



Effective Strategies – Equitable Systems – Strong Communities

## Are You Missing the "E" in DEI? Session 2:

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



# Welcome

## Your Panel:



**Nellis Kennedy-Howard**  
Founder of Asdzáá Consulting



**Emily Meade Hite**  
Partner & Executive Vice President  
Banyan Communications



**Jasmine Williams-Washington**  
Associate  
Community Science

## Your Host :



**Amber Trout**  
Managing Associate  
Community Science

## Special Guest:



**Kien Lee**  
Vice President of Consulting  
Community Science



# Today's Takeaways

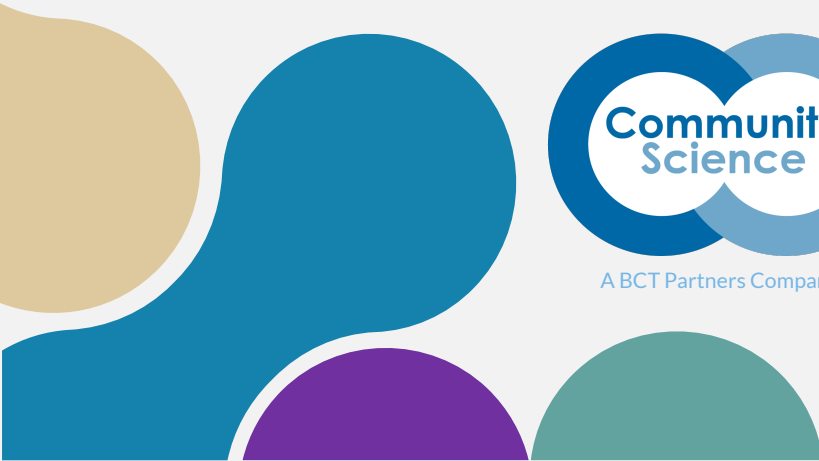
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1. How you do it?
2. How you sustain it?

# 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.



# E, Not DEI: Let's Get Real

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- What happens if we focus only on the D and the I?
- Where is the resistance to E and how can we be prepared for it?
- How do we know we are making progress?

