

# **Diversity, Equity and Inclusion** **Call to Action**

**Annise Weaver, MS. Ed, CRC**  
**Associate Director of Diversity, Equity and Inclusion**

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# Agenda

- Why DEI & IDD
- Diversity Statement
- Surveys
- Plan of Action
- Resistance- Now What
- Language
- Resources
- Q & A

# Diversity Statement

*Example: Duke aspires to create a community built on collaboration, innovation, creativity, and belonging. Our collective success depends on the robust exchange of ideas -an exchange that is best when the rich diversity of our perspectives, backgrounds, and experiences flourishes. To achieve this exchange, it is essential that all members of the community feel secure and welcome, that the contributions of all individuals are respected, and that all voices are heard. All members of our community have a responsibility to uphold these values.*

# Survey

Topic	#	%
How to be an Anti-Racist		
Culturally-conscious care		
Up Stander vs. Bystander		
Micro-Aggressions		
Bias		
Ally		
Other		

# Plan of Action



# Plan of Action

- Personal: What can I do personally to further racial equity? What will I do to keep learning? How can I be an active/more active ally?
- I will.....
- The impact will be.....
- Resources and support I need.....
- Target Date

# Plan of Action

- Institutional: What can I do as a leader with my team/unit to develop greater equity at the institutional level? What power and influence do I have to leverage and make change? What are the greatest barriers to increasing equity in my unit? What resources and support do I need and how will I get them?
- I will.....
- The impact will be.....
- Resources and support I need.....
- Target Date



# Plan of Action

- Cultural: What unspoken norms, rules and ways of working together may get in the way of racial equity in my unit/ team? Are there any outdated rules or ways of working on my team that maintain the status quo and need to be changed? How are the habits of institutional racism in action on my team? What can I do to create a culture of racial equity and inclusion?
- I will.....
- The impact will be.....
- Resources and support I need.....
- Target Date



# Diversity, Equity and Inclusion

## NIKE

### 2020 Highlights

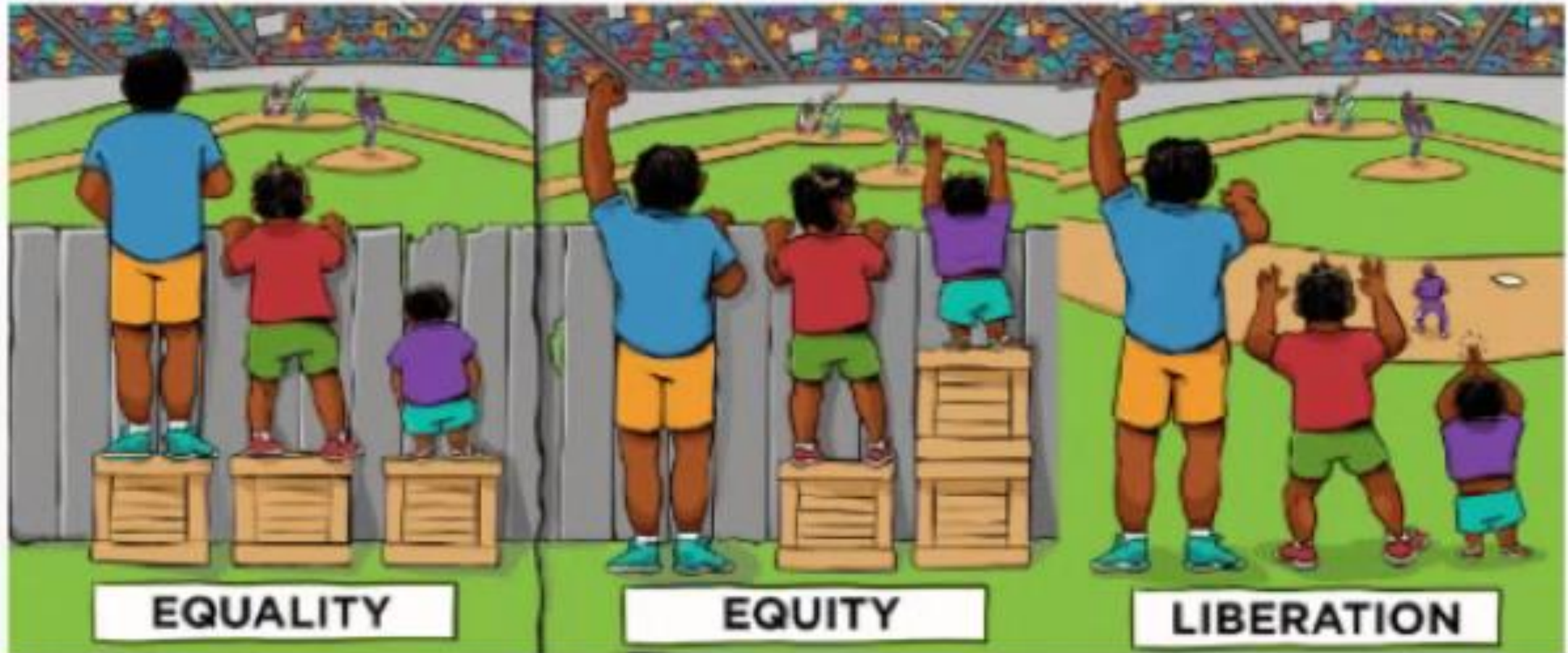
- Women make up 50% of total employee base
- U.S. racial/ethnic minorities 29% at the VP level

