Community Science

Effective Strategies – Equitable Systems – Strong Communities

Are You Missing the "E" in DEI?

Welcome

Your Host :

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Your Panel:

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2

Today's Takeaways

1. Why We Need to Challenge "DEI"

2. Definitions

3. Let's Get Real

4. Evaluation and Continuous Improvement

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Meet Community Science

Effective Strategies. Equitable Systems. Strong Communities.

Community Science is an award-winning research and development organization that works with governments, foundations, and non-profit organizations on solutions to social problems through community and other systems changes fostering learning and improved capacity for social change.

Why Do We Need To Have This Conversation?

- DEI, DEIA, DEIB, EDI, JEDI, and REDI
- George Floyd's death, COVID 19, January 6, inflation, etc.
- Ineffectiveness of diversity programs
- Unfairness and injustice persist
- Being woke is insufficient
- Mutually reinforcing or harmful

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Meaning of the D, In, and E

- **Diversity**
  - Presence of differences that matter to people in their context

- **Inclusion**
  - People no matter their demographic background and position can participate in decision-making processes and opportunities that affect their lives

- **Equity**
  - People no matter their demographic background and position have fair access to resources and opportunities, capacity to take advantage of the resources and opportunities, and the rights to attain them

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Diversity

Significance	Drawbacks
- Signals a problem - First step toward a dialogue - Relatively easy to measure	- Equates diversity with representation, embracement, and access - Ignores the complexity of nested identities - Focuses on individuals and their behaviors - Insufficient for real change

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Inclusion

Significance

- Relationship-focused
- Signal of initial investment in appreciating differences
- Better results, decisions, and products

Drawbacks

- Equates inclusion with access and fairness
- Potentially tokenistic
- Easy to ignore root causes
- Insufficient for shifting power

Equity

Significance

- Deals with root causes
- Builds and shifts embedded cultural practices, privilege, and power
- Changes institutions and systems, not individuals
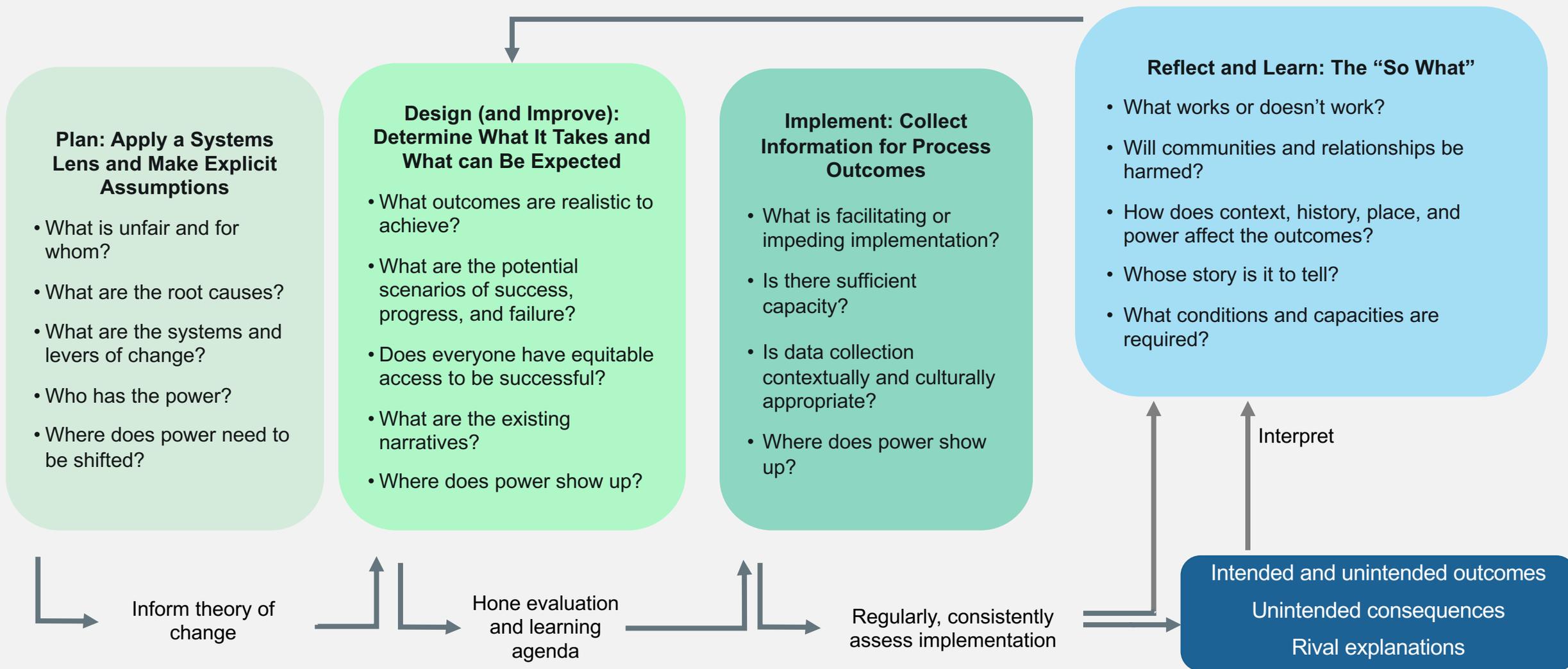- Considers history, context, and ecosystems

Drawbacks

- Requires sustained commitment and investment
- Not a linear process
- Generates conflict

E, Not DEI: Let's Get Real

- What happens if we focus only on the D and the In?

