

DEI

Progress During a Pandemic

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Presentation Goals

Description: Behavioral health organizations must improve diversity, equity, and inclusion (DEI) efforts for their employees and for the individuals and families they serve. In the wake of the worst pandemic in our lifetime and the rise of the Black Lives Matter movement there must be lasting change. The focus is from the macro (policies) to the individual needs is to better deliver services that are culturally responsive so they change lives. But how do you begin to bring about this change? This presentation will discuss the current climate and how to foster DEI within your control.

- > DEI
- Best practices
- > Putting what you have learned into practice



DEI Defined

Diversity is the reality**Inclusion** is the practice**Equity** is the goal





"Diversity is having a seat at the table. Inclusion is having a voice. And belonging is having that voice be heard."

LIZ FOSSLIEN





Diversity & Inclusion Terminology



Ally

Noun: Advocates for people from underrepresented or marginalized groups. An ally takes action to support people outside of their own group.



Emotional Tax

Noun: The combination of being on guard to protect against bias, feeling different at work, and the associated effects on health, well-being, and ability to thrive.



Equity

Noun: Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.



Equality

Noun: Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.



Intersectionality

Noun: The intertwining of social identities such as gender, race, ethnicity, religion, sexual orientation, which can result in unique experiences, opportunities, & barriers.



Unconscious Bias

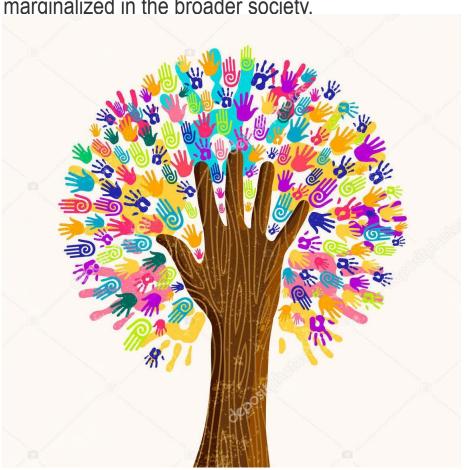
Noun: An implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information.





DIVERSITY

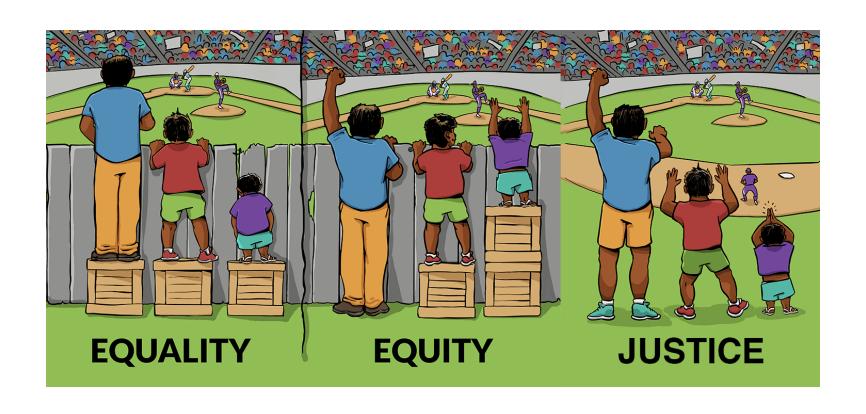
IS the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been - and remain - underrepresented among the school system in the field and marginalized in the broader society.





EQUITY

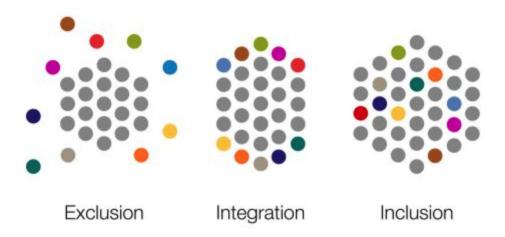
is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society





INCLUSION

is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision - making processes and development opportunities within an organization or group

