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
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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