

Enhancing Diversity, Equity, Inclusion, and Belonging



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Setting the Stage

- ▶ Diversity, Equity, Inclusion, Belonging, and Biases are much more than just race-based. We examine dominant vs. non-dominant culture.
- ▶ There is no silver bullet leading to a Diversity, Equity, Inclusion, and Belonging (DEIB) solution. Rome was not built in a day.
- ▶ There is no one right way to implement equity and remove biases; but instead, we can find different pathways.
- ▶ Speak your truth, be open, receptive, and respectful, while treating people like you want them to treat you.
- ▶ Participate at your level of comfort. This is a safe/brave space.
- ▶ Change requires “Doing the Work!” This is a work session!



Expected Takeaways

Participants will have the opportunity to:

- ▶ Build a foundation of understanding basic terminology in which to move an organization forward in its DEIB Initiatives.
- ▶ Explore the concepts of Diversity, Equity, Inclusion, Belonging, Organizational Climate, System Biases, and Privilege, as well as how to address individuals that are not part of the dominant culture.
- ▶ Explore strategies related to starting discussions of inclusivity issues within the workforce.

Exploring Basic DEIB Terminology

- ▶ Stand if you are part of a DEIB Committee in your organization.
- ▶ Stand if your organization has a DEIB Committee, but you are not on the Committee.
- ▶ Stand if your organization does not have a DEIB Committee as of yet, but it is exploring the possibilities.

Diversity = Differences

- ▶ Individual Level
 - ▶ Culture
 - ▶ Demographic/Physical Composition
 - ▶ Sexual Orientation
 - ▶ Sexual Identity
 - ▶ Language
 - ▶ Emotions
 - ▶ Perceptions
 - ▶ Attitudes
 - ▶ Behaviors
 - ▶ Differently Abled
 - ▶ Differently Functioning Abled or Neurodiverse
 - ▶ Education
 - ▶ Religious Attributes
 - ▶ Political Attributes
 - ▶ Social/Economic Status

Diversity = Differences Continued

- ▶ Group Level
 - ▶ Co-workers
 - ▶ Group Structure
 - ▶ Group Leadership
 - ▶ Group Power, Influence, & Politics
- ▶ Organization Level
 - ▶ Culture Narrative
 - ▶ Support Level
 - ▶ Practices & Procedures
 - ▶ Titles
 - ▶ Departments

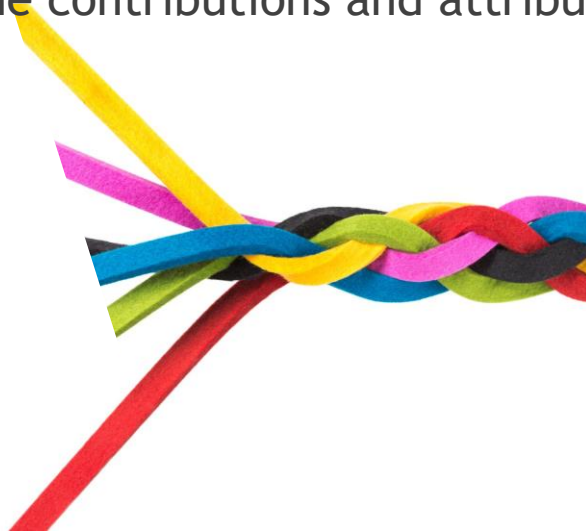
Inclusion



- ▶ The strategic, intentional, and ongoing engagement with diversity initiatives in which non-majority members are empowered and are part of the decision-making process in a manner that recognizes the inherent worth and dignity of all people.

