



DISTRICT PARTNERSHIPS & CONSULTING
— COLLABORATION, INTEGRITY & RESULTS —

The State of Diversity & Inclusion in the Workplace

February 22, 2023 | 1:00pm EST

Today's Agenda

- Welcome
- Introduction of Speakers
- Short Poll (Where are you in your personal DEI journey?)
- The Origins of DEI
- From Theory to Practice- in the name of DEI
- The State of Diversity & Inclusion in the Workplace Summary
- The State of CDO's (Chief Diversity Officers) and other DEI Professionals
- Diversity & Inclusion vs. Human Resources
- How to keep the momentum going
- Poll (Organizational Awareness & Planning)
- Questions & Wrap-up

Today's Speakers



Johnathan L. Pannell

President & CEO

District Partnerships



Patricia "PJ" Trudeau

Founder

The HR Roundtable

It's Poll Time

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

Questions:

- 1) Where are you in your personal DEI journey?
- 2) What resources are essential on your journey?
- 3) Have you participated in any DEI trainings (i.e. microaggressions, DEI 101, implicit bias, etc.)



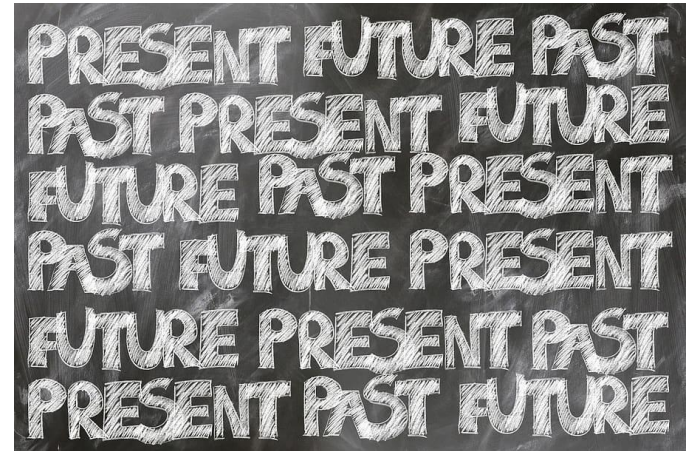
The Origins of Diversity & Inclusion

The American Diversity & Inclusion field grew out of the 1960's Civil Rights Movement. It expanded over time to include identities other than race, including gender, sexual orientation, veteran status, etc.



The Origins of Diversity & Inclusion

Over the past 60 years, DEI has evolved and is constantly changing based on historical events. In 2020, the senseless acts of violence towards Black people sparked a series of movements, including “Black Lives Matters”. Further the violence against BIPOC, Asian and LatinX individuals created a space where we could no longer sit back and watch corporations and politics decide laws and regulations without us having a seat at the table.



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The Origin Cont'd

1950-1970	After the War, there were significant issues facing the black and brown community and these individuals demanded that people of color be integrated into workplaces, education, and/or neighborhoods.
1980-2010	BIPOC individuals wanted the the focus to be on multiculturalism and highlighting the achievements of various racial and ethnic minorities. Understanding the demographic revolution, this was the time to ramp up our efforts in ensuring equality existed in spaces that BIPOC people occupied.
2011-2019	During this decade, the need to occupy spaces with other races became a top priority. It was a time where BIPOC individuals decided to run for office, be in leadership positions and use their influence in the name of equity to ensure our voices were heard in matters that greatly affected us as a people.

The Origin Cont'd

**2020-
Present**

Despite all of the hard work of our people, in 2020 we started to see the rebellious acts to accepting and acknowledging our culture, fueled by hate and racism. In 2020 alone, 414 Black/Latinx individuals were killed by police, most notable in the media were Ahmaud Arbery (February 2020), Breonna Taylor (March 2020) and George Floyd (May 2020). These killings sparked extreme outrage by the black community and to this day contributes to the trauma black people face.

