashion.	Y	N	S	DK	N/A
6. In my opinion, all students, faculty, and staff feel comfortable and welcome to be their full selves in our workplaces and in the other spaces we support (for example, classrooms, dorms, cafeterias, buildings).	Y	N	S	DK	N/A

Policies and Practice

- Implement DEI benchmarking
- Develop tools and resources to understand the current demographic distribution of your grantee base

The National Diaper Bank Network helps people get necessities like diapers and period supplies, but their method for distributing these supplies disadvantaged Black-led diaper banks. They knew it needed to change that.

Beginning eight years ago, the National Diaper Bank Network (NDBN) recognized that they needed to start collecting demographic information from organizations in their network to ensure a more equitable division of resources.

The NDBN staff worked with Candid to create a survey that was part of what basic needs banks already fill out for their GuideStar profiles, making collection standard and simple.

Today, NDBN uses this information to be more intentional about directing resources, for example, to Black-led diaper banks, ensuring they are supporting all communities they serve.

Policies and Practice

- Engage in intentional marketing
 - Review and revise messaging on all public facing materials (website, letter communications, applications)
- Develop a diversity-focused statement
 - How is the statement intentionally focused on diversity?
 - How is the strength of the institution tied to diversity?
 - What are you doing in your environment to make this an inclusive space that welcomes everyone and values diverse perspective

