Diversity, Equity and Inclusion (DEI) Accelerate Community
Meeting #1: *Diversity, Equity, and Inclusion Practices*
Wednesday, November 6, 2019 (Hosted by PwC with virtual attendees)

Participants: Sujata Narayan (Equinix, Inc.), Irissol Arce (Northwestern Mutual), Peter Johnson (NRG Energy, Inc.), Kitsy Blanc (PwC, LLP), Aditi Trehan (Tata Consultancy Services).

Facilitators: Jeannine K Brown, Jinny Jeong (CECP), Nandika Madgavkar (CECP), Ella Snow (CECP), Courtney Murphy (CECP).

Summary:

- Nonprofits have expertise and are equal to the corporations and businesses; they are aligned and an extension of the values of the company. We need to value the equality in relationships.
- It is challenging to balance the simultaneous objectives of achieving concentrated community impact and employee engagement within companies.
- It is important to take actions to minimize the impact of potential blind spots. Don't have built in assumptions about the people you are trying to help.

Terms:

Diversity is the representation of all our varied identities and differences to include race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, social-economic status, mental health, communication style, and more.

Equity seeks to ensure fairness, justice, opportunity, and the absence of bias. It seeks to recognize difference while treating everyone according to their specific needs and requirements to be successful. Equity identifies the differences and tries to reduce the gap between the individuals, groups , and systems.

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people knowing each adds value with their unique perspective.

DEI in the DNA of your organization
An effective DEI program considers every aspect of an organization. Get people talking about DEI in decision making, talent, vendor selection, and innovation of products and services. Encourage discussions, set goals, and figure out what needs to be improved across every area of the company. Carve out time and budget with actional measurements for success. Ensure the team includes executives who are willing to listen, think and act.

Corporate Citizenship Equity Framework:

- An equity framework is a proactive, strategic approach to improving outcomes that account for structural differences in opportunities, burdens, and needs to advance targeted solutions that fulfill the promise of true equality for all.
- Achieved when you can no longer predict an advantage or disadvantage based on race, ethnicity, gender, gender identity, sexual orientation, ability, or another identifier.
- Funders look at philanthropy to solve problems rather than providing funds to support people facing these problems creating sustainable change.

Additional Reading Materials & Resources for Meeting #1:

1. **Essential 8 Technologies [Video]**: PwC's "Essential Eight", the core technologies that matter most for business, across every industry, over the next three to five years. These eight were zeroed in after an analysis of business impact and commercial viability of more than 250 emerging technologies: https://youtu.be/pdq1G61trZ0
2. ***A sociologist examines the white fragility that prevents white Americans from confronting racism,*** *a* book review and summary of *White Fragility* by Robin DiAngelo: https://www.newyorker.com/books/page-turner/a-sociologist-examines-the-white-fragility-that-prevents-white-americans-from-confronting-racism
3. **Brene Brown's Power of Vulnerability: TED Talk [Video].** "Vulnerability is the core of shame and fear and our struggle for worthiness, but it appears that it's also the birthplace of joy, of creativity, of belonging, of love". https://brenebrown.com/videos/ted-talk-the-power-of-vulnerability.
4. **An interview on a dignity framework with Donna Hicks**, author of *Leading with Dignity: How to Create a Culture That Brings Out the Best in People*. What every leader needs to know about dignity and how to create a culture in which everyone thrives: https://www.digitalistmag.com/future-of-work/2018/12/05/make-dignity-the-default-06193555