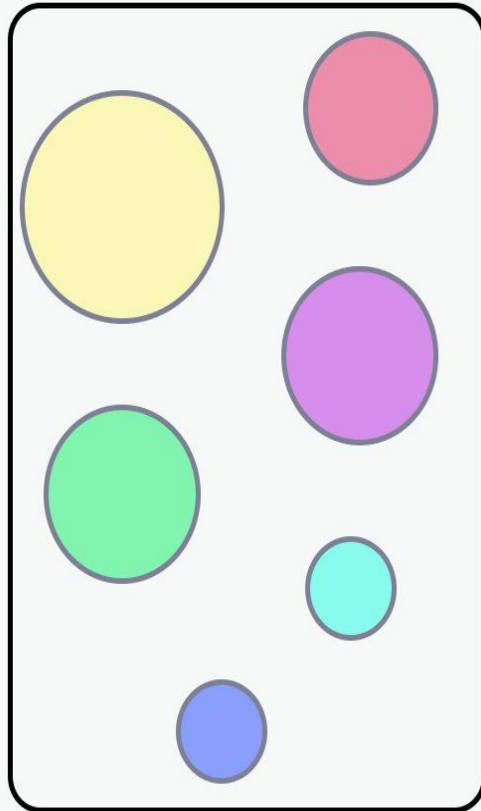
So... What's Next?



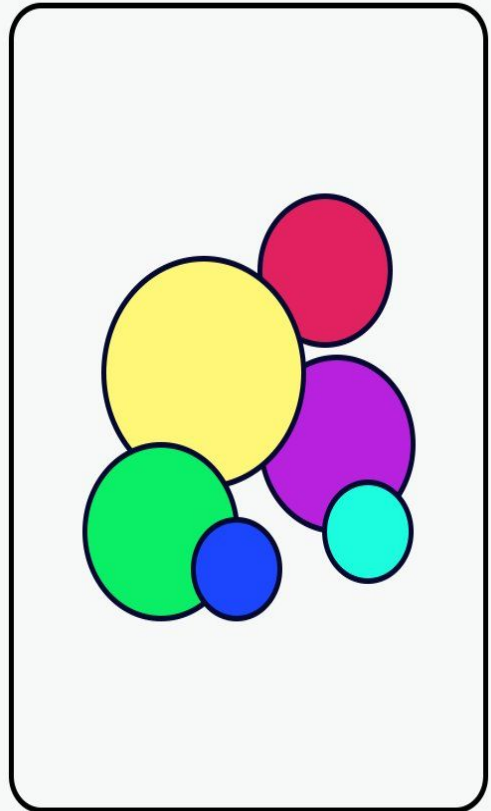
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The call to action
must exist and it
must be met with
courage, resilience
and dedication.

THEORY



PRACTICE



Theory to Practice

The question we ask ourselves is how do we channel our passion, grit and determination to move the needle forward in our organizations?

The answer is not as simple as one may think. The ability to strategize and establish plans is one piece of the puzzle, however, at some point, we must decide how we can use that strategic planning and put it into action; thus from theory to practice. We've laid out some tools that you can use to help you move from theory to practice.



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Theory to Practice

A- Acknowledge the issues

C- Commit to the challenges

T- Track your time and scope of work



A- Acknowledge the issues

Acknowledging and accepting the issues and challenges at hand is step one. In order for your organization to move from theory to practice you must face the issues directly with courage, even in the face of adversity and difficulty.

Apart of acknowledging the issues is being aware. Most organizations are not aware of the harm caused by inequitable practices. These issues do not just go away and they impact your staff deeper than you are aware. Work is a place where people spend the majority of their time and if the issues they face are not a priority for leaders, workers morale and productivity will come into question.

C- Commit to the challenges

Commitment can look different for each organization. Some organizations commit to talking about DEI in every leadership meeting, while others may commit their financial resources. These challenges are real and need your full attention to mitigate. The effective implementation of DEI into your organization will likely start with your leaders.

Leaders must be bold, passionate and courageous in journey which will be seen by staff. This is why it is important for individuals to seek understanding of DEI on their own and in their personal lives. It is quite difficult for one to be a champion for DEI in the workplace, if they are not a champion for DEI in their personal lives. Again, this will look different for each individual.

T- Track your time and scope of work

One of the biggest barriers to implementing effective DEI strategies is lack of tracking the **time** to accomplish goals based on the **Scope** of work you've laid out. This is a journey, NOT a race. To be effective in your work, you must focus on certain priorities and measure against KPI's (Key Performance Indicators). Some organizations simply create DEI goals and then only discuss them once per year (if they can get to it). This doesn't show your staff that you are committed to the work. You do not have to focus on the full scope of DEI all at once. If you've surveyed your staff, pick the top three issues that arose, and create plans of action that you can sincerely work on throughout the year. The trust factor is essential in doing this work, and your staff has to trust that you are committed and sincere about this work. The moment staff lose trust in you, your work has just become harder.

