

CHAT TRANSCRIPT

PANEL: DIVERSITY, EQUITY & INCLUSION: HOW HAVE WE EVOLVED?

THURSDAY, OCTOBER 21ST, 2021 – 6:00 TO 7:15 PM ET

From Dana Stockton to Everyone: 06:02 PM

Zoom is great for facilitating!

From Jim Barr to Everyone: 06:08 PM

Great idea!!

From Dianne Rosenberg to Everyone: 06:20 PM

Yes - to go beyond a survey and actually facilitate discussions in safe spaces.

From Cynthia Pong she/her to Everyone: 06:21 PM

+1 @Dianne, communication is so much of this work, genuine and transparent communication is a huge pillar

From Nate Salatin, Chapter President to Everyone: 06:22 PM

What should the priorities be for that "funding"?

From Dana Stockton to Everyone: 06:22 PM

A lot of employers often reference diverse candidate slates and hiring panels. What are some other practical initiatives that you've seen organizations employ to improve diversity?

From Louis Dessau to Everyone: 06:27 PM

What is the budget needed for? How will funds be used? Is it not really a question of internal communication?

From Brenda Vallieu to Everyone: 06:29 PM

And like so many important initiatives, it comes down to values. If the values of the company aren't aligned with DEI, that's a huge hurdle

From Louis Dessau to Everyone: 06:29 PM

So could the description of responsibilities be included in the job description of the person in Human Resources?

From Joel Leong to Everyone: 06:29 PM

One of the biggest shifts in DEI I see in recent years is the move away from ERGs. Deloitte was amongst the first to phase them out in 2017.

From Dianne Rosenberg to Everyone: 06:30 PM

Training/L&D - a real education costs \$\$ on how to approach the conversation because your internal influencers can make that happen but they need to know "why" and "how"

From Jasmine Gonzalez to Everyone: 06:30 PM

I've seen DEI work relegated to an entry-level/contractor role and it's tough to have difficult conversations with your team when your organization isn't providing you a solid salary and health insurance (especially if you're someone from a marginalized/historically underpaid identity)

From Makini Chisolm-Straker to Everyone: 06:32 PM

I struggle (disagree) with this idea of "DEI" meaning mostly acquisition and retention. I don't want to be acquired or retained at the place where I'm the only/one of few and the POLICIES are not inclusive. It seems to me policies must come first. Otherwise you're expecting ppl to do the work of showing up and waiting for ppl to get their pants on.

(e.g., policy re: hiring, pay parity, etc)

(Family leave, yada yada yada)

+1 Jasmine!!

From ashleysamuda to Everyone: 06:34 PM

I agree with Makini Above

From Dana Stockton to Everyone: 06:36 PM

Absolutely!

From Dianne Rosenberg to Everyone: 06:36 PM

@Val - 100% spot on.

From Jasmine Gonzalez to Everyone: 06:37 PM

Ahhhhh as a DEI practitioner, the amount of times I've diagnosed a client with like, "Um your team just needs to learn how to talk to each other, period."

From Neha Savant to Everyone: 06:37 PM

+++

From Dianne Rosenberg to Everyone: 06:37 PM

+1 Jasmine!

From Jasmine Gonzalez to Everyone: 06:37 PM

Never mind the DIFFICULT conversations, just a normal human conversation PERIOD.

From Louis Dessau to Everyone: 06:37 PM

Working at an educational institution, we invited companies to participate in events to discuss aspects of DEI at no cost.

From Joel Leong to Everyone: 06:38 PM

my mentor, wise man, once told me that EQ is often about language, vocabulary... having the right phrases to use in every day situations to build/repair trust can go a very long way

From Makini Chisolm-Straker to Everyone: 06:38 PM

I suspect ppl can't talk about these topics bc a) they have never before bc b) they never HAD to, so they never even THOUGHT about it before. And frankly, I don't trust them to have the conversation with them, bc they are undercover (even to themselves sometimes) racist/homophobic/sexist/something else

From Cynthia Pong she/her to Everyone: 06:38 PM

100% what @Lynn is saying

From Amber Flanders to Everyone: 06:39 PM

I've done some research recently on the top in-demand skills... Emotional Intelligence is number 1... across the board.

