

Reconciling Values, Good Intentions, and Impact

Appalachian Leadership Forum
March 25, 2021

AGENDA:

Contextualizing DEI

Building Shared Understanding

Advancing DEI

Setting the Stage for Courageous Conversations

Experience

Experience Discomfort



Take

Take Risks



Listen

Listen for Understanding

WHO AM I

Make a list of everything you think you know about me: include all observations, interpretations, and assumptions.

Write down everything that comes to mind, without regard for politeness.



POLL

How satisfied are you with the current racial/ethnic composition of your board?

- Satisfied
- Neutral
- Not Satisfied



Contextualizing DEI In Our Current Environment

Common Challenges to DEI Shared by Board Leaders

Belief that I can represent “minorities” even if I am not one

Understanding the value of racial/ethnic diversity

Discomfort talking about race/ethnicity

Not a high priority

State population not diverse

POLL

Did your organization issue a public statement in the past year addressing race equity?

- Yes
- No



#BLM
#FLOYD

464 69
1519

#B

COVID

19



COVID



“Racism is a public health issue and ‘police brutality must stop,’ medical groups say.”

- American Medical Association
- American Academy of Pediatrics
- American College of Physicians





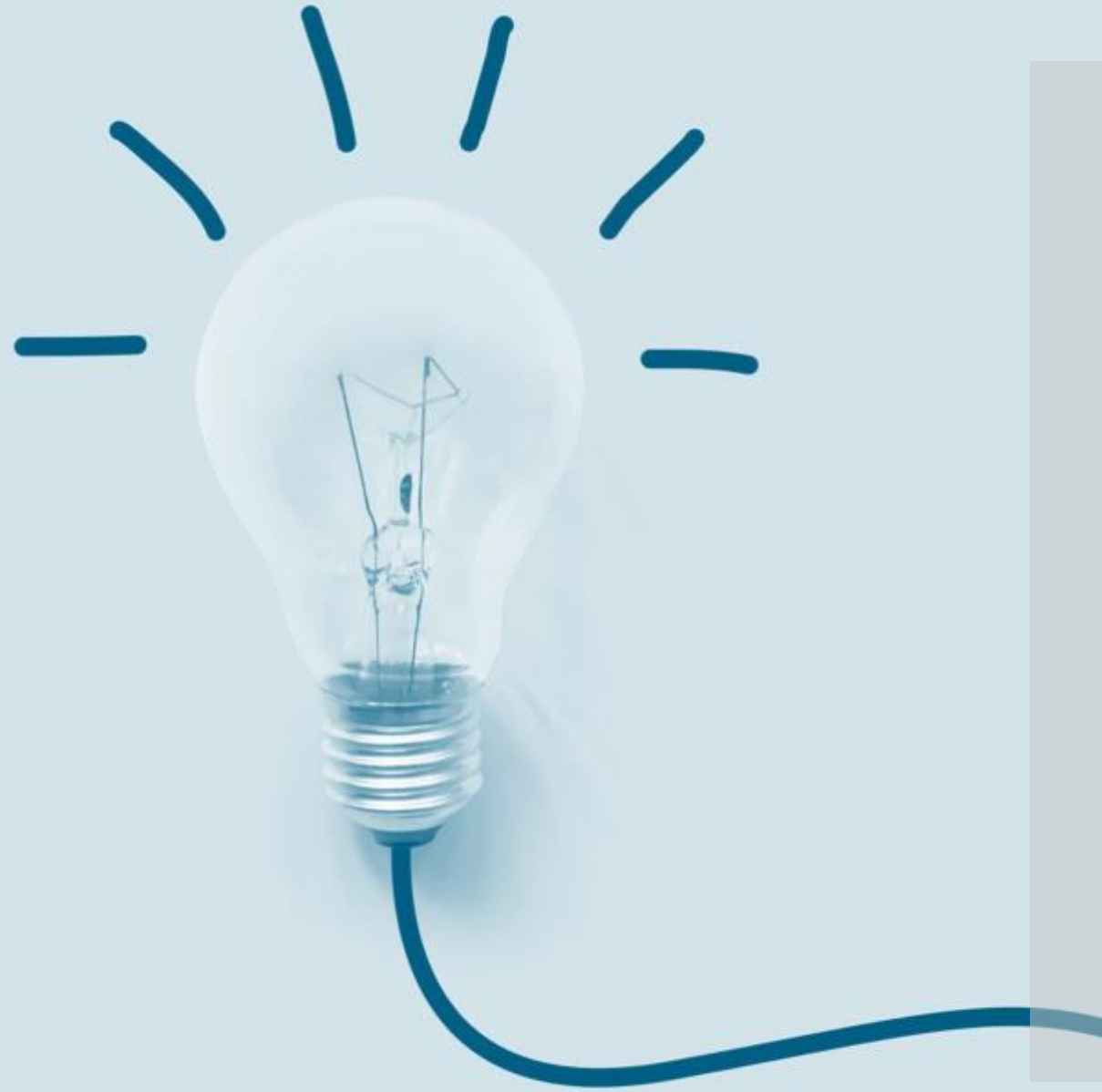
