



INSPIRATION LEADS TO TRANSFORMATION

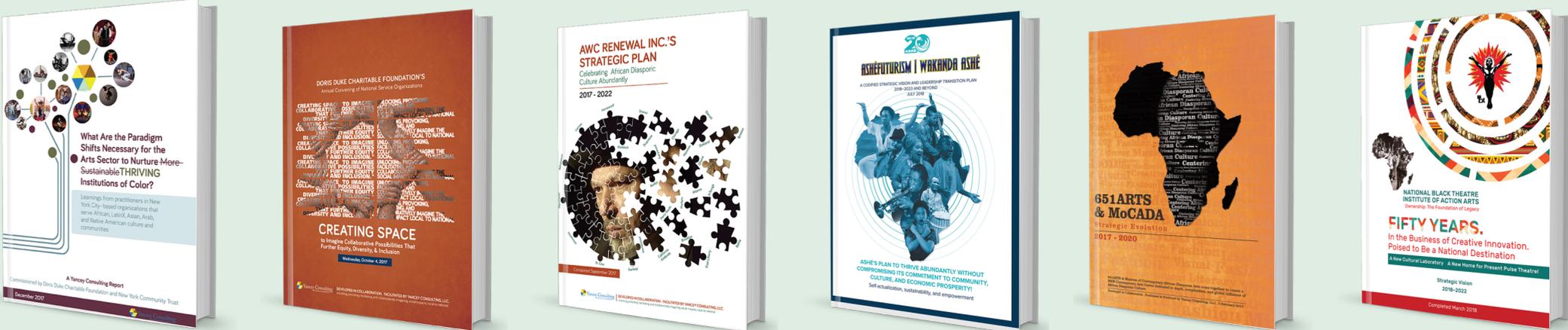
Advancing Diversity, Equity, and Inclusion

**Regent Atlantic Neighborhood Nonprofits Group Symposium
September 20, 2018**

About Me



About Yancey Consulting



Our Mission is Simple: Transformation

Objectives



Gain clarity of the differences between Diversity, Equity, and Inclusion and implications of focusing on Diversity and Inclusion without Equity.



Provoke you to FEEL exactly what about DE&I inspire you.



Provide you with clear action steps.



Provide a framework to move from intellectual concepts to personal practice.



What is DEI?

