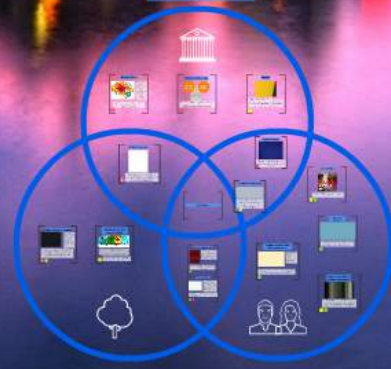


Why DEI?



Questions?

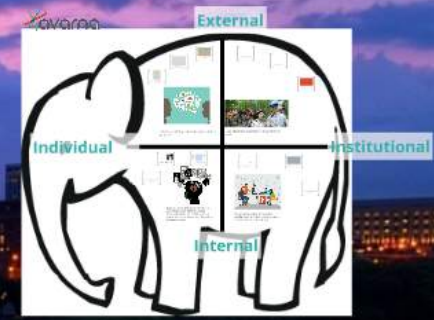
www.theavarnagroup.com
info@theavarnagroup.com



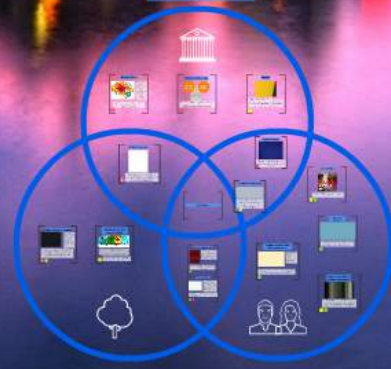
**The What, Why, and How
of Relevancy, Equity, Inclusion, & Diversity**



Aparna Rajagopal-Durbin
Ava Holliday



Why DEI?



Questions?