Equity and Belonging

- ▶ Equity
 - ▶ Fairness
 - ▶ Level playing field
 - ▶ Consistent access to resources
 - ▶ Consistent ability to participate
- ▶ Sense of belonging of ALL team members
- ▶ Environment in which ALL team members can thrive
- ▶ Environment in which ALL team members are valued for their unique contributions and attributes



Determinants of Inclusion and Belonging

Connection to
the
Organization

Connection to
Co-workers and
the Leadership
Team

Connection to
Organizational
Processes

Connection to
Clients and the
Community

Perception of
Fairness

Perception of
Belonging

Perception of
Respect and
Dignity

Perception of
Access to ALL
Resources

Privilege

- ▶ “Unearned Power Conferred Systematically” (McIntosh 1988, 82-83)
- ▶ Unearned Assets
- ▶ Often Invisible
 - ▶ Special Rights
 - ▶ Advantages
 - ▶ Immunity granted or available only to a particular person or group
- ▶ Taken for Granted
- ▶ The level of societal advantage that comes with being seen as the norm in America, automatically conferred irrespective of wealth, gender, or other factors.

<https://www.washingtonpost.com/blogs/post-partisan/wp/2016/01/16/white-privilege-explained>

“isms”- A System of Advantages: “The Elephant in the Room”

- ▶ Sexism
- ▶ Ageism
- ▶ Classism
- ▶ Racism
- ▶ Heterosexism (Homophobia)
- ▶ Sizeism
- ▶ Ableism

Culture and Cultural Competence

- ▶ Culture is the shared beliefs and practices that exist within the organization.
 - ▶ Often Unspoken
 - ▶ “The way that things are done!”
 - ▶ Creates “ingroups” and “outgroups.”
- ▶ Cultural Competence is the capacity to interact effectively with other cultures.
 - ▶ The capacity to draw upon cultural knowledge, awareness, sensitivity, and practices in the organization
 - ▶ The values, norms, and traditions leading to perceptions of other groups.
- ▶ Organizational Climate is how people feel within the organization.

Defining Bias

- ▶ Bias: An unfair belief about a group of people that you are not aware of and that affects your behavior.
(<https://www.oxfordlearnersdictionaries.com>)
- ▶ The negative evaluation of one group and its members relative to another.
- ▶ Unconscious (Implicit) Bias and Health Disparities: Where Do We Go From Here? (Blair, Steiner, & Havranek, 2011)
- ▶ Unconscious
- ▶ Uncontrollable
- ▶ Can lead to microaggressions

Foundations of Biases

- ▶ Dominant Culture
 - ▶ Ownership Assumptions
 - ▶ Educational Assumptions
 - ▶ Gender Assumptions
- ▶ Practice of Redlining
- ▶ Misconceptions and Stereotyping
- ▶ Coding Cultural, Gender, Age, Racial, and Sexual Identify Biases
- ▶ Misinterpretations of Legal Issues

Impact of Biases on Non-Dominant Cultures

- ▶ Continuously on the defense
- ▶ Sense of not belonging
- ▶ Sense of being devalued
- ▶ Lower self-esteem
- ▶ Decrease in self-worth
- ▶ Depression, Mental trauma, and Stress
- ▶ Higher blood pressure and Anxiety
- ▶ Substance use disorders
- ▶ Diminished Internal and External Customer Service

Examining Practices, Policies, and Procedures for Biases

▶ Guiding Questions:

- ▶ What is the overall intent of the practice, policy, and/or procedure?
- ▶ How accessible is the information to ALL stakeholders?
 - ▶ Where is it stored and/or displayed?
 - ▶ How is it accessed?
 - ▶ How are changes communicated?
- ▶ What practices, policies, and/or procedures have the largest impact on ALL stakeholders?
- ▶ What are the impacts on diverse stakeholders?
- ▶ What assumptions are made when establishing or modifying the practices, policies, and/or procedures?

Organizational Implications

- ▶ Hiring Practices
- ▶ Onboarding Practices
- ▶ Organizational Culture and Climate
- ▶ Operational Practices
- ▶ Organizational Climate



Action Steps

- ▶ List three to five things you can do to make your work environment more inclusive to co-workers, clients, and the community.
- ▶ Go to YouTube and watch a video related to the topic of “Diversity and Inclusion in the Workplace.”



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