### 2025 Targets

- 45% representation of women in leadership positions
- 30% representation of U.S. racial/ethnic minorities at Director level and above
- Maintain 100% pay equity across all employee level
- 100% VPs to be credentialed on Inclusive Leadership Education

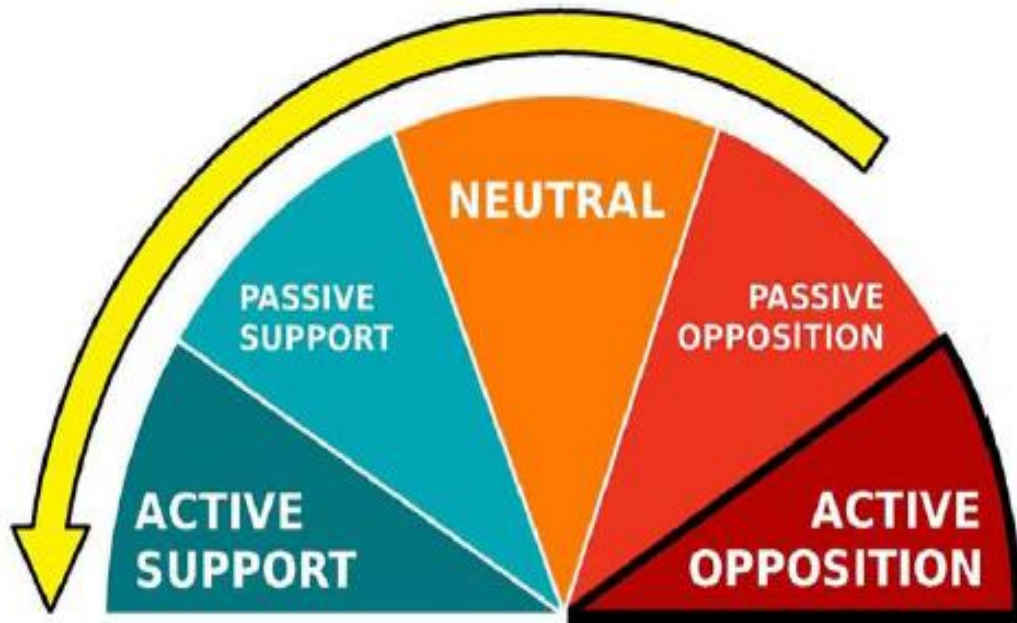


# Equality to Liberation



# Spectrum of Allies

CONSIDER THE ACTION YOU WILL TAKE, AND THEN USING THE SPECTRUM OF ALLIES:





# Observances

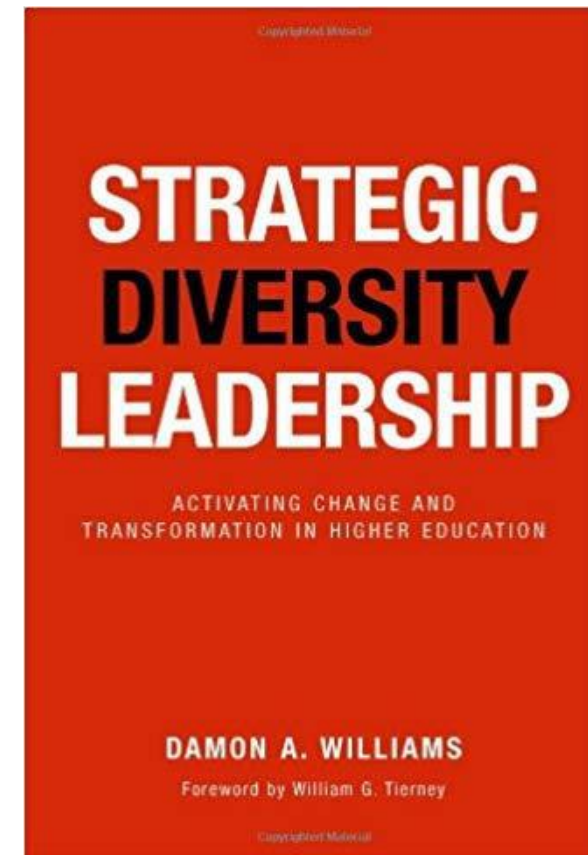
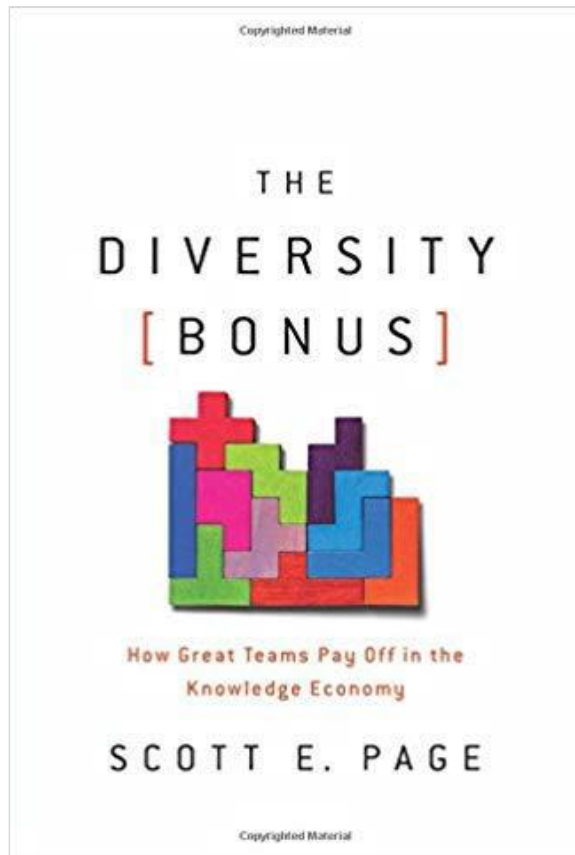
## Observances Year One

- Black History Month (February)
- Women's History Month and International Women's Day (March and March 8)
- Celebrate Diversity Month (April)
- Asian American and Pacific Islander Heritage Month (May)
- Pride Month (June)
- Juneteenth (June)
- Hispanic Heritage Month (September)
- Disability Awareness Month (October)
- Native American Heritage Month (November)

## Observances Year Two

- (Review of last year. What worked. What didn't?)
- Black History Month (February)
- Women's History Month and International Women's Day (March and March 8)
- Celebrate Diversity Month (April)
- Asian American and Pacific Islander Heritage Month (May)
- Pride Month (June)
- Juneteenth (June)
- Hispanic Heritage Month (September)
- Disability Awareness Month (October)
- Native American Heritage Month (November)

# Helpful Books



# Helpful Books