www.theavarnagroup.com
info@theavarnagroup.com



The What, Why, and How of Relevancy, Equity, Inclusion, & Diversity

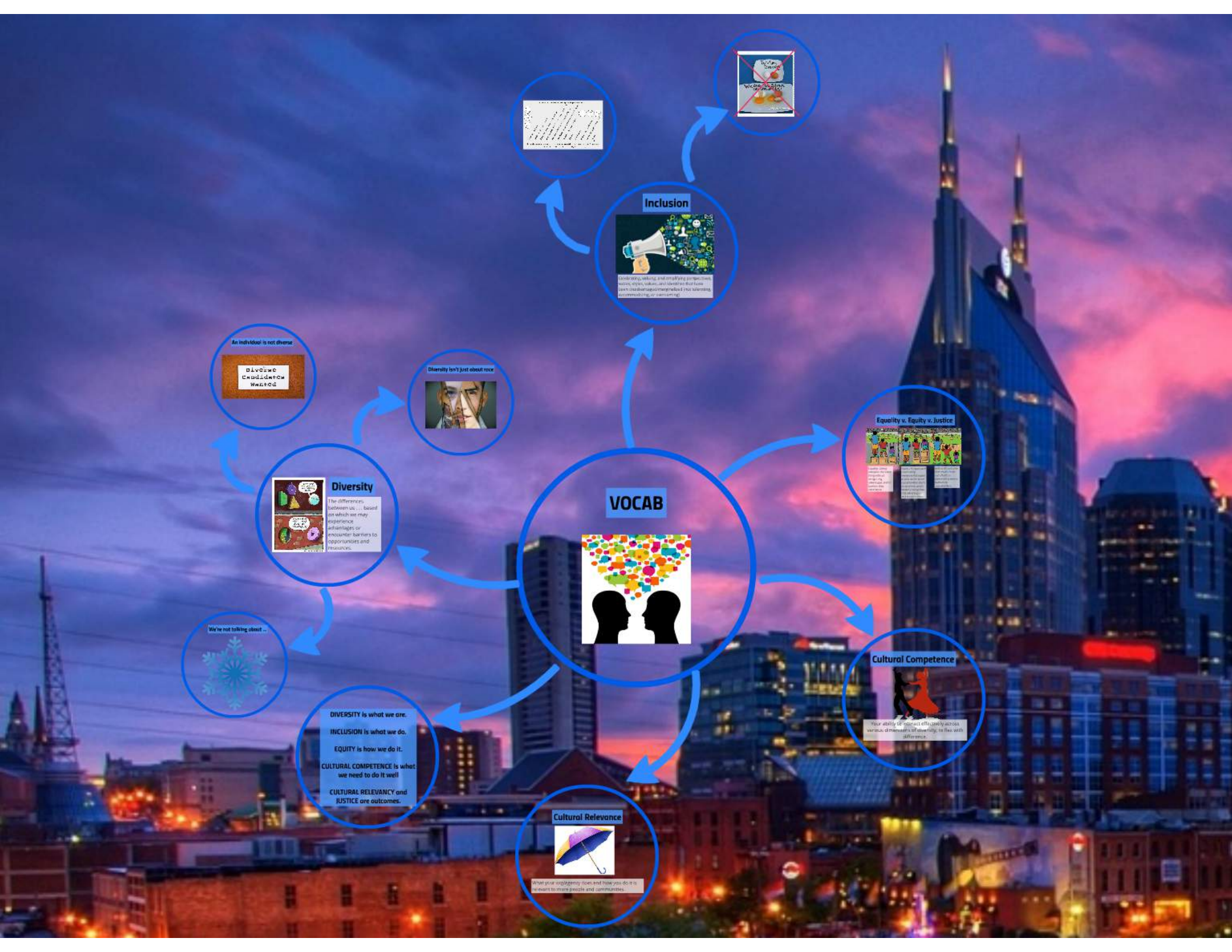


Aparna Rajagopal-Durbin
 Ava Holliday

The What, Why, and How of Relevancy, Equity, Inclusion, & Diversity

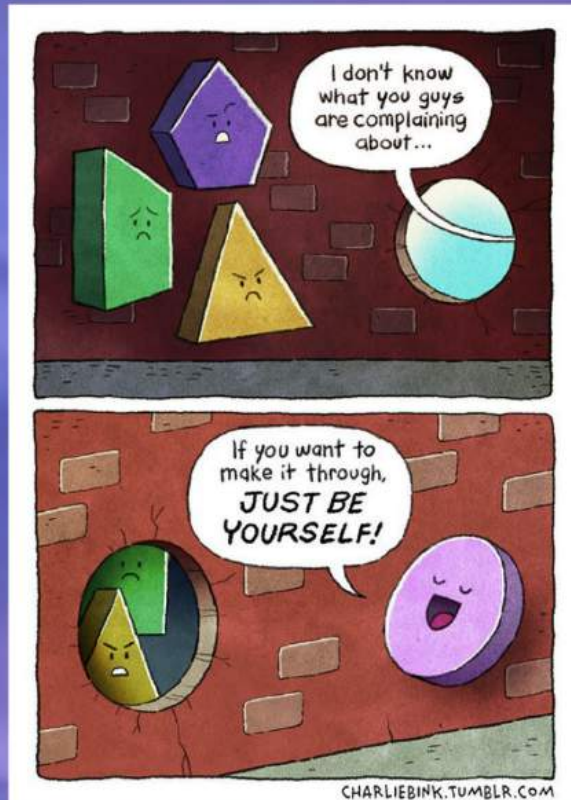


Aparna Rajagopal-Durbin
Ava Holliday



VOCAB





Diversity

The differences between us . . . based on which we may experience advantages or encounter barriers to opportunities and resources.