Theory to Practice

The question most people ask us is “How can I go from theory (in our mission statement, values or goals, et.c) to practice (acting on it and practicing it in our day-to-day). Acting upon the ideals of DEI is not hard, but what makes it difficult is individuals are using outdated strategic models to implementing their strategy.

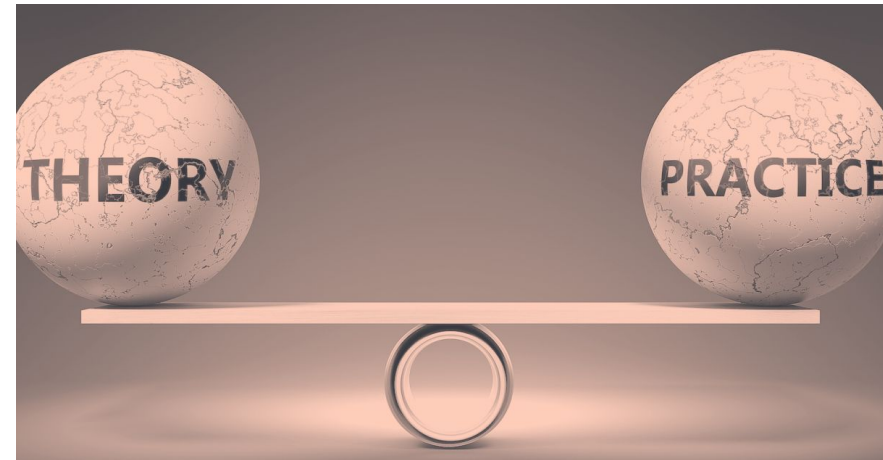


Theory to Practice

- The overarching agreement is that the lack of action is quite costly, not in the sense of staff leaving (which does cost) but is tied to the legal system. Cases of workplace discrimination, unfair workplace treatment and agism are among the many cases against employers.
- While the intentions of racist cultures may not be clear, what is clear is how you could have prevented these situations by looking at policies and denouncing the structures that exist for racism, discrimination, harassment, etc.

Theory to Practice

Note: Your theory of diversity can be completely different from your practice (or act) of diversity in the workplace. The decisions that an organization makes can completely avoid costly litigation, but it takes the courage of leaders to look at how they are practicing diversity and how the demographics of their organization shapes the policies and procedures they put in place.



Theory to Practice

One thing that we often forget is that while someone acts a certain way about DEI doesn't necessarily mean that they are against it. We have to remember that we all were children at some point in our lives and what we see, hear and read will shape how we respond. Dr. Dawn D. Bennett-Alexander (DEI coach) saw how this showed up in her personal life, even when unintentional.



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Examples of Theory to Practice

Theory	Practice (or Action)
We have a mission statement that talks about our commitment to DEI	We use our mission statement and values to craft and implement DEI policies and procedures reflective of our demographics
We talk about anti-racism	We denounce racism and educate our staff on the societal structures and institutions of racism

The State of Diversity & Inclusion in the Workplace Summary



Diversity, Equity and Inclusion



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The State of Diversity & Inclusion in the Workplace Summary

- Implementation of DEI strategy has slowed
- The DEI profession has grown, but there is a lack of support
- Internal DEI issues will continue to rise
- Organizations do not know where to start and how to keep the momentum
- A lack of DEI priorities in an organization can be costly (litigation and turnover)
- The DEI profession isn't new, and still has a long way to go
- CEO's and other leaders must welcome DEI initiatives into their organizations to see change
- A starting point is the best way to gain trust with staff and stakeholders
- DEI isn't solely about race but representation of a variety of identities
- Leaders want to make a positive impact but do not know where to start
- Theory helps us talk about it, Practice makes us be about it