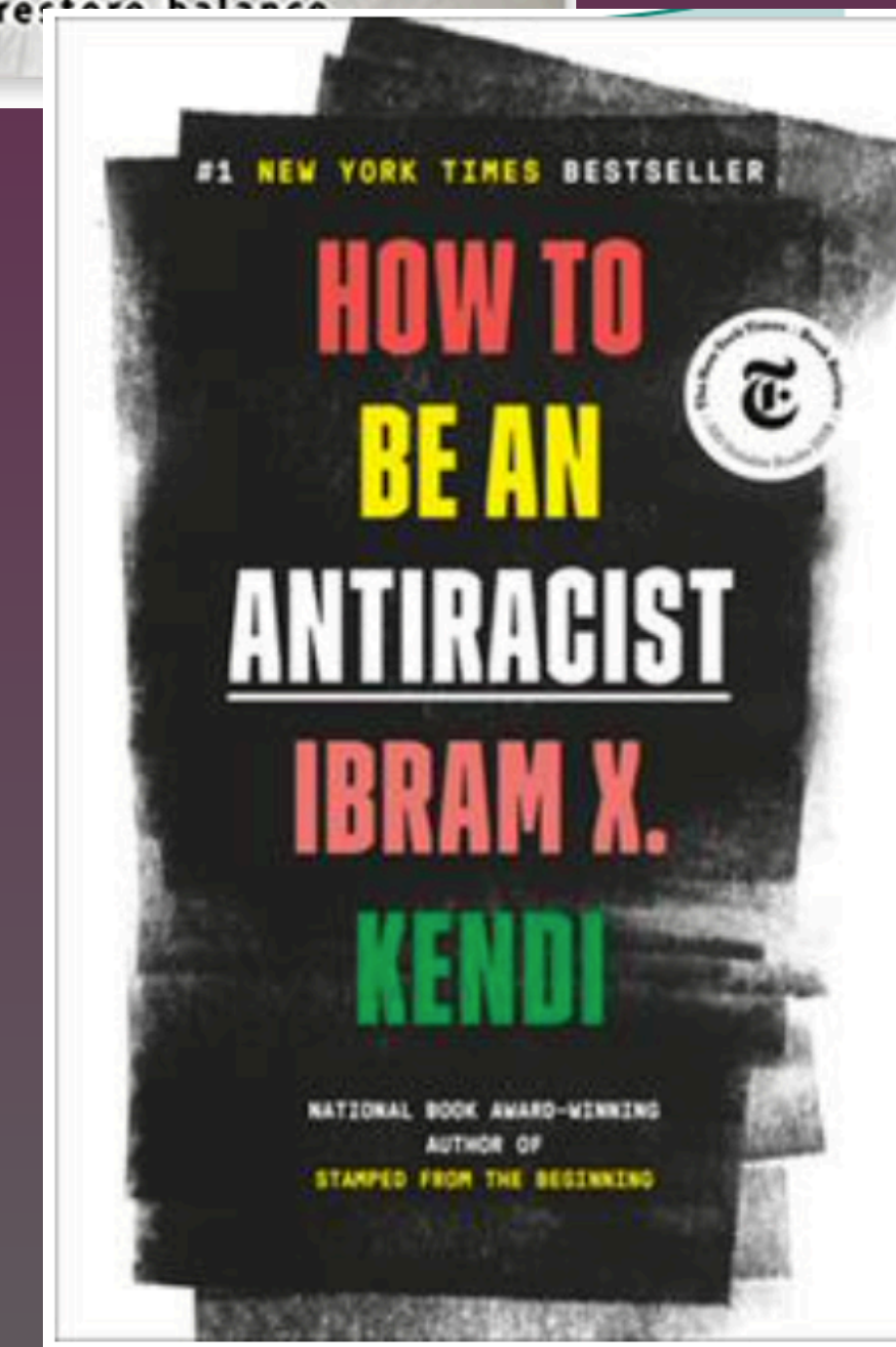
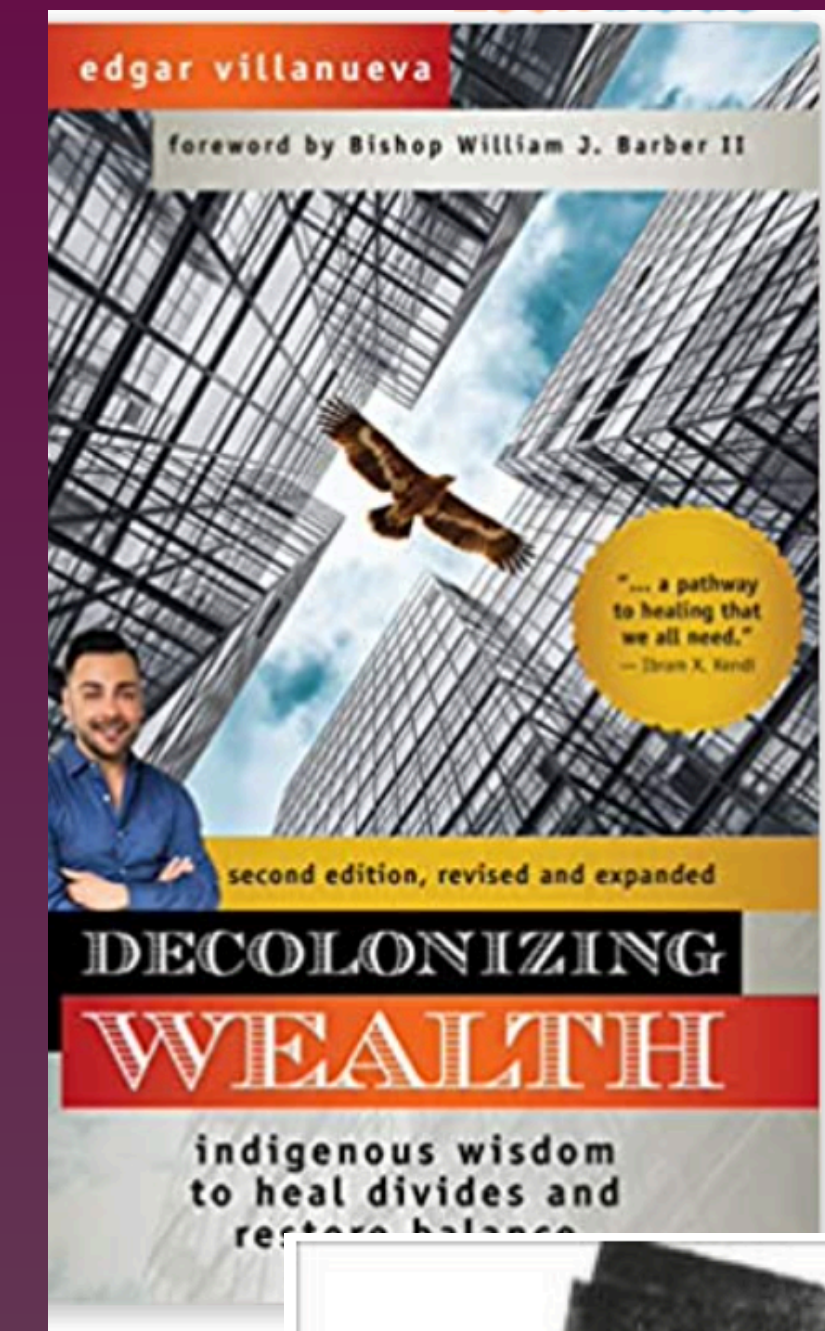