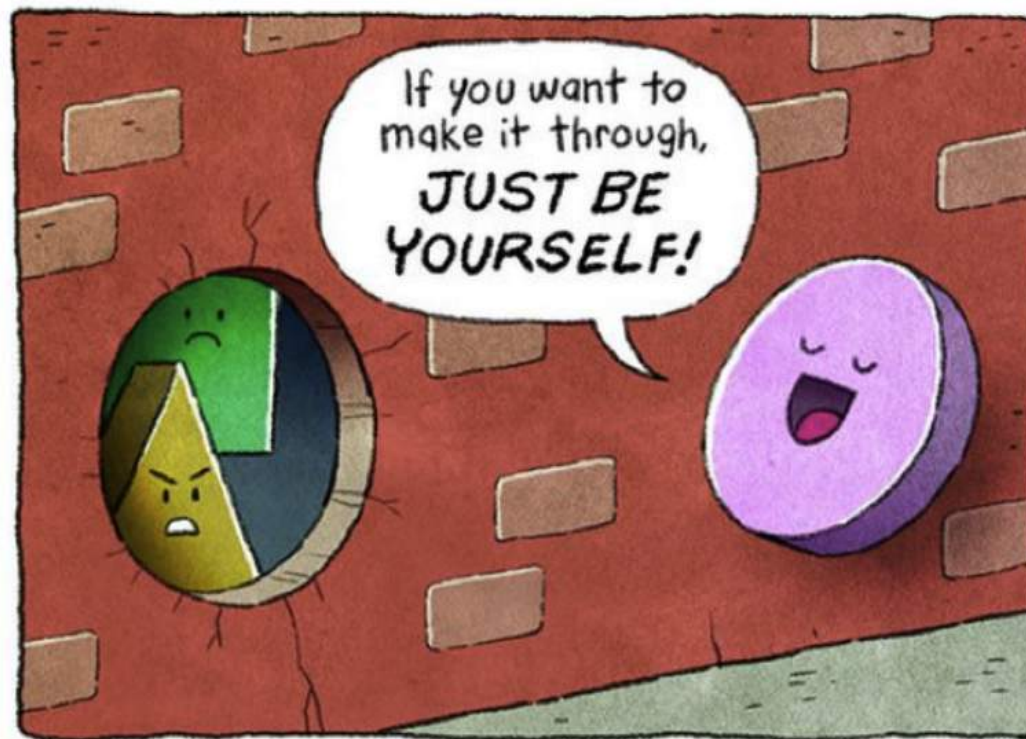
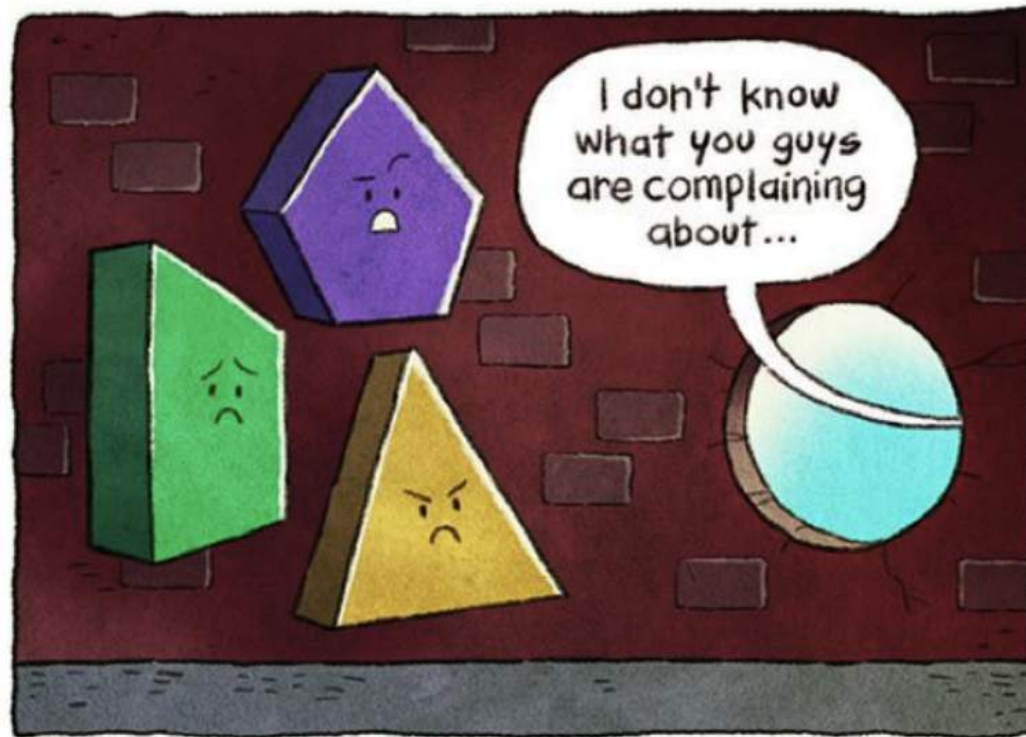


INK.TUMBLR.COM

The differences between us . . . based on which we may experience advantages or encounter barriers to opportunities and resources.

Dive

The difference between
on which
experien
advantag
encounte
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resource



We're not talking about ...