WE HAVE PROFOUND OUTCOME GAPS

Today, structural racism drives outcome gaps between People of Color and White people across every indicator for success, from infant mortality to life expectancy.

Time for
Change



Shared Understanding





The subject of race [diversity and inclusion] can be touchy. It's a 'conversational third rail'.

Mellody Hobson, President and Co-CEO of Ariel Investment; former Chair of Dreamworks Animation

Race

A made-up social construct, and not an actual biological fact.

Categorization schemes were invented by scientists to support worldviews that viewed some groups of people as superior and some as inferior.

POLL

Humans have approximately 30,000 genes. On average, how many genes separate all members of one race from all members of another race?

- (a) None
- (b) 23
- (d) 142
- (d) 1008
- (e) We don't know

POLL

Of the \$120 billion in home loans underwritten by the federal government between 1933 and 1962, what percentage went to white homeowners?

- A. 45%
- B. 64%
- C. 75%
- D. 88%
- E. 98%



equity

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and **eliminate barriers** that have prevented the full participation of some groups.

UNCONSCIOUS BIAS

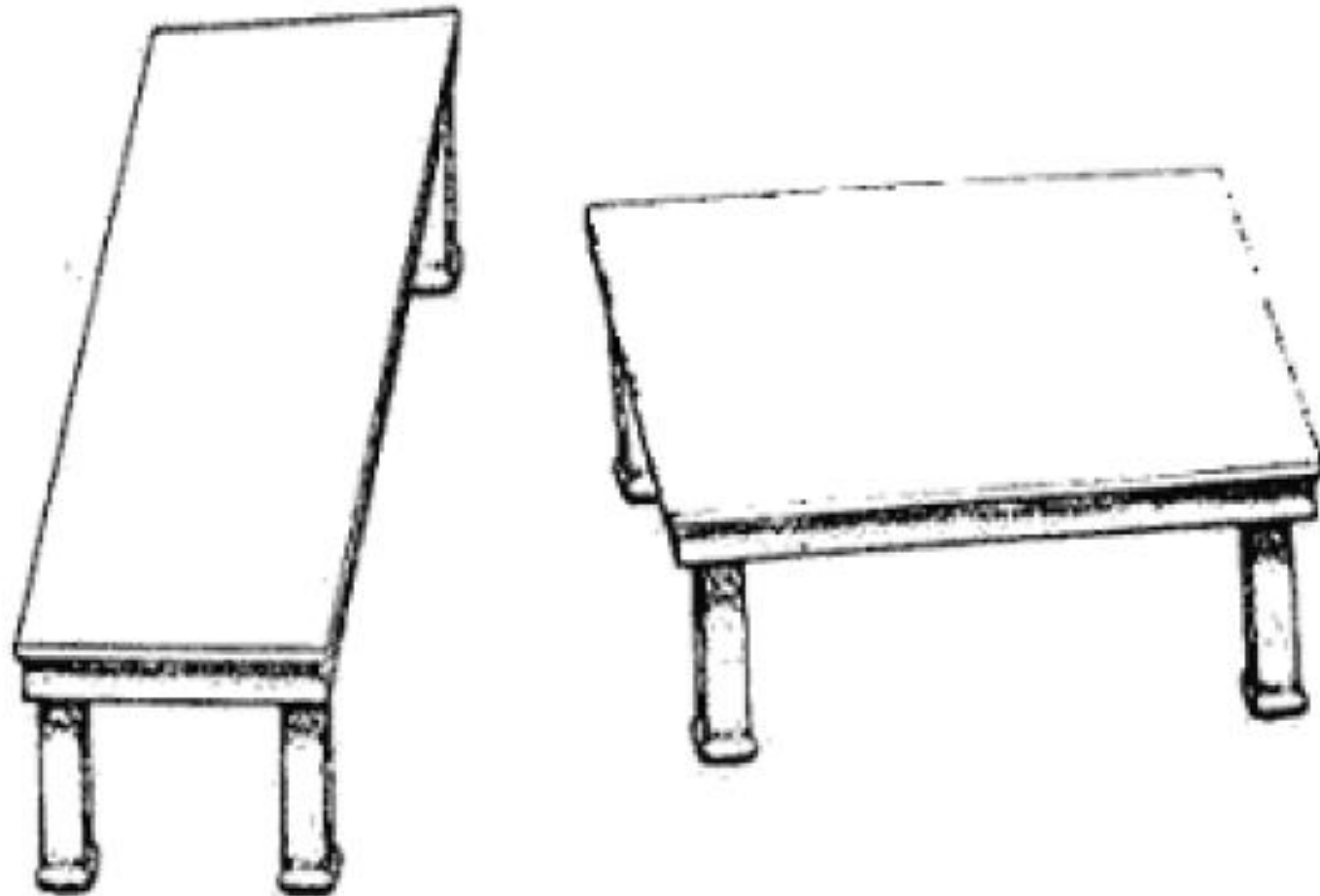
The attitudes or stereotypes that affect our understanding, actions, and decisions.