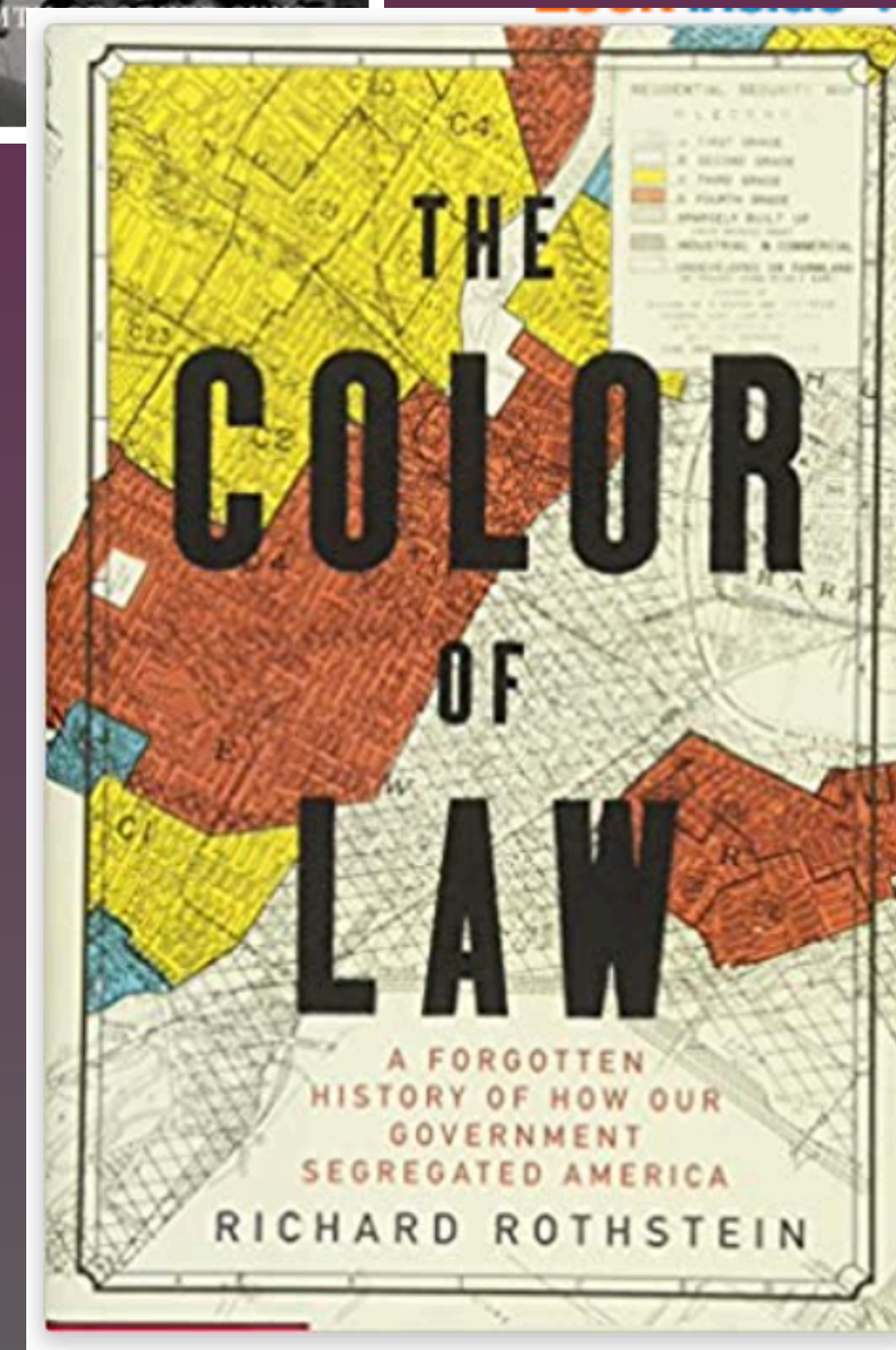