DIVERSITY

EQUITY

INCLUSION

DIVERSITY

Different Variety

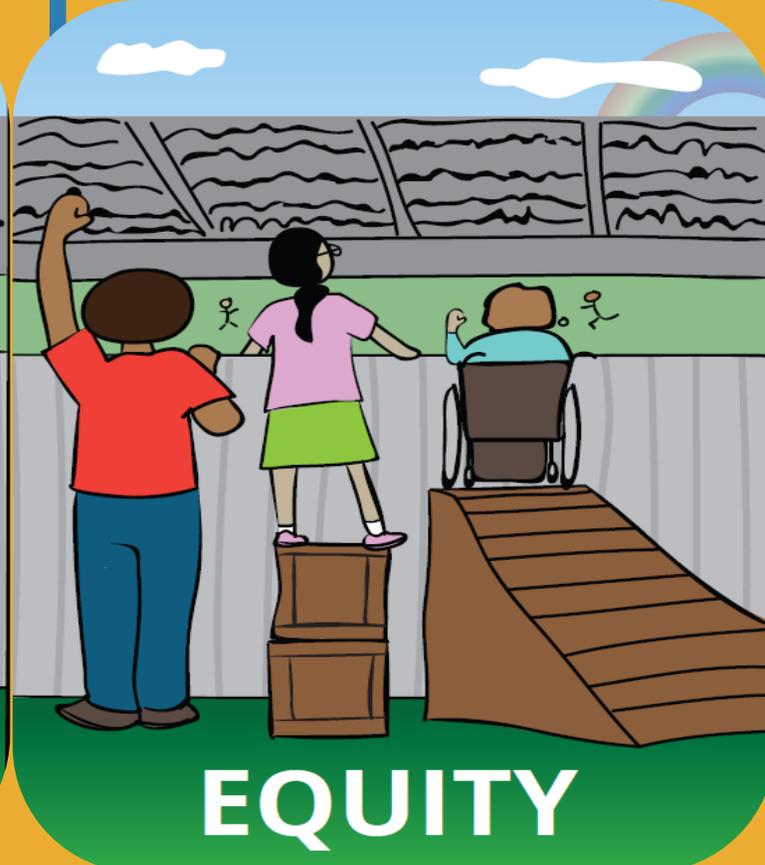


Sex, gender, age, race, religion, national origin, ethnicity, ability, sexuality, income, learning modalities, education, culture, customs, life or prior work experiences, networks, style, speech, lineage, origins, political beliefs, appearance, work styles . . .