Activated **involuntarily**, without awareness or intentional control.

Everyone is susceptible.

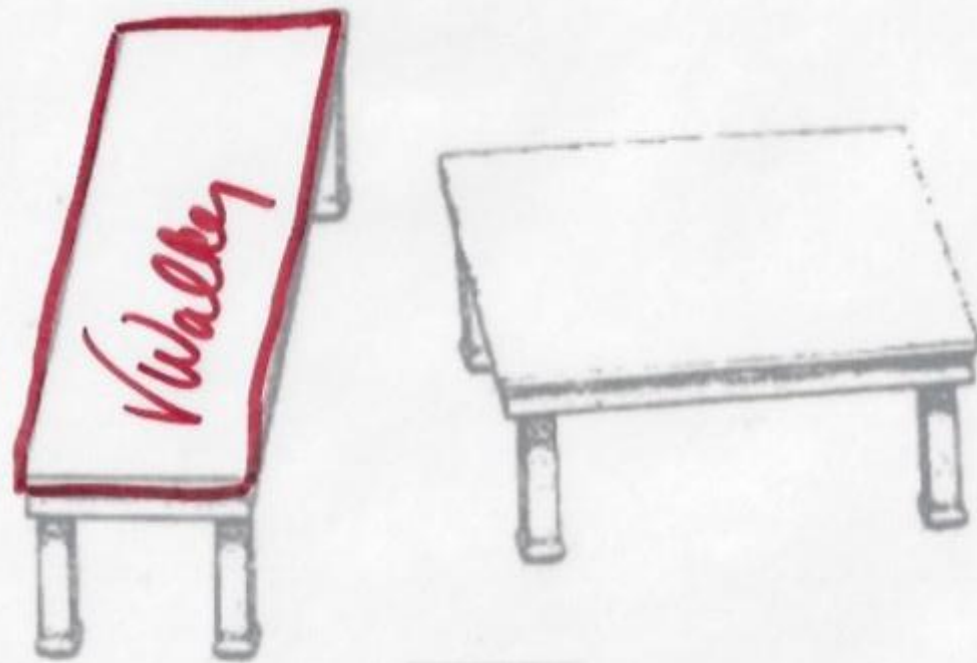
Exercise of the Unconscious

Look at the picture below of the two tables and see if you can determine which of the tops is bigger. Or are they the same size, the same shape?

