DIVERSITY, EQUITY AND INCLUSION

Session 1
Introduction and Objectives

Session 1 Objectives

To create a safe space for learning and reflection

To build supportive relationships between the group in committing to this work

To understand why this work is important and needs to be addressed both personally and professionally

To understand the terms diversity, equity and inclusion

To reflect on our own organisations and where they are now in terms of DEI work

To start to unveil and engage with uncomfortable feelings and truths e.g. equality vs equity, power and privilege

Essential Principles for this Learning Community

Focussing on learning and responsibility, not perfection.

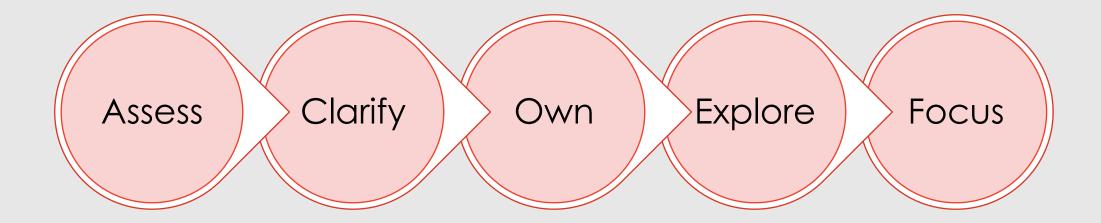Speaking our truth.

Leaning into discomfort and leaning into each other.

Committing to non-closure.

Embracing Paradox

The Journey Ahead

Assess > Clarify > Own > Explore > Focus

"DEI work is not like an on-off light switch, it is more like a dimmer switch that you push up day after day and month after month."

Jennifer Mizrahi (disability inclusion campaigner)

Definitions

DIVERSITY of people, perspectives

INCLUSION: power, voice, organizational culture

EQUITY = IMPACT from policy, practice, position

"Diversity" is defined broadly to include various elements of human difference, including race and ethnicity, sexual orientation, disability, and gender. Nuanced definitions of diversity also recognize the intersectional nature of identity and the complex and cumulative ways in which different forms of discrimination (based upon these attributes) combine, overlap, and intersect.

"Equity" involves the promotion of justice, impartiality and fairness within the procedures, processes and distribution of resources by institutions or systems. Tackling inequity requires an understanding of the underlying or root causes of outcome disparities within our society.

"Inclusion" refers to the degree to which diverse individuals are able to participate fully in the decision-making processes. While a truly 'inclusive' group is necessarily diverse, a 'diverse' group may or may not be 'inclusive'.

Why is DEI necessary ?

Foundations have dedicated themselves to advance the common good – advancing DEI helps us live up to those values

Our stakeholders and communities are becoming more diverse – we need to understand and reflect this rich variety of perspectives in order to achieve greater impact – new voices and perspectives help us

We want to ensure that all communities have equal opportunity to access the resources they need

We want to improve data collection and transparency so we can ensure progress

Diversity and inclusion can help us identify creative solutions to our internal challenges and those faced by the communities we serve

Thinking about equity in our grantmaking can help us create opportunities for all communities to thrive