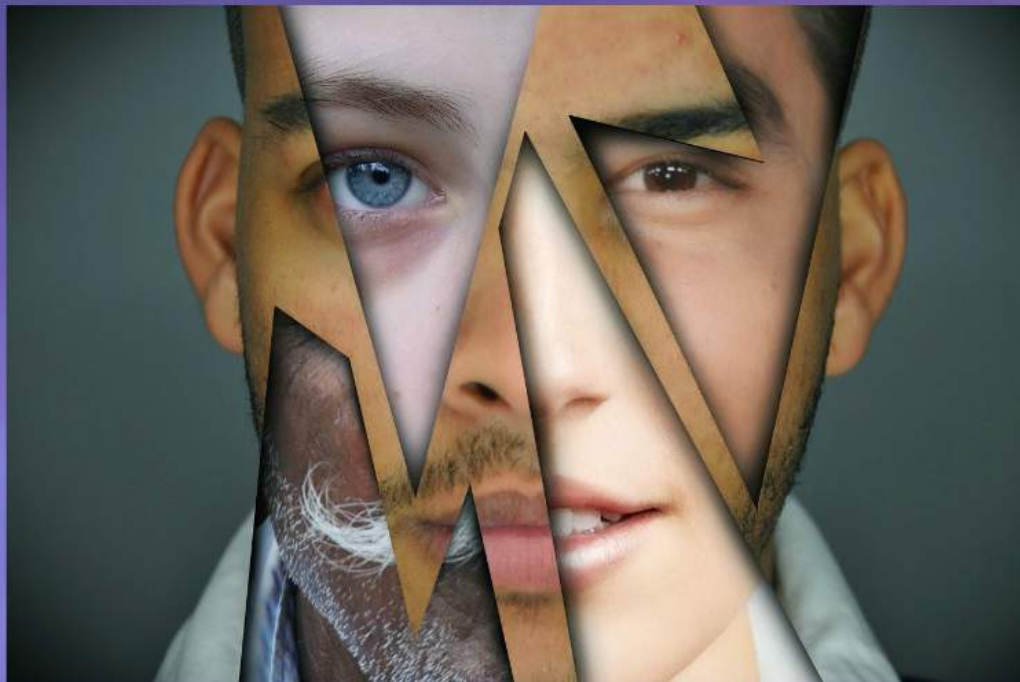


An individual is not diverse

A photograph of a corkboard with a white sign pinned to it. The sign has the text 'Diverse Candidates Wanted' written in a typewriter-style font. The corkboard is brown and textured. The sign is centered on the board.

**Diverse
Candidates
Wanted**

Diversity isn't just about race



Inclusion



Celebrating, valuing, and amplifying perspectives, voices, styles, values, and identities that have been disadvantaged/marginalized (not tolerating, accommodating, or overcoming)

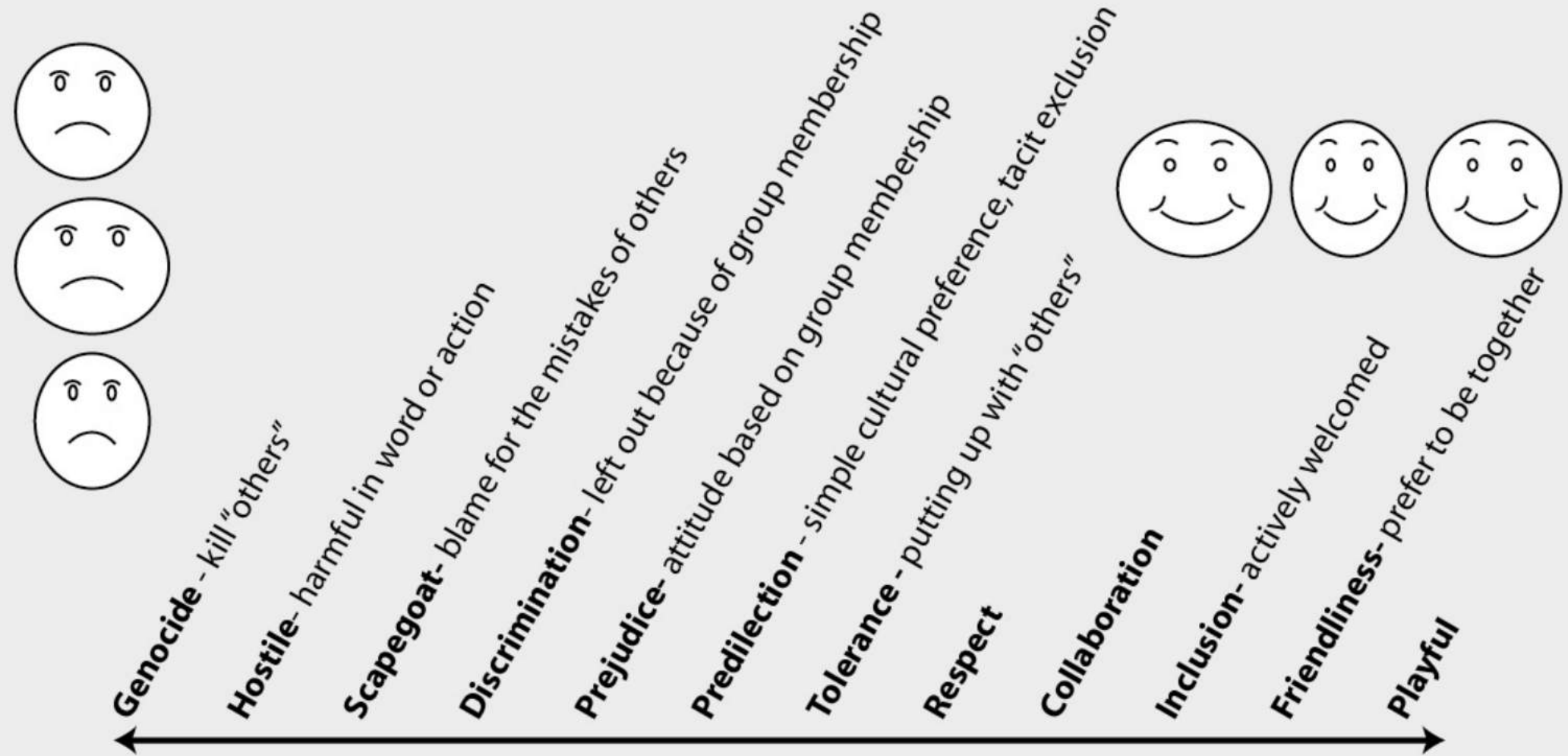
A Continuum Of **Social Relationships** Among Human Groups