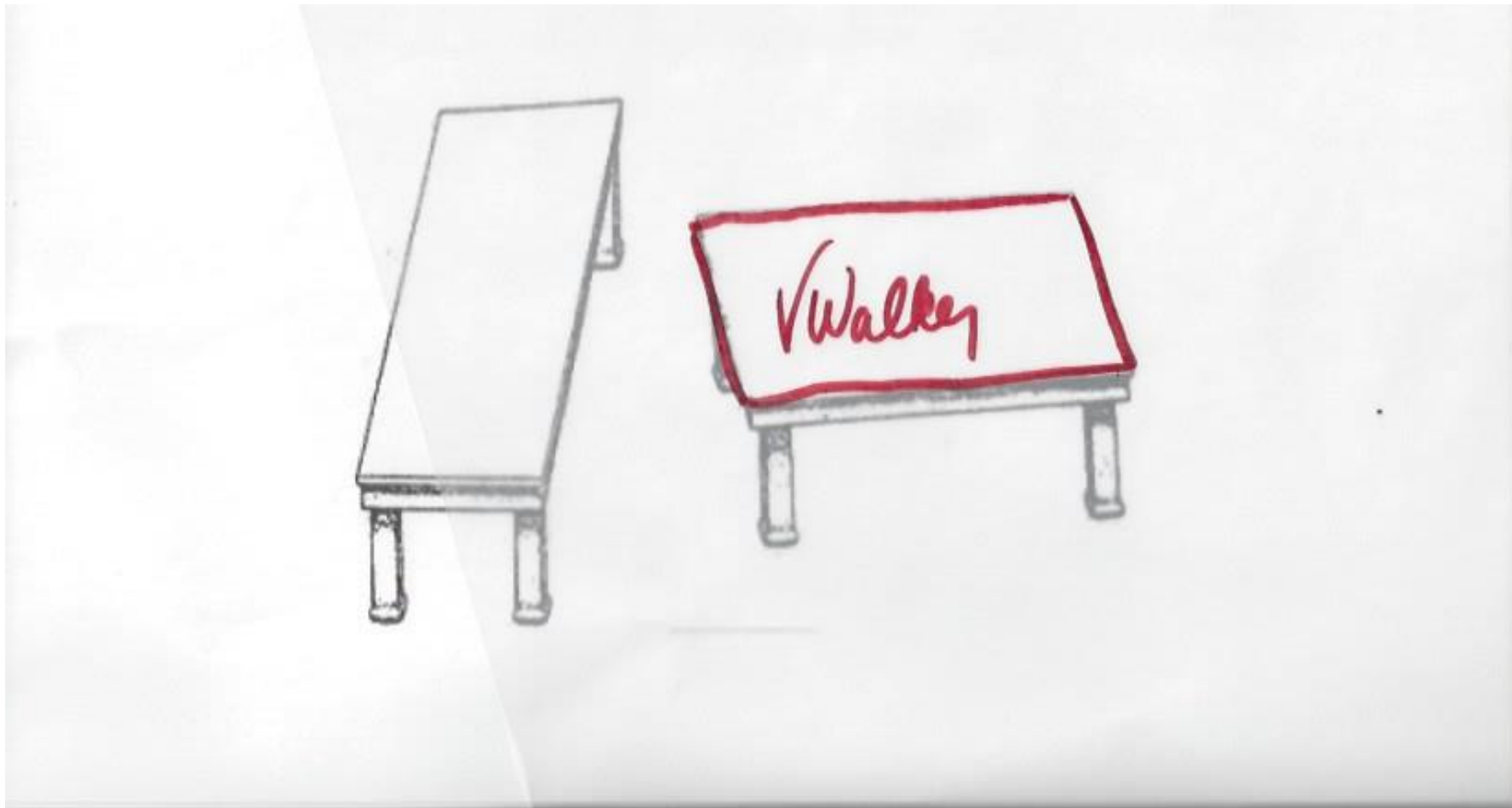


Exercise of the Unconscious

Look at the picture below of the two tables and see if you can determine which of the tops is bigger. Or are they the same size, the same shape?



Our brains automatically convert the 2-D image into a 3-D interpretation of the tabletop shapes, as they must be in the natural world. The conscious, reflective processes of the mind accept the illusion unquestioningly.



We Can Change

When a country fails to include a large number of people in its economy—when it restricts the circle of opportunity—the economy is weakened and the whole nation suffers.

--Angela Glover Blackwell, The Curb Cut Effect
Stanford Social Innovation Review, Winter 2017

Strategic

Is this really our mission?

Tactical

Will we turn people off?

Workload

Will we have time?