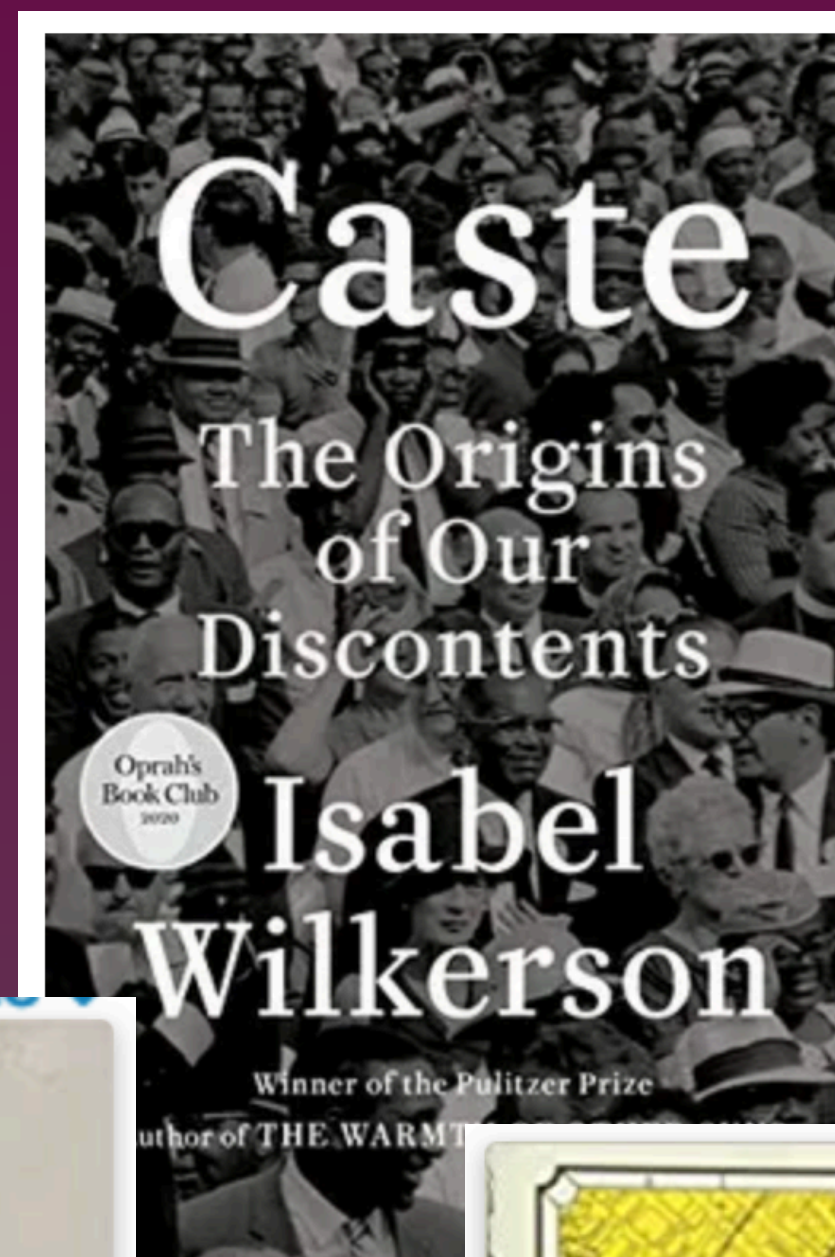
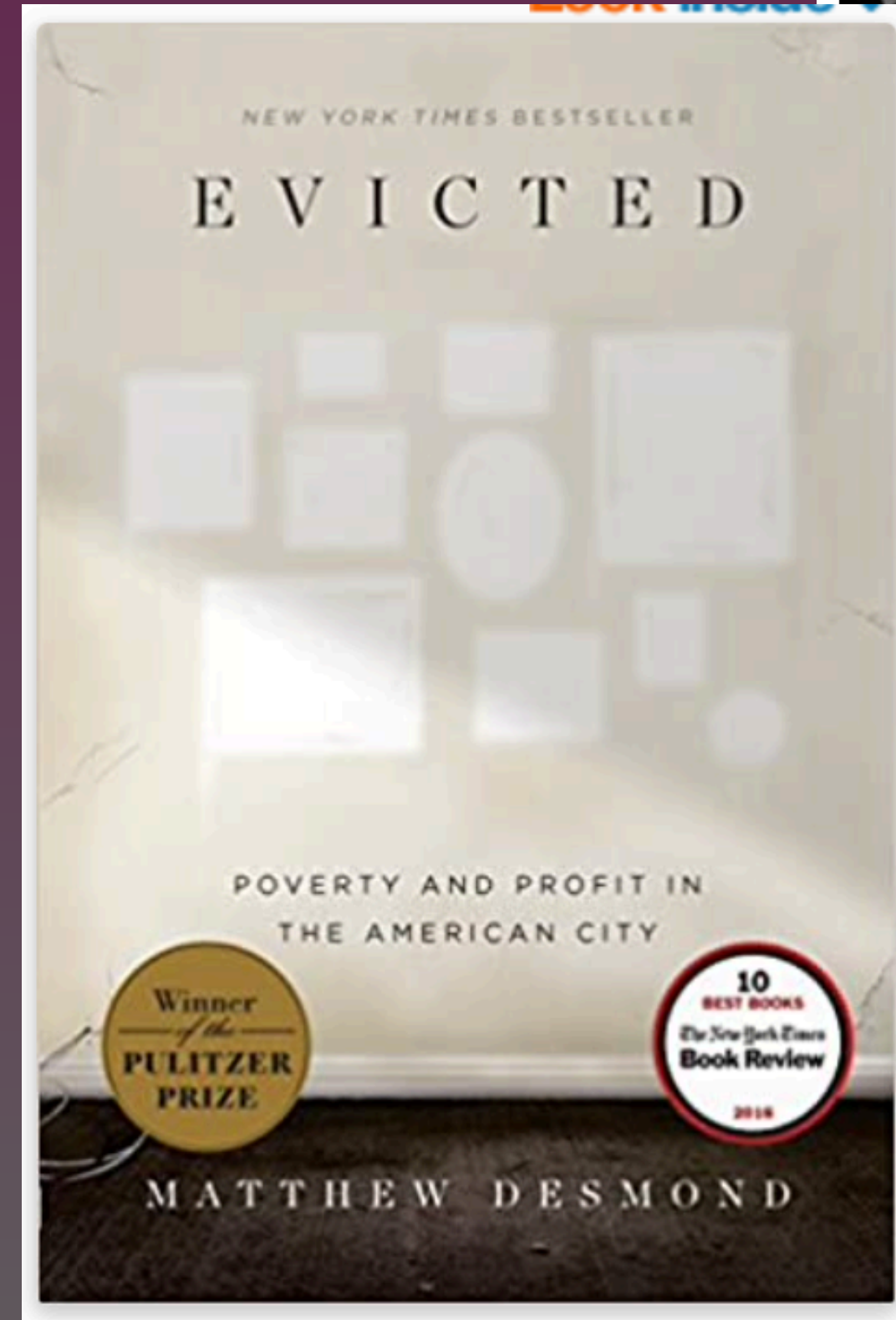