# Let's Get Real, Real Specific

## Significance

## Considerations and Concerns

### Equity

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

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

### Inclusion

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

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

### Diversity

- 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



25 Years of Catalyzing  
Change

## Discussion -

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



Community  
Science

Effective Strategies  
Equitable Systems  
Strong Communities

Q & A

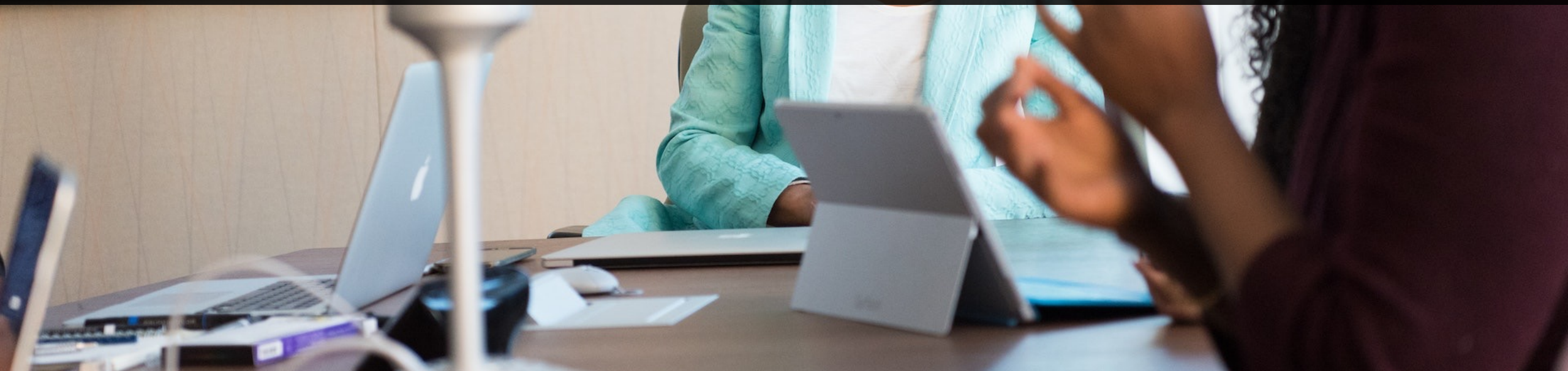
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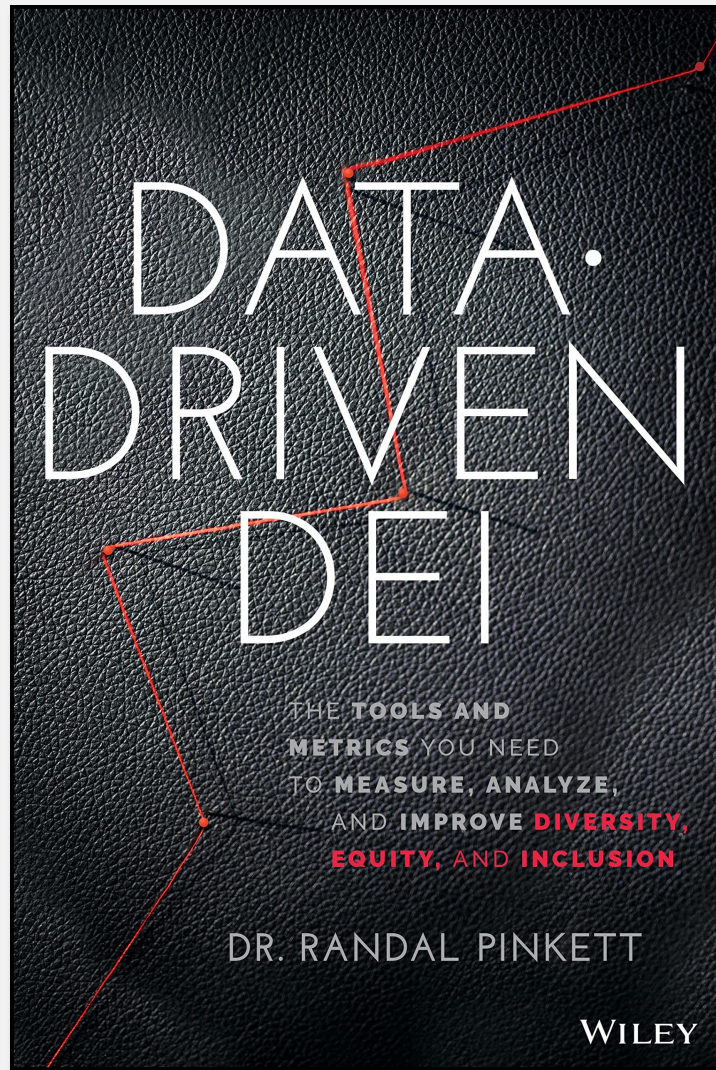
## Looking Forward

How to use Data-Driven to begin to understand issues Diversity, Equity & Inclusion Efforts





THANK YOU



***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.

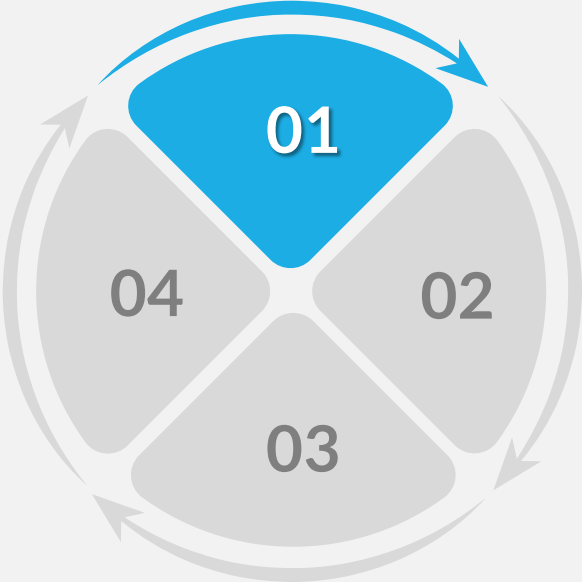
Author Dr. Randal Pinkett, Managing Partner at BCT Partners, has created a straightforward, step-by-step process to assessing your current DEI practices and using that data to create a personal and organizational action plan.