EQUITY

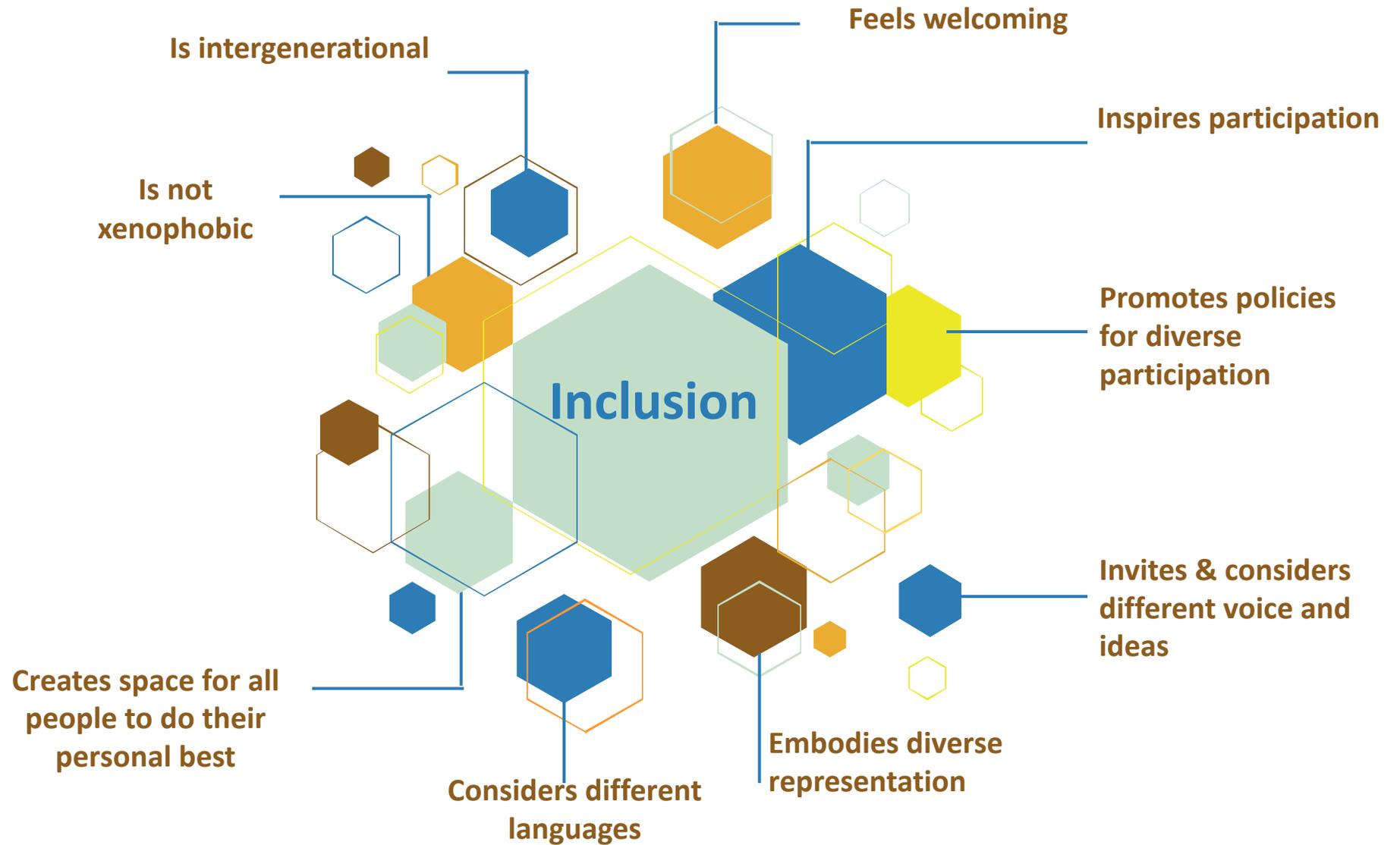
Fairness

Ownership

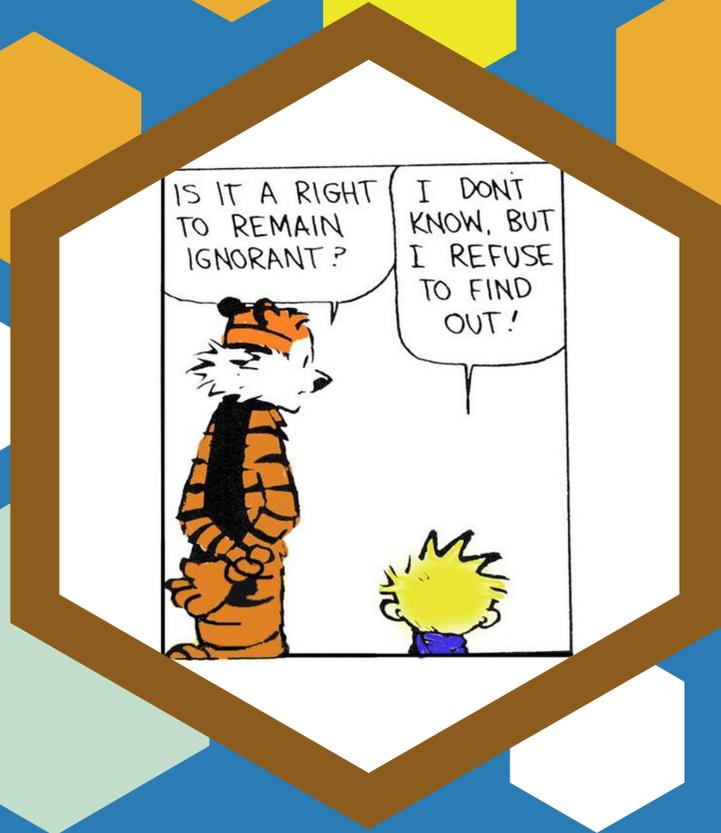


INCLUSION

Involve
Engage



Challenges of Diversity & Inclusion Without Equity



Why Pursue DEI?

**IT'S THE
RIGHT THING
TO DO??????**



I don't know.

What To Do? | 8 Actions

1. Get clear on **WHY DEI matters** for your institution.
2. Do your assessment on each word. **Stop saying DEI** as if it's one thing. Conflation causes harm.
3. **Imagine, describe, and feel the transformation** and culture shifts that will exist once diversity, equity, and inclusion exist in your organization and create milestones towards this vision.

What To Do? | 8 Actions

4. Ensure **diverse voices** are informing decision-making.

5. **Do not get paralyzed by the HOW.** That will emerge organically when you and your team are authentically inspired by the what.

6. Speak your vision as if **it already exists.**

What To Do? | 8 Actions

7. **DO NOT** do unto others what you would not want to be done to you.

8. Transformational DEI work is uncomfortable. **Lean into the discomfort.**

it's not about making you
uncomfortable.

it's about making me comfortable.

- reparations

Nayyirah Waheed





Thank you!
Stay Connected!



www.yanceyconsulting.com



lisa@yanceyconsulting.com (Lisa Yancey)



jolita@yanceyconsulting.com (Jolita Crosland)