







How to Make Progress in DEI

Introduction

- ❑ Measuring your progress according to reasonable goals
 - ❑ Focusing on your leadership development and emotional intelligence
 - ❑ Clear expectations of your role and scope as a DEI leader to build effective habits
 - ❑ Recognizing the difference between DEI on a organization level, DEI in your department and DEI in your personal life
- 



There is no end destination...

- Developing problem solving skills
 - Strengthening emotional intelligence and empathy
 - Developing a DEI posture
 - Self correction and assessing personal behaviors
 - Strengthening your DEI mindedness
 - Intently learning about people around you and applying your learning in your work streams
 - Creating a practice not for your sake but for others
 - Shifting the focus from *your* ability to the vulnerable communities around you
 - Assessing capacity gaps
 - Strengthening systems to support your fellow employees
 - Improving organizational wellness and culture
- 
- 

FIVE COMPONENTS OF EMOTIONAL INTELLIGENCE



Self-awareness – the ability to recognize and understand your moods and emotions, and how they affect others



Self-regulation – the ability to control impulses and moods, and to think before acting



Internal (or intrinsic) motivation – being driven to pursue goals for personal reasons, rather than for some kind of reward (the opposite is external motivation)



Empathy – the ability to recognize and understand others' motivations, which is essential for building and leading teams successfully



Social skills – the ability to manage relationships and build networks

BY: DANIEL GOLEMAN IMAGE BY: JACOB MORGAN [THEFUTUREORGANIZATION.COM](https://www.thefutureorganization.com)

Introduction to [Habit Tracking](#)

1. Motivation to develop new habits.
2. Understanding, specifically, what the new habits should be and when the corresponding behaviors should be expressed, so that they become automatic in those contexts, over time.
3. Assistance, over time, in keeping those new behaviors “top of mind” so that they can become automatic.

[Habit Tracker Reimagined](#)

[Training Industry Reference](#)

Free Write

1) Currently how does your role interact with constituents, students, families, employees, clients. Feel free to choose as many target groups as you wish. What facets of your work do you feel need improvement in regards to your participation in diversity, equity and inclusion practices, behaviors and decision making.

2) Indicate values that help you to embody diversity, equity and inclusion in your role and in your personal life. There are no wrong answers, simply use this as a free write exercise

3) In your opinion, how are these values personified or exemplified? In **employee partner relations, internal communications, leadership**, etc. Feel free to consider things beyond the three aforementioned areas of our business. Explain why you feel these values show up in the places, services, relationships you indicate in your answer.

How is your organization setting you up for success to meet set DEI values?

How are you interacting with your team around DEI values ?

How do you personally embody the behaviors, values and persona that you want to exemplify in your Diversity, Equity, Inclusion work ?