From Brenda Vallieu to Everyone: 06:39 PM

I've coached senior leaders who are terrified to talk about this topic with their larger teams

From Makini Chisolm-Straker to Everyone: 06:39 PM

It is/can be "Pandora's box."

Esp when the company isn't actually "DEI" in practice

From Louis Dessau to Everyone: 06:39 PM

interestingly enough very few companies opted to participate though in the past year the same companies were asking for opportunities to get in front of students. The issue managing expectations and companies should be re educating and incorporating the change into their on boarding process. It boils down to communications.

From Makini Chisolm-Straker to Everyone: 06:39 PM

all the holes get exposed

From Brenda Vallieu to Everyone: 06:41 PM

Lynn, that was such a gift you gave that leader

Leaders I've coached are literally scared of losing their job for handling these conversations wrong, so they opt to avoid them.

From Neha Savant to Everyone: 06:44 PM

Avoidance is so pervasive and frustrating! I see that part of the work of DEI is showing the positives of leaning into conflict. But there's lots of resistance.

From Dana Stockton to Everyone: 06:45 PM

calling it in vice calling it out

From Cynthia Pong she/her to Everyone: 06:46 PM

Here's a resource for calling in v. out, to @Dana's point: http://www.racialequityvtnea.org/wp-content/uploads/2018/09/Interrupting-Bias_-Calling-Out-vs.-Calling-In-REVISED-Aug-2018-1.pdf

From Lynn Heckler to Everyone: 06:47 PM

The conversation in the chat is so rich. I hope we have time for Q&A!!

From Dana Stockton to Everyone: 06:48 PM
thank you, Cynthia!

From Dianne Rosenberg to Everyone: 06:48 PM
What about creating a connection between DEI and ESG? Another hot topic but they are interrelated...

From Cynthia Pong she/her to Everyone: 06:51 PM
You're welcome, @Dana
These are all areas that are potentially coded for racism or other forms of discrimination

From Jasmine Gonzalez to Everyone: 06:51 PM
Re: waiting for those retirements, this is an article I shared during a workshop today that I thought was interesting in addressing that issue

<https://hbr.org/2019/06/why-you-should-create-a-shadow-board-of-younger-employees>

From Makini Chisolm-Straker to Everyone: 06:52 PM
Focus on the goal and who can help build and support a team that achieves that goal

From Cynthia Pong she/her to Everyone: 06:52 PM
Ooooh, thank you @Jasmine

From Makini Chisolm-Straker to Everyone: 06:52 PM
I like that, @Jasmine: "shadow board"

From Cynthia Pong she/her to Everyone: 06:54 PM
Sure, it can feel extremely dehumanizing
and reductionist

From Louis Dessau to Everyone: 06:54 PM
instead of talking about acquisition or retention the conversation about the challenge in engagement
fostering diversity.

From Me to Everyone: 06:59 PM
We'll be opening for Q&A in a minute. Please add your questions and specify who it is for. Thank you!

From Makini Chisolm-Straker to Everyone: 07:00 PM
A lot of companies performatively do this. It reinforces the untrustworthiness of the company

From Dianne Rosenberg to Everyone: 07:02 PM
+1 Makini all day

From Cynthia Pong she/her to Everyone: 07:03 PM
The work and our own education "undoing" our internalized oppression is definitely ongoing!

From Jasmine Gonzalez to Everyone: 07:04 PM

Also important to note: just because you're from a marginalized identity, doesn't mean you don't have biases of your own to unpack or things to learn about other groups of people! (e.g., I'm Latina, I can't speak for people from other racial backgrounds)

From Cynthia Pong she/her to Everyone: 07:04 PM

^^^^

From ashleysamuda to Everyone: 07:04 PM

Could the evaluation of salary disparities be a metric as well to measure true inclusivity ? Because if there is representation and initiatives and safe spaces are in place but there is still an obvious pay gap can you consider this a fail for DEI programs? - Val

From Makini Chisolm-Straker to Everyone: 07:05 PM

+1 Jasmine

From Jasmine Gonzalez to Everyone: 07:06 PM

^^ timely since today is Latina Equal Pay Day, but I think pay transparency is a major part of DEI that gets ignored and should be brought up more

From Cynthia Pong she/her to Everyone: 07:06 PM

<https://www.ihollaback.org/harassmenttraining/>

From Makini Chisolm-Straker to Everyone: 07:06 PM

Gwen def did not invent "holla back!"

