

# Diversity, Equity, & Inclusion

## and Your Best Workplace

### *Cohort Workshop 1: Strengths and Mindsets*

**Welcome! If you would, please:**

- Turn your video ON, if you're comfortable with it.
- Mute your audio for now.
- Make sure your "Zoom name" is what you want to be called, and include your pronouns.
- Say hello to everyone in the chat. 😊

# Introducing our team:



Allison  
Bell



Mike  
Bell



Vince  
Frazier



Rachel  
Speck

# Program Goals:

1. **Assess** current-state DEI activities and opportunities,
2. **Present tools** for companies to use towards DEI outcomes,
3. **Provide one-on-one consultation** to assist with visioning, planning, and change management,
4. **Connect changemakers** to boost energy and support growth, and
5. **Summarize progress and identify** additional opportunities and next steps.

# Program Elements

	Element	Description	Timing
1.	Organizational Assessment	An online assessment that creates a baseline to focus efforts and track progress	Participants complete it by 5/28
2.	Cohort Workshop 1	Workshop to kickstart program	Week of 5/24
3.	Cohort Workshop 2	Workshop to explore DEI strategies	Week of 5/31
4.	Team Consultation	30-minute consultation with each team to discuss insights and opportunities	Weeks of 6/7 and 6/14
5.	Cohort Workshop 3	Workshop to report successes and challenges, and plan next steps	Week of 6/21
6.	Resource Toolkit	A categorized, curated set of resources	Delivered the week of 6/28
7.	Final Report	A customized report for each company	Delivered the week of 6/28

# Today's *Agenda*

1. Introduce **the Group**
2. Introduce **DEI Concepts**
3. Introduce **Strategies** to Address Challenges
4. Start to formulate **Next Steps**

How do we do this?

Together we will create a brave space  
Because there is no such thing as a “safe space”  
We exist in the real world  
We all carry scars and we have all caused wounds.  
In this space  
We seek to turn down the volume of the outside world  
We amplify voices that fight to be heard elsewhere  
We call each other to more truth and love  
We have the right to start somewhere and continue to grow.  
We have the responsibility to examine what we think we know.  
We will not be perfect.  
This space will not be perfect.  
It will not always be what we wish it to be.  
But it will be our brave space together,  
And we will work on it side by side.

# Invitation to Brave Space

by  
Micky ScottBey Jones

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# Introductions



# Please share:

- Your **name**
- Your **company**
- What you're hoping to **gain** from your participation
- A fact or story **about your name**

# Discussion

- What did you notice happening as we all shared?
- What **strengths** and **values** did you hear people talking about?
- **What did it take to open up like this?**

# In this Brave Space...

- How can we increase our chances of **doing the most good**?
- What can we agree to do when things are **not perfect**?

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# DEI Concepts

# Organizational Assessments – Initial Observations

- Focus on employee morale and workplace culture
- High interest in **RECRUITING, RETENTION, & ENGAGEMENT**
- A variety of industries and company sizes
- Organizations are at very different stages with diversity, equity, and inclusion
- **As a group, WE ARE DIVERSE!** This is a *strength*.

# Diversity

The appreciation and prioritization of different backgrounds, identities and experiences collectively and as individuals;

emphasizes the need for representation of communities that are systemically underrepresented and underresourced.

# Equity

Acknowledges not all people or all communities are starting from the same place due to historic and current systems of oppression; the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes; actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power and opportunity to those communities.