***To be released March 14, 2023***


[Click here for more information](#)





# The Wheel of DEI Sustainability



 **Plan**  
Lorem ipsum dolor sit amet, nibh est. A magna maecenas, quam magna nec quis, lorem nunc cras pharetra proin.

 **Act**  
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 **Measure**  
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 **Adjust**  
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# Why Do We Need To Have This Conversation?

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- 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

# Meaning of the D, In, and E

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- **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

# Let's get real, real specific

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Signals a problem

First step toward a dialogue

Relatively easy to measure

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Better results, decisions, and products

## Drawbacks

Requires sustained commitment and investment

Not a linear process

Generates conflict

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Insufficient for real change

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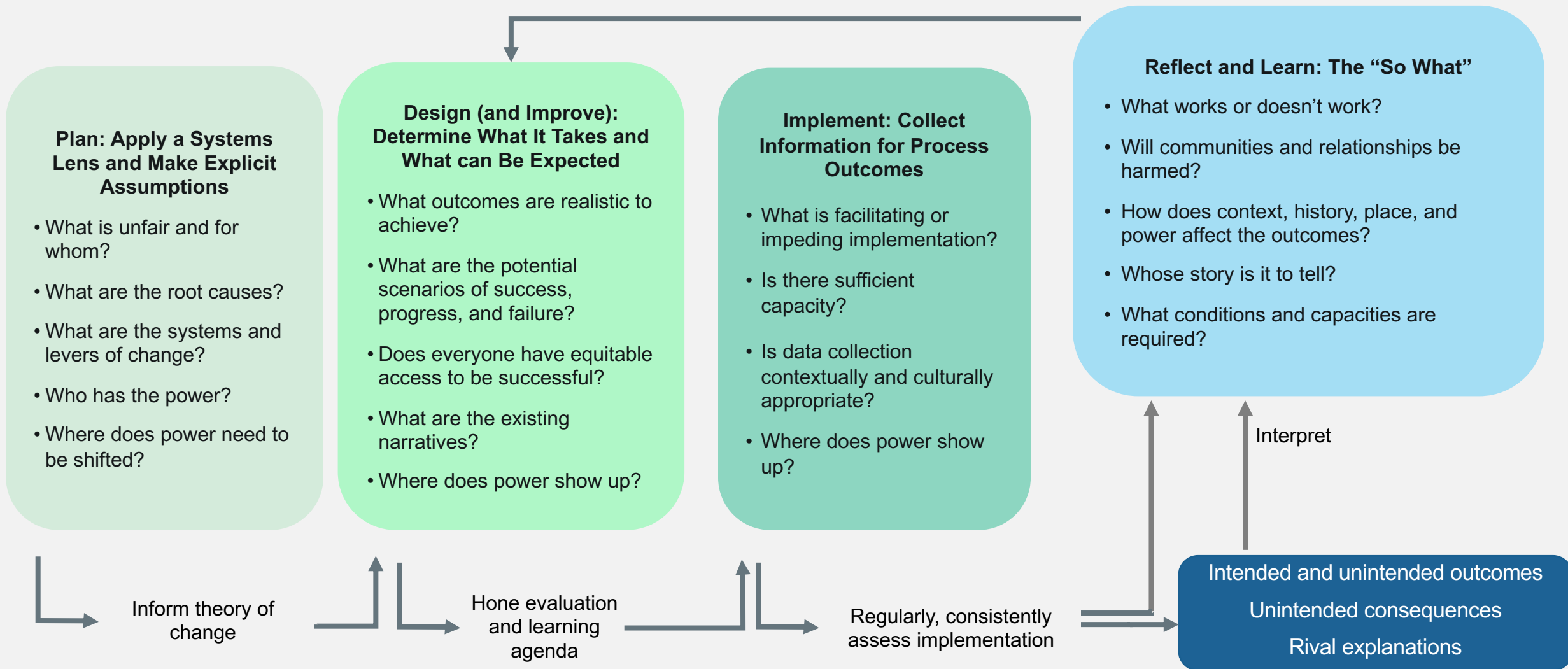
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# Evaluation, Learning, and Continuous Improvement Process



# Looking Forward

A close-up, low-angle shot of a person's legs and feet. They are wearing bright orange and blue sneakers with a black swoosh logo. The person is standing on a concrete step or ledge. The background is a textured, grey concrete wall. The lighting is natural, suggesting an outdoor setting.