From Cynthia Pong she/her to Everyone: 07:07 PM

^^^^

Corporate Accomplices Pgm: <https://www.ihollaback.org/about/join-our-corporate-accomplices-program/>

From ashleysamuda to Everyone: 07:07 PM

Could the evaluation of salary disparities be a metric as well to measure true inclusivity ? Because if there is representation and initiatives and safe spaces are in place but there is still an obvious pay gap can you consider this a fail for DEI programs? - Val

From Cynthia Pong she/her to Everyone: 07:09 PM

Super helpful stats and visuals here: <https://www.payscale.com/research-and-insights/gender-pay-gap/>
(Check out the race/gender pay disparity over the course of a 40-yr career especially. It's in the millions of \$\$\$)

From Makini Chisolm-Straker to Everyone: 07:10 PM

In academic medicine rank is how pay continues to be inequitable:

<https://onlinelibrary.wiley.com/doi/10.1111/acem.14268>

From Me to Everyone: 07:10 PM

Spencer Stuart's recent Report on Board Diversity: <https://www.spencerstuart.com/research-and-insight/2021-sp-500-board-diversity-snapshot>

From Makini Chisolm-Straker to Everyone: 07:12 PM

TLDR: "REI analysis demonstrates EM women faculty and faculty of color are not achieving rank parity and are disadvantaged at the first tier of promotion. A preliminary longitudinal trend analysis suggests little progress. Asian women and Black men experience the most rank inequity. REI analysis identifies a need for focused faculty development to enhance our most vulnerable faculty's rank progression, suggesting that targeted recruitment and retention efforts of women faculty of all races/ethnicities and faculty of color, in particular, will improve diversity at every tier of faculty rank."

Exactly, Val

From Cynthia Pong she/her to Everyone: 07:13 PM

A starting point: <https://www.ijeomaoluo.com/books>

From Makini Chisolm-Straker to Everyone: 07:13 PM

People are "content" experts, but have no historical and cultural context. So they really can't converse respectfully or responsibly

From Me to Everyone: 07:14 PM

😊 Please share your key takeaway from this session 😊

Lynn's book recommendation: Courageous Conversations about Race

From Dianne Rosenberg to Me: (Direct Message) 07:14 PM

Thank you so much for this amazing panel!

From Cynthia Pong she/her to Everyone: 07:16 PM

If folks want to stay in touch: <http://embracechange.nyc/> [there's a DEI resource you can download there at the banner]

<https://www.linkedin.com/in/embracechangenyc/>

<https://www.instagram.com/embracechangenyc/>

<https://twitter.com/EmbraceNYC>

cynthia@embracechange.nyc

From Val Lopez (she/her) to Everyone: 07:17 PM

Friend me too! <https://www.linkedin.com/in/valeriejlopez/>

From Jasmine Gonzalez to Everyone: 07:17 PM

If anyone wants to connect, here's my LinkedIn page!

<https://www.linkedin.com/in/jgonzmke/>

From Brenda Vallieu to Everyone: 07:17 PM

Love your authenticity and commitment to this important topic! thank you

From Neha Savant to Everyone: 07:18 PM

Here's my linked-in as well! Thanks everyone! <https://www.linkedin.com/in/neha-savant/>

From Louis Dessau to Everyone: 07:19 PM

I am quietly applauding these outstanding ladies. Thank you for an inspiring event!

From Peter Rotscheid to Everyone: 07:20 PM

My key takeaway is HOPE. There is a lot to do but we are making strides. Leaders like Lynn, Cynthia and Val are leading us the right direction.