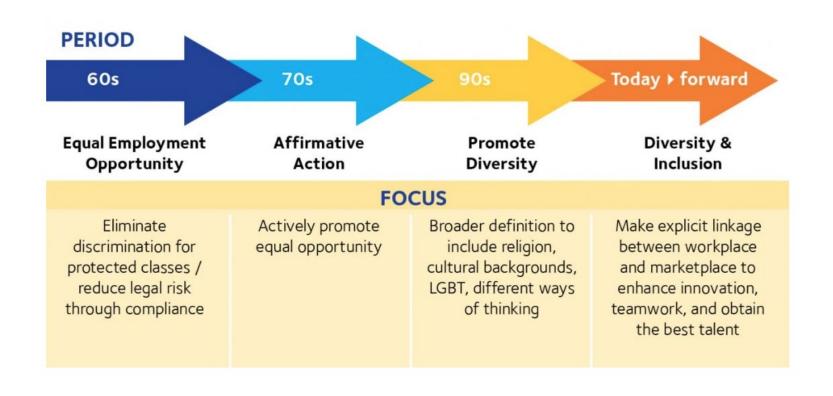




DEI 201: What is Diversity, Equity, and Inclusion? – YouTube



Historical Perspective





What Are The 4 Types of Diversity?



#1 - Internal Diversity

Internal diversity characteristics are ones related to situations a person is <u>born into</u>. They are things that a person didn't choose for themselves and impossible for anyone to change.

"Like a string of beads, it is our unique differences and intricacies that make us so appealing and attractive. We would not be as beautiful if we were all the same. It's the contrast and asymmetry that makes us worth while". - Lindsey Lunsford, M.E.M., Second Edition DEI Fellow





Some examples include:

Race and Ethnicity



National Origin & Cultural Identity



Sexual Orientation, Gender Identity and Assigned Sex

Age



Physical & Mental Abilities







https://youtu.be/hNS_D-pw8y4



#2 - External Diversity

In the context of diversity, the term external is used to describe things that are related to a person but aren't characteristics that a person was born with. While external diversity can be heavily influenced by other people and their surroundings, even forcibly so, they ultimately are aspects that a person can change and often do over time. Some examples of external diversity include:

Personal interests
Education
Appearance
Citizenship
Religious beliefs
Location
Familial status
Relationship status
Socioeconomic status
Life experiences

WE MAY HAVE DIFFERENT RELIGIONS, DIFFERENT LANGUAGES, DIFFERENT COLORED SKIN, BUT WE ALL BELONG TO ONE HUMAN RACE.

~ Kofi Annan





#3 - Organizational Diversity

Regardless of your position or the pay you receive, any form of work that you do may help solidify your belonging to an organization. Whether you're working for a private, nonprofit, public sector, or governmental organization, and even if you do volunteer work for free, you are part of an organized group. This could be as small as a group of two or anything higher, as long as it's more than one independent person, that constitutes an organization.

However, there are different subsets within organizational diversity, which

includes:

Job function
Place of work
Management status
Employment status
Pay type
Seniority
Union affiliation





#4 - Worldview Diversity

The fourth type of diversity is commonly known as worldview. Even though there are a multitude of factors that come together to form our worldview, including our internal, external, and organizational diversity characteristics, at the end of the day, everyone has a worldview that they align with.

Worldview diversity is another diversity type that changes with time - we conceptualize the world differently as we have new experiences and learn more about ourselves and each other.

There are still nuances within our worldviews, but some examples include:

Political beliefs Moral compass Outlook on life Epistemology





How Does The School System Manage the 4 Types of Diversity?

Education is the key to understanding one another and ourselves - through education, people become more knowledgeable of other diverse groups and diversify themselves along the way.