OUR VALUES

RESIST WHITE SUPREMACY

Always Challenge Tradition

RESEARCH AS LEARNING

Including Community

EFFICACY

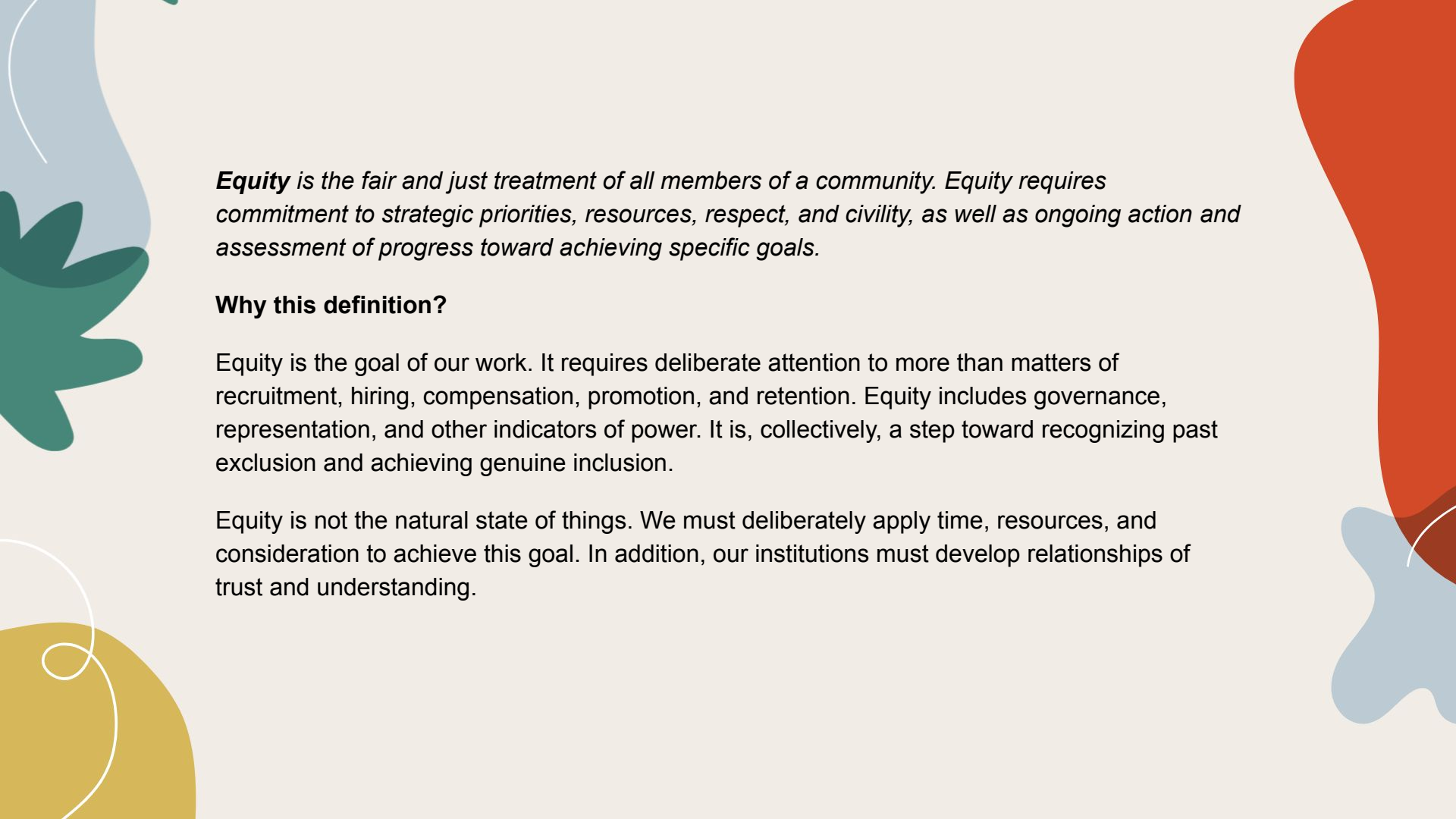
Completing Relevant Work

CULTURE CHANGE

An Era of Empathy

REALLOCATION OF WEALTH

The Four Pillars of Wealth




Equity is the fair and just treatment of all members of a community. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specific goals.

Why this definition?

Equity is the goal of our work. It requires deliberate attention to more than matters of recruitment, hiring, compensation, promotion, and retention. Equity includes governance, representation, and other indicators of power. It is, collectively, a step toward recognizing past exclusion and achieving genuine inclusion.


Equity is not the natural state of things. We must deliberately apply time, resources, and consideration to achieve this goal. In addition, our institutions must develop relationships of trust and understanding.

