



DISTRICT PARTNERSHIPS & CONSULTING
— COLLABORATION, INTEGRITY & RESULTS —

BREAKER²⁸

Keeping the DEI Momentum Going with Limited Financial Resources

April 11, 2023 | 12:00 pm

Today's Agenda

- Welcome
- Introduction of Speakers
- Short Poll (How's your DEI journey going?)
- The Stages of DEI Implementation
- How to keep the momentum going
- The 9 keys to your DEI Success
- The DEI Culture Program
- Questions & Wrap-up



Today's Speakers



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CEO, District Partnerships



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Founder & CEO, Breaker28



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It's Poll Time

Please take a moment to participate in the brief poll via zoom.

- How's your DEI journey going?
- What resources do you currently have to advance your DEI initiatives?
- What resources do you need to continue your DEI journey?
- What type of organization are you working with?



The Stages of DEI Implementation



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The Stages of DEI Implementation

As you work through embedding DEI into your organization you may ask yourself, “what are the stages we need to ensure are present for our initiative to be successful”

Organizations will implement DEI programs differently based on their growth areas, but all implementations should include the following:

Awareness/Explore

Commitment

Resources/Execution

Evaluation/Regroup

Sustainability



Stages for DEI Implementation

Awareness/Exploration

It is often times very difficult for organizations to begin their DEI journey, because they don't know where to start. In fact, they don't understand what's going wrong and how to fix it so most organizations will do things they believe will be receptive by staff. In the first stage of DEI implementation organizations should assess their culture and where their areas of opportunity are so they can devise a strategic plan based on the items staff feel are most important to the organizations' success.



Stages for DEI Implementation

Commitment

One of the most important steps to starting your DEI implementation is commitment. Commitment is vital because it requires frequent and intentional conversations about how your organization can grow. Commitment from the entire organization, and more importantly leaders is key to driving change. Commitment also fuels passion, so when it gets tough, things are not going right or you're losing momentum, your team pushes through because of the greater cause.



Stages for DEI Implementation

Resources/Execution

One of the top five reasons why DEI implementation doesn't work, is a lack of resources. Resources are not always financial, but ways you can continue learning and developing. Resources can be readings, podcasts, educational sessions, webinars, books, etc. There are so many resources available and oftentimes don't cost you or the organization anything. Organizations' that have those non-monetary resources often see a different level of dedication and commitment from staff.



Stages for DEI Implementation

Evaluation/Regroup

As you work through surveys, data and staff feedback, don't forget to evaluate the effectiveness of your DEI initiatives. While DEI isn't just about data (it's about people), you do want to ensure that you have measurable goals and objectives so that you can see what is working and what isn't. More times than none, the data will give you exactly what you need to move forward or revamp as necessary. Staff are vocal, interested and dedicated to enriching their working environment so use that data to help them along the way.



Stages for DEI Implementation

Sustainability

It is easy to get sidetracked when implementing DEI initiatives. Sometimes, the strains of the work, lack of resources, lack of capacity, or just a really busy season, can affect how effective your DEI initiatives are. As you work through a strategic plan, ensure that you are building plans to sustain your work. Think about ways to truly embed DEI in all that you do, so when those busy times do happen, you can continue your journey with passion and commitment.



How to Keep The Momentum Going



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Keeping the Momentum Going

How to utilize non-financial resources in DEI implementation

Headline: Use all the resources you *do* have - talent, time, etc. Allocate the right amount of time for the work (protect team capacity, decide what they can put down, scale back, etc.) Examples:

- Managers (to grow + to manage equitably)
- DEIC members (to hold line items)
- Team members (to engage in diagnostic processes or learning)



Keeping the Momentum Going

How does slowed momentum happen?

Headline: Little by little; not in big things (only) but everyday decisions.

- Cancelling or delaying an all-staff DEI meeting to make space
- A respected staff member whose led on DEI leaves the org and you don't backfill their project
- Some emergency happens that takes leaders attention away from your action plan for a quarter, and you delay telling the team or making a plan

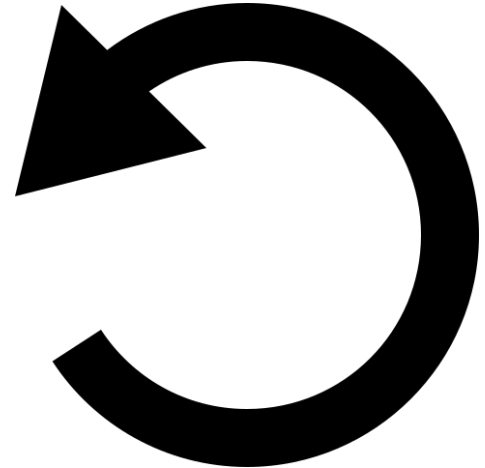
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Keeping the Momentum Going

What are the effects of a slowing DEI momentum

Headline: We lose ground. Expect to see:

- Recurrence of previous types of behaviors
- General sentiment → we're stuck
- Distrust of leadership intentions re: DEI
- Disappointment from team members that were beginning to rebuild trust
- Less grace because of broken promises



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Keeping the Momentum Going

How can we keep the momentum with limited financial resources

1. Start with the best you can do (you can't fake this!). Rather than no, think about how might we...
2. Ask your team for help in allocating funds/making tradeoffs (be transparent about what's available)
3. Quiet the additional "bonus project" noise from non-essential projects so that people are able to focus on the culture work

Keeping the momentum going

What should I continue to do, to make our DEI initiative a success?

- Focus on systems that drive staff behavior and leader behavior, when trying to prioritize resources vs. blame and train sessions with staff.
- Be careful about gathering data you're not going to use, or pretending you have more resourcing or bandwidth than you do.

Be Transparent About The Results

Commitment is essential for success

Create A Sense Of Belonging And Psychological Safety

Get Staff Buy-in

Continue to denounce racism and discrimination

Remember that DEI implementation is a journey, not a race

Establish Benchmarks, KPIs And Measurements

Track Metrics And Hold Leaders Accountable

Have Advocates And Champions Across The Organization



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Questions

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Answers

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Can we help?

In March, DPC launched our DEI Culture Program which aims to help organizations continue their DEI initiatives with a cost-effective and easy way to implement. This program was created to give organizations the support they need in driving change in a structured way. This program includes:

- **1 staff survey** (analysis and recommendations included) aimed at diagnosing your top 2 organizational issues
- **2 staff trainings** (topics are based on your top 2 organizational issues)
- **1 year DEI Strategy Plan** (a plan to implement long-term while crafting short term objectives and measurable goals)
- **3 Fireside Chats on DEI topics** (pronouns, microaggressions, understanding internal equity, etc.) and;
- **Up to 4 hours of coaching for Diversity/HR Leader**



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District Partnerships Presents...

Our Next Webinar:
How to incorporate your
DEI framework into your
Organizational Strategy
Zoom Webinar

**How to incorporate your DEI
framework into your Organizational
Strategy Webinar**

May 23, 2023 at 1:00pm EST
Webinar via LinkedIn Live

Join us as our panel of speakers talk about the ways you can incorporate DEI into your strategic plan. DEI frameworks are often created in silos and can impact the effectiveness of the overall value to your organization.

Thank you!

Questions:

Reach out to:

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