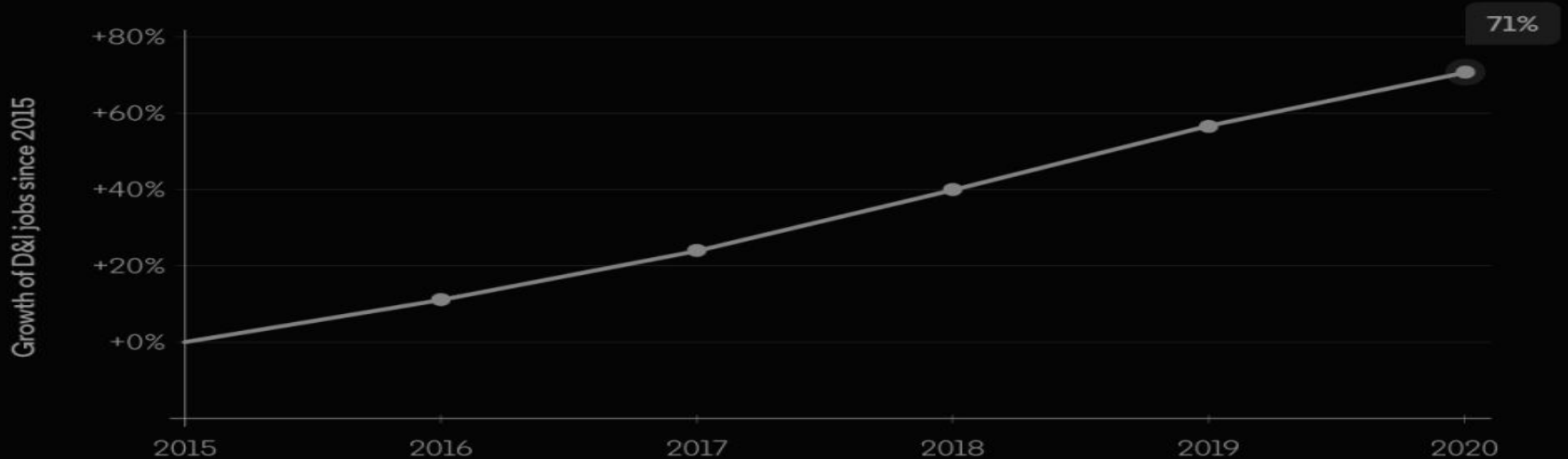
The State of CDOs and other Diversity Professionals in the workplace



Let's talk Employment Data

Diversity roles are up 71% over last 5 years

Growth of diversity & inclusion employees, indexed to 2015



Based on global LinkedIn data.



Let's talk Employment Data

Most common diversity roles

Number of LinkedIn members currently holding these titles



Based on global LinkedIn data.



What is your CDO/Diversity Leader doing?

In 2023, DEI roles have increased more than 80% but some organizations are struggling to keep them. Some organizations hire a Diversity Officer (or leader) to assist in implementing the organizations DEI strategy, but how does this tie to the bottom line and how are Diversity Leader's tracking success in their roles?



CDOs/Diversity Leaders Success vs. Failure

Last week, after speaking with CDO's and other Diversity Leaders [Forbes](#) released a list of reasons why these employees are not successful in their roles. The stakes were high over the past few years and HR departments and leaders felt the urgency to hire DEI professionals to being the journey of analyzing and course-correcting DEI strategies.

- CDOs/Diversity Leaders Don't Report To The CEO
- CDOs/Diversity Leaders Are Hired Into Haphazardly-Conceived Jobs
- CDOs/Diversity Leader Roles Are Lopsidedly HR-Focused
- What CDOs/Diversity Leaders Say About Racial Problems Gets Discredited
- DEI Work Isn't Deeply Connected To The Business Strategy
- Nothing (Or Very Little) Is Done To Retain CDOs



How can you set your CDO/Diversity Leader up for success?

- Clearly define the role
- Create regular touchpoints between the CEO and CDO/Diversity Leader
- Invest in a comprehensive DE&I infrastructure
- Build better onramps to support CDOs/Diversity Leaders
- Foster organization-wide receptivity and commitment to DE&I efforts



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Diversity &
Inclusion
VS.
Human Resources

WHAT IF...?



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Diversity and Inclusion Reporting Structure

- Who should DEI report to?
 - CEO vs. HR

- Why should your organization have a Chief Diversity Officer/Diversity Leader?
 - Reflects leadership commitment
 - HR cannot do everything and does not always have the background needed
 - Dedicated resource to integrate DEI into the organization culture
 - Develop strategy and policies and procedures
 - Partner with HR

Diversity and Inclusion Reporting Structure

What if you don't have the budget for a stand alone DEI role and it is a part of HR's responsibility?

- Work with your leadership team to ensure support
- Identify DEI needs within your organization
 - Surveys
 - Employee Resource Groups
- Involve staff in your DEI journey
- Find resources to help you increase your DEI knowledge

How to keep the
momentum going
for your DEI
strategy



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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



It's Poll Time

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

Questions:

- 1) Where is your organization in its DEI journey?
- 2) What are two things you need to begin or enhance your organizations journey?
- 3) What is your role in the organization?
- 4) Does your organization have dedicated DEI resources?



Questions

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Answers

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DPC's 2023 DEI Culture Program

In March, DPC will launch 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
LinkedIn Live 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.