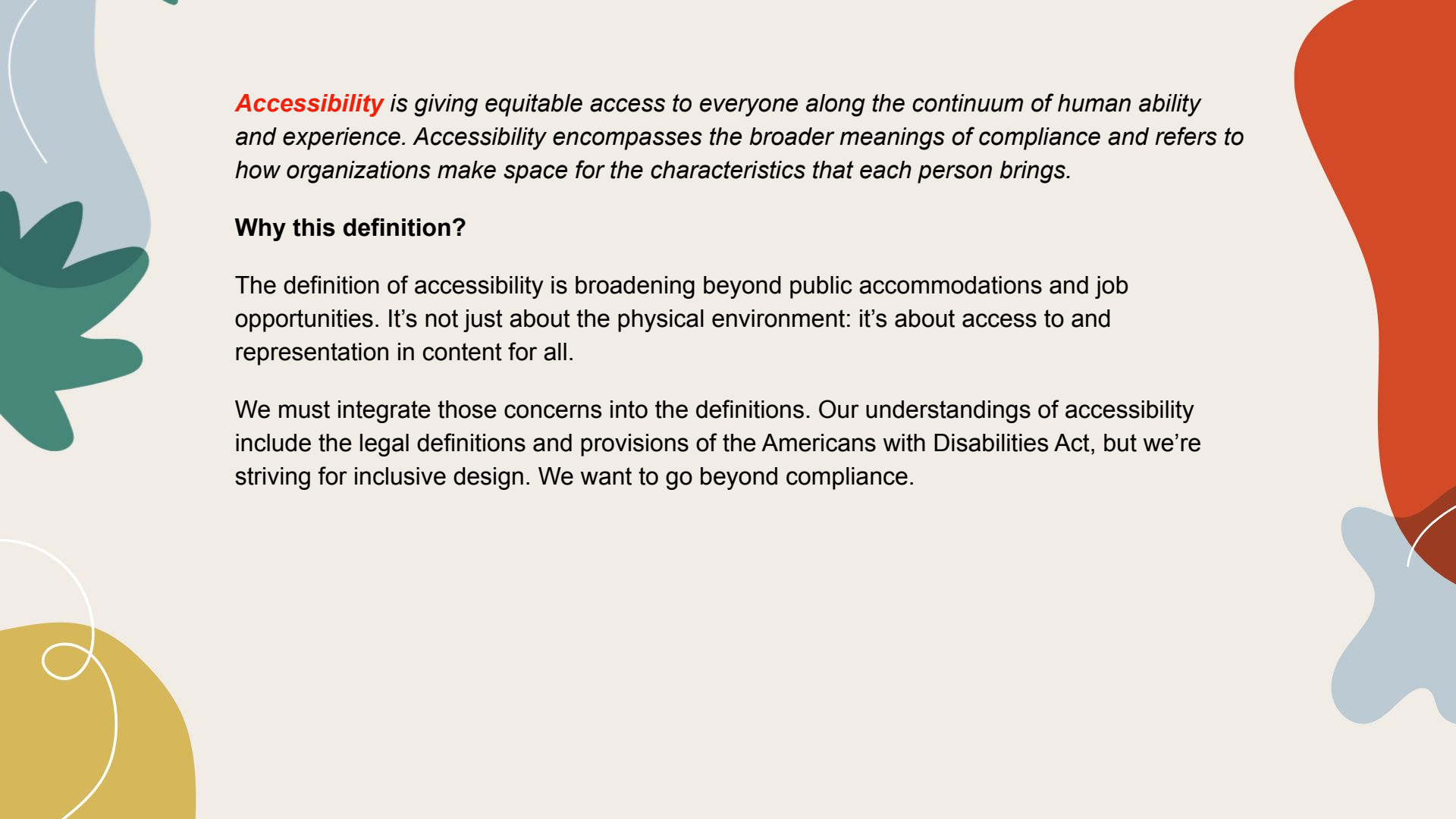


Diversity is all the ways that people are different and the same at the individual and group levels. Even when people appear the same, they are different. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.

Why this definition?

Our definition of diversity moves toward opportunities for groups to continually question whether they have adequate representation to make equitable programmatic, hiring, governance, financial, and other decisions. Any individual will have multiple identities and experiences. What it means to be diverse, in practice, will vary depending on the organization.






Accessibility is giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.

Why this definition?

The definition of accessibility is broadening beyond public accommodations and job opportunities. It's not just about the physical environment: it's about access to and representation in content for all.

We must integrate those concerns into the definitions. Our understandings of accessibility include the legal definitions and provisions of the Americans with Disabilities Act, but we're striving for inclusive design. We want to go beyond compliance.



Inclusion refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are valued as respected members of an organization and/or community. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”³

Why this definition?

We need institutions in which diverse participants are truly integrated and valued as respected members of the organization and/or community, beyond token participation and authority. The measure and success of inclusion must include the perspectives of the disenfranchised.