Diversion

Deflection of race in favor of class or another non-racialized frame

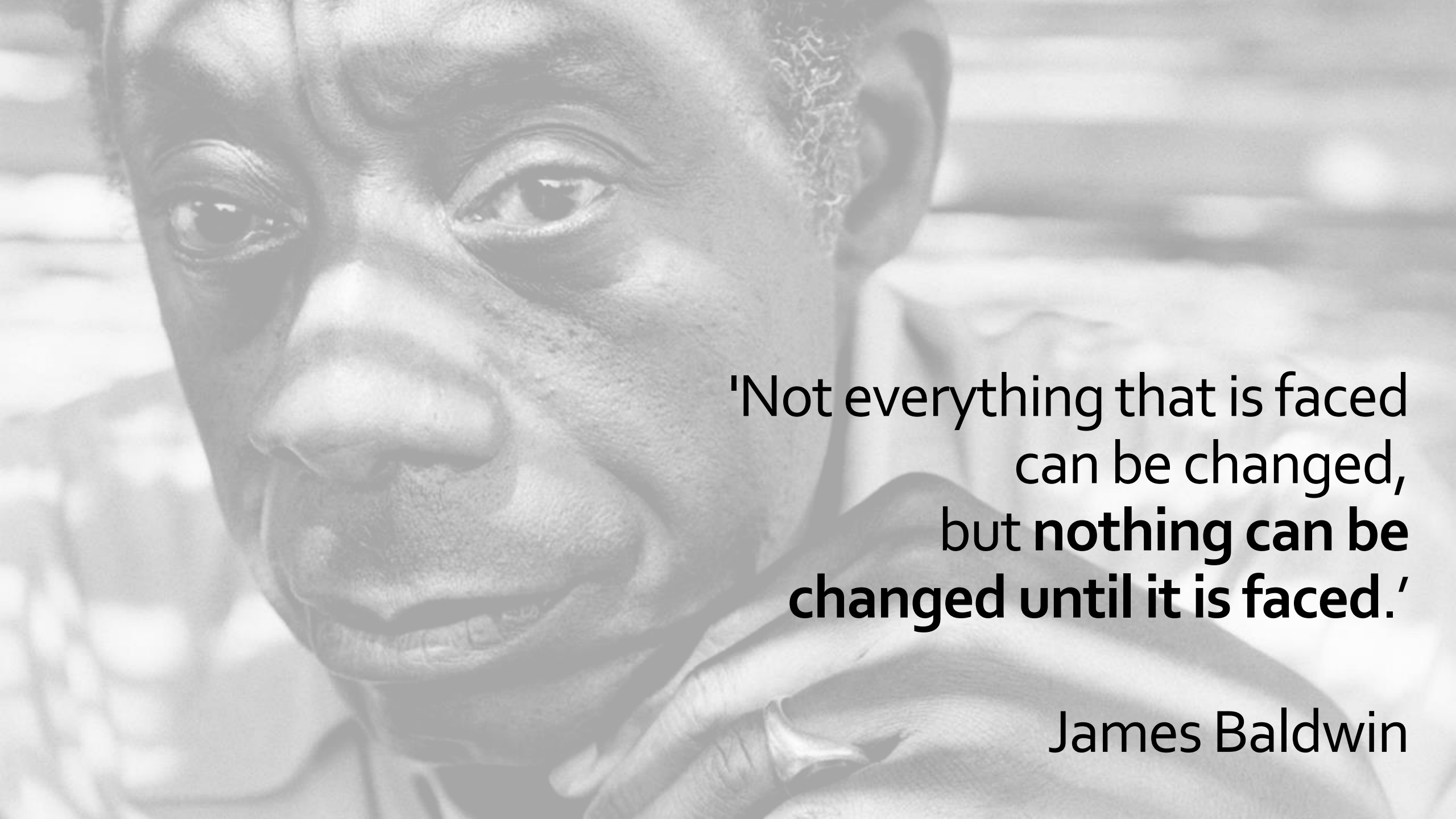
Beware of
Resistance

Breakout Rooms

1. What is your business case for DEI?
2. What will you do next? (How will you advance DEI?)

Action Steps

- Articulate a shared vision for DEI
- Identify & address potential barriers
- Develop strategies



'Not everything that is faced
can be changed,
but **nothing can be
changed until it is faced.**'

James Baldwin