Sources:

- •Hunt, Vivian, Lareina Yee, Sara Prince, and Sundiatu Dixon-Fyle. "Delivering through Diversity" McKinsy & Company, March 1, 2021
- •Phillips, Katherine W. "How Diversity Makes Us Smarter." Scientific American. October 2014

How to Integrate – What That Means

"It is here. While change might seem hard, especially related to diversity, equity and inclusion, it is not impossible; it requires strong change agents (a village) and YOU! We encourage you and your village to be the change you want to see. Explore, innovate, and continue to build the change you want to see.
Shatomi Luster-Edward, Ed.D., First Edition DEI Fellow



"Diversity is the mix. Inclusion is making the mix work," Andrés Tapia

www.RedShoeMovement.com



How to Confront Prejudice

https://youtu.be/zRwt25M5nGw

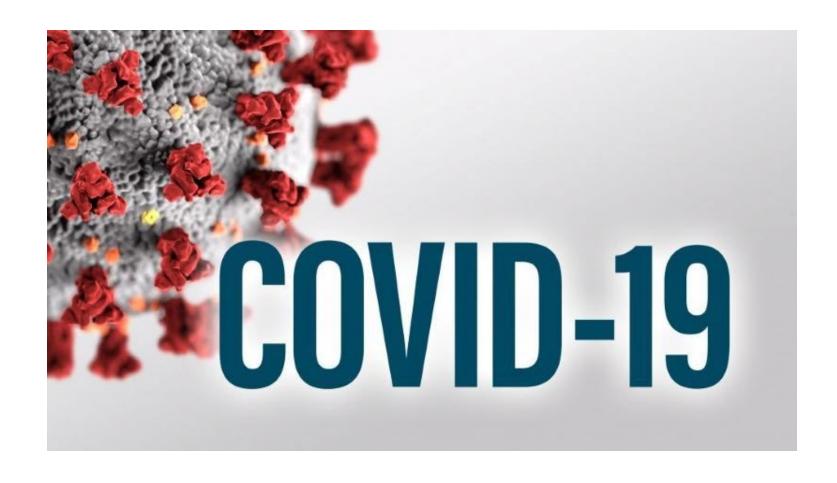
https://cheddar.com/media/keeganmichael-key-talks-upcoming-projects

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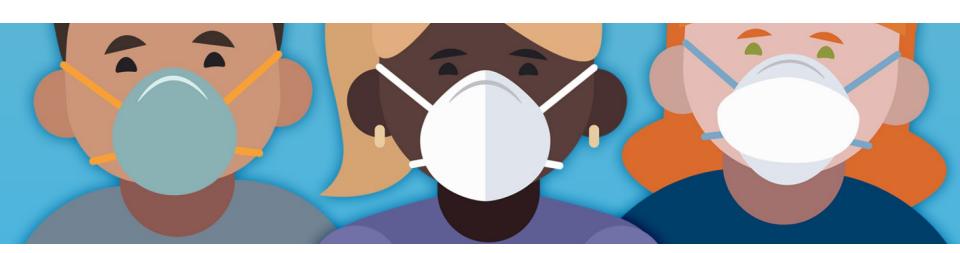
Societal Impacts





The COVID-19 pandemic upended every aspect of school life around the globe, including the burgeoning world of diversity, equity, and inclusion (DEI). While there's never an ideal time for a pandemic to emerge and hinder progress toward any goal, the timing of the pandemic could hardly have been worse for DEI initiatives.

DEI was already often treated as an afterthought relative to more concrete and traditional goals like revenue, costs, and profits at most organizations. The need to focus on massive logistical challenges in the face of COVID-19 only drew more attention away from the relatively nascent DEI world.





Moreover, with millions of school staff and studentws shifting to remote work, the collaboration and socialization that are often essential to building a sense of inclusiveness were further handicapped. What have been the impacts?

- Less Opportunity for Group Discussions
- Appreciating Increased Stress and the Importance of Mental Health
- Leaning into DEI Amid the Pandemic
- Diverse Hiring: A Silver Lining for Remote Work

Read more in detail from: Lin Grensing-Popha The Impact of COVID-19 and Remote Work on DEI, Feb 4, 2022







In many ways, the Black Lives Matter protests that followed the murder of George Floyd by police officers fueled a drive in corporate America for change similar to that of the #MeToo movement following the Harvey Weinstein sexual abuse allegations.

School systems reacted to the avalanche of reports of celebrity, politician and business leader misconduct by updating existing anti-harassment policies, training and internal complaint procedures. Although companies already had established policies and practices in place, the goal was to improve awareness.