- Where is the resistance to E and how can we be prepared for it?

- How do we know we are making progress?

Evaluation, Learning, and Continuous Improvement Process

Plan: Apply a Systems Lens and Make Explicit Assumptions

- What is unfair and for whom?
- What are the root causes?
- What are the systems and levers of change?
- Who has the power?
- Where does power need to be shifted?

Design (and Improve): Determine What It Takes and What can Be Expected

- What outcomes are realistic to achieve?
- What are the potential scenarios of success, progress, and failure?
- Does everyone have equitable access to be successful?
- What are the existing narratives?
- Where does power show up?

Implement: Collect Information for Process Outcomes

- What is facilitating or impeding implementation?
- Is there sufficient capacity?
- Is data collection contextually and culturally appropriate?
- Where does power show up?

Reflect and Learn: The "So What"

- What works or doesn't work?
- Will communities and relationships be harmed?
- How does context, history, place, and power affect the outcomes?
- Whose story is it to tell?
- What conditions and capacities are required?

Inform theory of change

Hone evaluation and learning agenda

Regularly, consistently assess implementation

Interpret

Intended and unintended outcomes
Unintended consequences
Rival explanations

Source: Practice Guide Doing Evaluation in Service of Racial Equity: Diagnose Biases and Systems. Published by W.K. Kellogg Foundation & Community Science, 2021

Looking Forward

How do we build on what is working, and keep moving in the right direction?
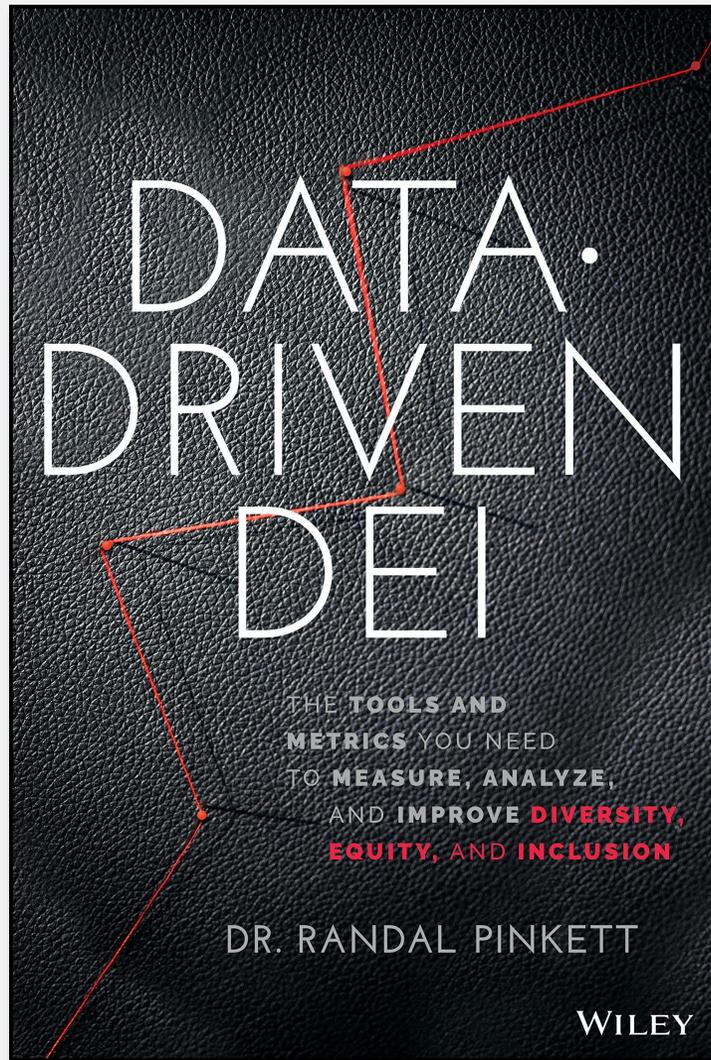
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Q & A

Data-Driven DEI: The Tools and Metrics You Need to Measure, Analyze, and Improve Diversity, Equity & Inclusion delivers a practical and research-based playbook to make your next DEI initiative impactful and successful.

Author Dr. Randal Pinkett, Managing Partner at BCT Partners, has created a straightforward, step-by-step process to assessing your current DEI practices and using that data to create a personal and organizational action plan.

To be released March 14, 2023

[Click here for more information](#)

More Resources

[Diversity is a Booming Business. So Where Are The Results?](#)

[The History and Growth of the Diversity, Equity, and Inclusion Profession](#)

THANK YOU