# Inclusion

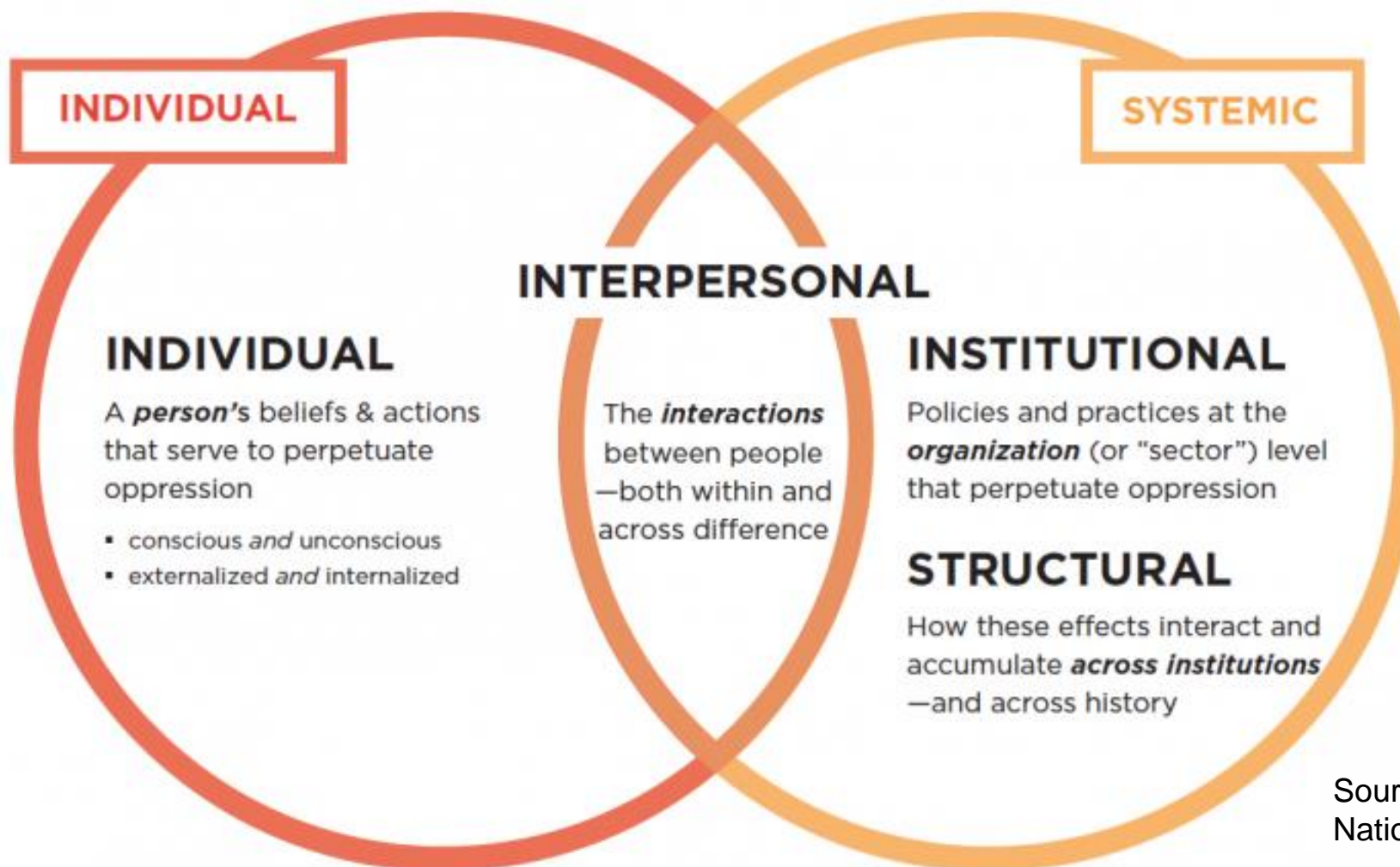
A state of belonging when people of different backgrounds, experiences and identities are valued, integrated and welcomed equitably as decision-makers, collaborators and colleagues.

Ultimately, inclusion is the environment that organizations create to allow these differences to thrive.

Diversity and inclusion maximize the state's competitive advantage through innovation, effectiveness and adaptability.



# Individual versus Systemic Oppression



Source:  
National Equity Project

# Implicit versus Explicit

## **Implicit =**

Attitudes and beliefs that we are unaware of or mistaken about their nature.

## **Explicit =**

Attitudes and beliefs we have on a conscious level.

*Take the Harvard Implicit Bias Test!*

<https://implicit.harvard.edu/implicit/takeatest.html>

	Implicit	Explicit
<b>Individual</b>	<ul style="list-style-type: none"> <li>• A hiring manager being less likely to interview people with BIPOC-sounding names but not being aware of it</li> <li>• “Send me farm kids - they know how to get up early and work hard.”</li> <li>• “What country are you from?”</li> </ul>	<ul style="list-style-type: none"> <li>• “White people are more reliable than black people”</li> </ul>
<b>Systemic</b>	<ul style="list-style-type: none"> <li>• Requiring 4-year degrees for all positions, even when not required for performance</li> <li>• Doing recruitment at current employees’ alma mater universities</li> <li>• Using Artificial Intelligence software to screen resumes -- when the “qualities of successful candidates” is based on your current employees.</li> <li>• Background checks</li> </ul>	<ul style="list-style-type: none"> <li>• Universities not accepting people of color or women</li> <li>• Jim Crow laws</li> </ul>

# Breakout Groups

- What **strengths** do you have as a company related to DEI?
- What are some **challenges** in advancing DEI at your organization?