Likewise, diversity and inclusion policies and programs are not new to the school system and now with the increased focus on the negative impact of systemic racism, many school districts are looking at making improvements. But as businesses search for ways to increase the effectiveness of D&I initiatives, they are finding that this process is more difficult than just drafting a policy update.

The media has shown major shifts in certain institutions that have finally acknowledged and corrected longstanding issues with diversity and inclusion, but this has happened due to external pressures. Examples include NASCAR's decision to ban confederate flags at races and events; the NBA allowing players to kneel during the National Anthem; and NFL team in Washington, D.C., changing its name after pressure from corporate sponsors. However, examining the areas that need improving in your business on a micro-scale can be more challenging, especially if leadership is content with the status quo and there is little or no external pressure for change.





While it's a challenge to determine the best areas for improving diversity initiatives in the workplace, the benefits to the schools can be rewarding. These include:

- •Rethink the goals and objectives of Staff/Student Network and Affinity Groups
- Reconsider unconscious bias training
- Evaluate new opportunities for recruiting and retention
- Evaluate diversity at all levels of the school district

Source: Alecia Winfield, How #BLM has redefined D&I in the workplace, October 2, 2020





Hate Crime Increase



- •US hate crime highest in more than a decade
- •Anti-Asian hate crimes increased 339% in 2021



Roadmap to Change

https://youtu.be/akn7clFYqHI





Training Brings Awareness

to the Needs of the Organization and the Workforce

Who is the right person to lead change?

Best practice says you must set the tone from the top of leadership

How can this be managed at all levels?

https://youtu.be/uHYuDDHvU64

Diversity is being invited to the party.
Inclusion is being asked to dance.
-Verna Myers



How to be Inclusive and Represent Entire Workforce without leaving others out - feeling marginalized and excluded?

- Establish goals and a structure for achieving
- ✓ Bring your truth, ideas and authentic self
- ✓ Amplify the "wildly important"
- ✓ Create annual signature initiatives
- ✓ Track progress to measure success





Do You Need a Corporate Statement?

If your school district doesn't already have a diversity, equity, and inclusion (DEI), it should.

Like mission and vision statements, a DEI statement provides a guiding principle for your company to aspire to.

When you define your commitment to DEI, it helps direct the school district actions toward success. Every decision you make, from the smallest choices to the largest strategic plan, should support your overall mission and your DEI commitment. It also can help illustrate your organization's commitment to fostering a welcoming workplace that celebrates differences. Source: Edie Stringfellow, Senior Director, Equity, Diversity, & Inclusion, MassBio,

Dec 3, 2020





Managing Resistance to Change

- ✓ Stick to your Morals
- ✓ Use Values that Appeal to All
- ✓ Listen to All School staff/students
- ✓ Include All Demographics in Initiatives
- ✓ Be Clear and Transparent
- ✓ Engage and Support School staff
- ✓ Create a Continuous Dialogue

Source: Dima Ghawi, Managing Resistance to DEI Initiatives, July 22, 2021





New Technological Advances Tic Tok, social media platforms, IT development

Including both open and private communication channels in school practice helps create a more inclusive, secure, and efficient workplace. Open, centralized communication channels foster better connections between teams and allow interactions between employees holding different positions.

<u>Open channels</u> ensure that all employees feel included and valued. They can also facilitate the organization of company-sponsored social events, emphasizing employee appreciation and creating the opportunity for bonding and school-wide inclusion.

These channels must be accompanied by <u>private channels</u> that can be easily accessed if employees have personal concerns - especially when focusing on improving diversity and inclusion. If any employee is experiencing discrimination, they must feel confident in reaching out to relevant contacts for support. Providing confidential communication channels where concerns can be reported and addressed are reassuring for employees, particularly those who are part of minority groups.

<u>New technology</u> allows communication channels to include visual communication tools and inline translation features to ensure language does not become a barrier in the workplace.