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

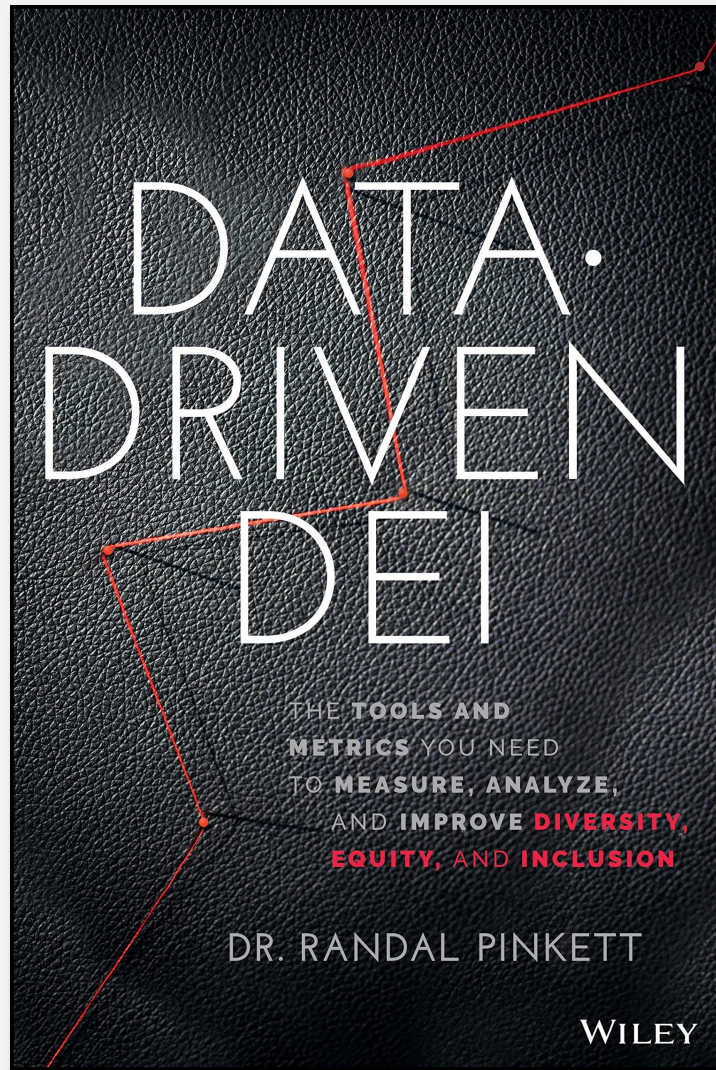


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# More Resources

## Diversity is a Booming Business. So Where Are The Results?



## The History and Growth of the Diversity, Equity, and Inclusion Profession

The screenshot shows a website header with 'GRC Insights' and navigation links: HOME, SUSTAINABILITY, DEVELOPMENT, ESG, PROJECT SPOTLIGHT. The article title is 'BERKELEY The History and Growth of the Diversity, Equity, and Inclusion Profession' by Sarah Dong, published on 02 June 2021. It includes an audio player for 'Listen to this article' (0:00 / 7:43) and a text excerpt discussing social movements like #MeToo and #BlackLivesMatter, and the growth of DEI programs. The text states: '#MeToo. #BlackLivesMatter. #StopAAPIHate. These are just some of the recent movements that have compelled Americans to reflect on the social injustices that exist in our country today. The scrutiny on these social issues has trickled down to the professional world. As employees discuss their discriminative experiences in the workplace, executives are scrambling to improve their organizations' hiring practices and company culture. This has led to the rapid expansion of corporate diversity, equity, and inclusion (DEI) programs. DEI, which was once seen as a sub-component under the human resources department, has now evolved into a core business function that large and small businesses alike have been aggressively investing in. Despite COVID-19's effects on the U.S. economy, the number of DEI-related job postings increased by 123% between May and September of 2020. However, DEI's explosive growth raises concerns: namely, whether or not the industry is here to stay in the long run.'



THANK YOU