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# Strategies to Address Challenges

Diversity, Equity, and Inclusion work is **challenging**.

**AND, we can make it easier** - for ourselves, and for others.

The Assessment outlines **TACTICS** for boosting DEI outcomes.

General **STRATEGY**: Update our Business Processes to...

1. **Meet Psychological Needs**
2. **Prime Growth Mindset**
3. **Curb Threat Responses**

# Psychological Needs

We all need to feel...

1. **COMPETENT**
2. **AUTONOMOUS**
3. **RELATED**

# Mindsets

**FIXED**

**GROWTH**

Can I get Better?

**NO!**

**YES!**

Setbacks?

**THREATS!**

**OKAY!**

Challenges?

**AVOID!**

**ACCEPT!**

Feedback?

**IGNORE!**

**SEEK!**

Mistakes?

**DENY!**

**LEARN!**



# Discussion

Think about your DEI journey so far.

- In what parts are you feeling **Competent, Autonomous, or Related**?
- In what parts are you pretty consistently in **Growth Mindset**?
- **How** did you get there? **How** are you *staying* there?

Regarding DEI at your organization...

- How can you help meet more of **your coworkers'** psychological needs?
- How can you help prime more of **your coworkers** for Growth Mindset?

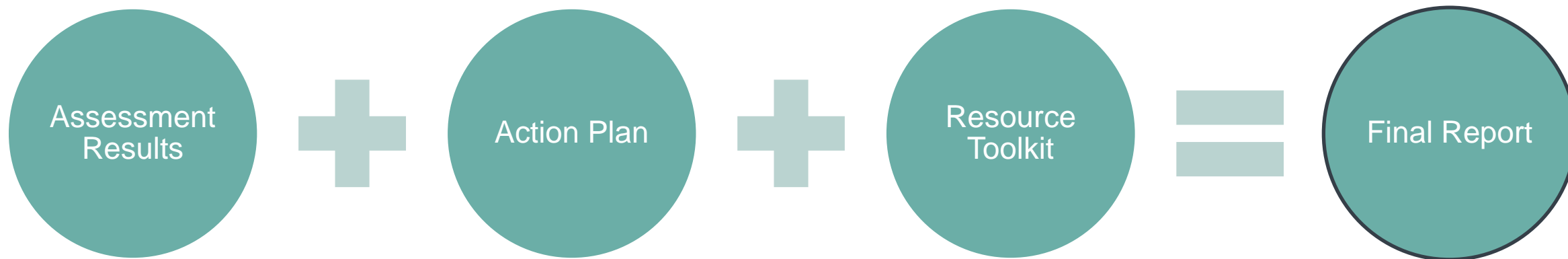
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# Next Steps

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# What's in each company's final report?



# Throughout the program, you'll be developing a DEI Action Plan.

	Item	Question
1.	State your business case for DEI	How will improved DEI outcomes benefit your company?
2.	Prioritize	What is one area you want to focus on?
3.	Set a goal	In this area, what would a more equitable result be?
4.	Establish measures	How will you know if you're getting to the goal?
5.	Identify actions	What are a few steps you will take to reach the goal?

<https://www.bellwethermn.com/dei-at-dli>

# Action Items

- **RIGHT NOW:** Email [mike@bellwethermn.com](mailto:mike@bellwethermn.com) :
  - One thing from today's workshop that **stuck with you**
  - Your preference for next week's Cohort Workshop (Tu, W, or Th)
- Complete Organizational Assessments by **Friday, May 28**
- Receive and begin to fill out your **Action Plan**

## Closing Round-Robin:

What's ONE thing  
you're **excited** to **start, try,**  
or **learn more** about?

# THANK YOU!

Contact Us

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