Source: Mark Williams, How Technology Can Boost, Diversity and Inclusion in the Workplace February 3, 2022



Benefits to Organization Health



5 Tips for Successful DEI Work

https://youtu.be/UsIR1aR4pS8



How To Promote Diversity and Inclusion In The Workplace





Knowing yourself and your depth of character is important, because it gives you a personal lens with which to view other employees at your school. By giving every employee the same consideration, you prevent them from becoming siloed into one category and help encourage an intersectional (the acknowledgement that aspects of an individuals identity such as gender, race and culture are interconnected and that each individual is more than a singular category) approach to workplace diversity.

There is a list of things we need to do to improve DEI and achieve change.

- ✓ Suspend judgement
- ✓ Stay Engaged
- ✓ Use "I" statement own what you say
- ✓ Expect discomfort change feelings
- ✓ Speak Our Own Truths
- ✓ Take responsibility for our own learning
- ✓ Have "Purity of Motive"
- ✓ Ensure confidentiality
- ✓ Share what you don't know while the work is in progress.





Organizational Performance

INCLUSION IS NOT A MATTER OF POLITICAL CORRECTNESS. IT IS THE KEY TO GROWTH.





Cultivating a Diverse Workplace

Having adequate representation is important. A diverse workplace may positively affect a school district':

- ✓ Work environment
- ✓ Financial performance
- ✓ Overall education strategy
- ✓ Opinions of people outside your school district

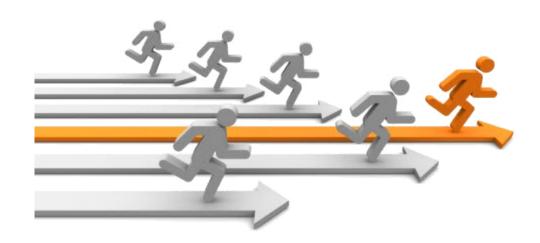






These are some of the ways diversity influences your school district, workforce and students:

- ✓ Varied perspective different personal experiences and backgrounds often bring a wider variety of perspectives.
- ✓ Better problem solving Varied points of view may result in a more well-rounded workforce - it helps make people work harder, more creatively, and deliver a higher quality of work according to <u>Scientific American</u>
- ✓ Larger audience Your diverse workforce shows your commitment to equal opportunities and giving your school district a positive reputation.
- ✓ More job applicants Job seekers may be more likely to want to work with your school district/school, which in turn, gives you a larger pool of applicants to choose from.





Measure Your Progress

- ✓ Research
 - ✓ Plan
 - ✓ Implement
 - ✓ Assess





Our differences are our strengths Do something nice for yourself Take good care of yourself

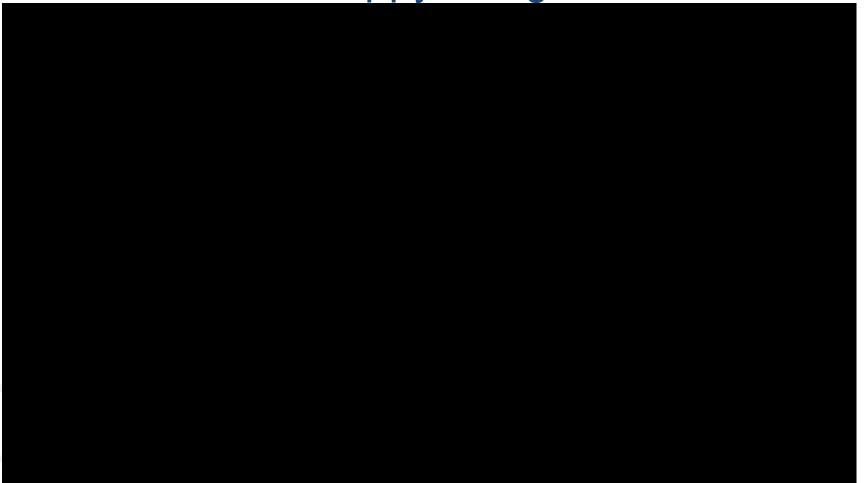








Happy Song







Thank you!

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