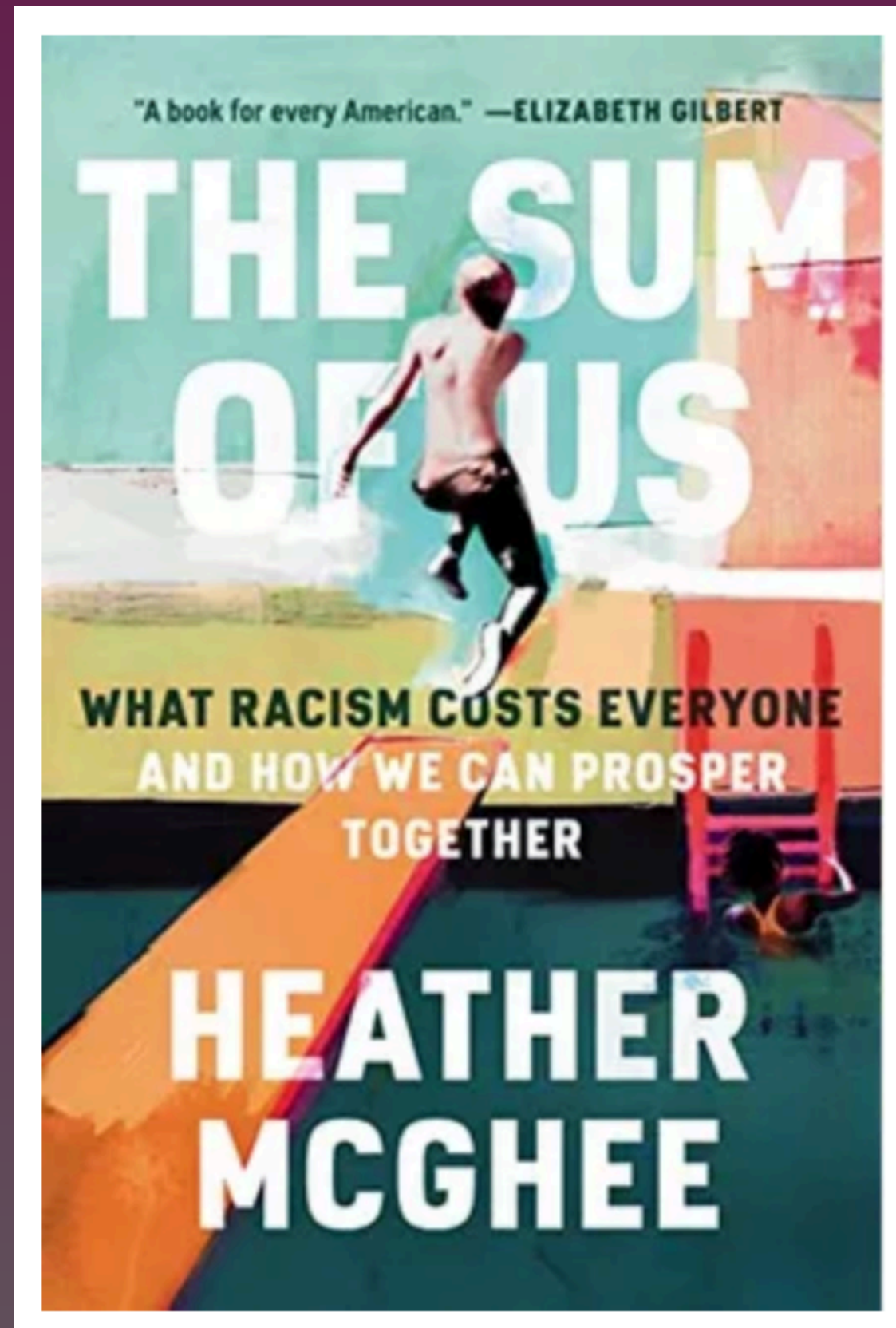
Policies and Practice

