

## The How to Behind the Why: A Practical Guide to Leverage DEI Champions in order to Integrate DEI into the Workplace

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### Summary:

Thinking of ways to integrate diversity, equity, and inclusion into our workplace practices can be a daunting task. This presentation goes through shared understanding of diversity, inclusion, equality, equity, and justice and offers considerations to creating a brave and inclusive environment in order to have these conversations. The presentation also goes over one potential action step of creating a share space for diversity, equity, and inclusion efforts.

### Key Concepts/Take aways

1. Diversity is a fact, inclusion is a choice and equality, equity, and justice are can be both outcomes and processes.
2. There are several elements that need to be considered when thinking about integrating diversity, equity, and inclusion into our practice.
3. An adapted version of the Diversity Continuum (original model by The Society for Diversity) is a developmental model that highlighting “optical” as baseline and “integration” as developed.
  - a. Optical: Another way of saying “Performative or Theatrical”. The DEI work has not yet
  - b. started. Lip service is heaviest in this stage.
  - c. Compliance: Organizations at this stage use policies and law as their sole guide for embarking and addressing DEI concerns/needs.
  - d. Advanced: There are usually someone hired to help with the integration of DEI into practice. There may be some programs devoted to elevating employees’ DEI needs. However, DEI practices are still very siloed work and not seen as the responsibilities of the whole.
  - e. Integrated: Organizations have strategies that fully incorporate diversity, equity, and inclusion related needs. All aspects of the organization and all leaders have diversity, equity, and inclusion as top of mind in terms of how and what they practice.
4. Accountability: Paying close attention to how one operationalizes diversity, equity, and inclusion and being transparent of those charged with certain tasks. It is also about defining ways in which we will support efforts not yet reached.
5. Psychological Safety: Human need to connect and belong. According to Kenneth Clark, there are four developmental stages, of which the final stage leads to innovation and elevated levels of productivity.
6. Power and Intersectionality: If you don’t name your powers, they will show up in your practice. It is important to understand the privileges and marginalization’s that each of us may have to gain semblance of how to leverage them in order to advance diversity, equity, and inclusion in the workplace.

7. **Connecting Circles: DEI Idea Sharing Space:** An innovative idea established by the Equity and Inclusion Council and DEI Director in order to advance a feed forward approach to diversity, equity, and inclusion. It provides a space to break down siloes and learn from each other. There are three elements to the share space, established activities and practices that are embedded within the team; past challenge or experience and how it was addressed, and Center-wide ideas that are not being or ever practiced.

***Resources***

**The Four Stages of Psychological Safety: Defining the Path to Inclusion and Innovation-Kenneth Clark (book)**

**The Wheel of Power and Intersectionality- [Spin The Wheel of Power & Privilege \[Marginalization & Intersectionality\] \(thisishowyoucan.com\)](https://thisishowyoucan.com)**