- Strive for authenticity in diverse grantee relations
 - Move away from transactional approach; engage grantees as human beings with priorities, gifts, talents, and unique outlooks on life
 - Listen to stakeholders directly to deepen your understating of critically important strengths and challenges
 - Develop and cultivate a culturally responsive mentorship network

Three Ways to Improve DEI in Philanthropy

- Redefine risk
 - Acknowledge the extent to which bias and racism play a role in risk calculations of who to give to and who not to give to
 - Create metrics that value experience and community connection
- Emphasize trust
 - Shift from being gatekeepers to allies
- Reflect the community
 - Assess the ways in which current practices may be reinforcing inequality; augment DEI in work environment, staff, and grant making

Resources



Resources

- University of Colorado Denver Diversity, Equity, and Inclusion 101 <https://www.ucdenver.edu/offices/equity/education-training/self-guided-learning/diversity-equity-and-inclusion-101>
- Diversity, Inclusion, and Effective Philanthropy <https://www.rockpa.org/guide/diversity-inclusion-effective-philanthropy/>
- Three Ways to Improve Diversity, Equity, and Inclusion in Philanthropy https://ssir.org/articles/entry/three_ways_to_improve_diversity_equity_and_inclusion_in_philanthropy
- https://blog.candid.org/post/black-diaper-bank-leaders-share-struggles-and-successes/?utm_medium=email&utm_source=Candid%20Newsletter%20-%20All%20Subscribers&utm_campaign=CAN-M-04-21-2022&j=1072627&l=121_HTML&u=63000057&jb=23012

Resources

- UC Berkley Toolkits <https://diversity.berkeley.edu/programs-services/diversity-planning/toolkits-and-resources>
- Grantmakers for Effective Organizations <https://www.geofunders.org/what-we-care-about>
- The Anne E. Casey Foundation Race Equity and Inclusion Guide <https://www.aecf.org/resources/race-equity-and-inclusion-action-guide>
- The Ford Foundation Diversity, Inclusion and Equity Tools <https://www.fordfoundation.org/campaigns/diversity-inclusion-and-equity-tools-and-resources-for-grantmakers/>

Resources

- Food Justice Reading List <https://www.ucpress.edu/blog/24515/a-food-justice-reading-list/>
- Diversity, Inclusion, and Belonging Reading List <https://www.hks.harvard.edu/faculty-research/library-knowledge-services/collections/diversity-inclusion-belonging/anti-racist>