Use this chart to discuss how social relationships within teams influence the accomplishment of group goals.

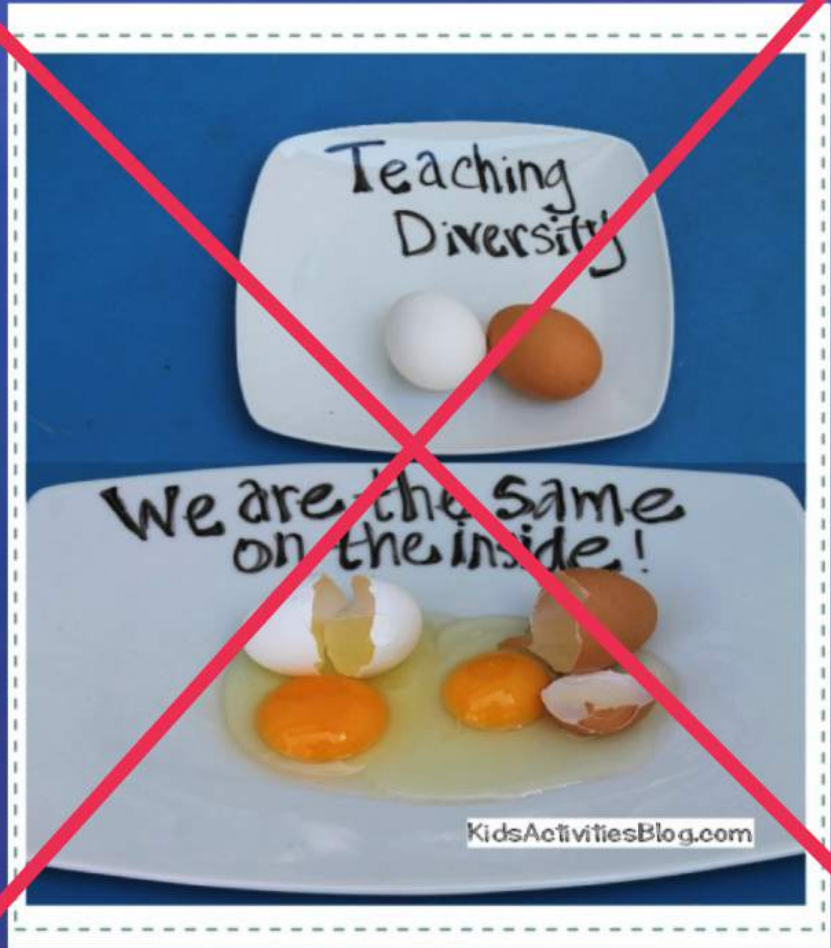
Adapted from the Peace Corps' Worldwide School lesson plans at <http://www.peacecorps.gov/wws/>

A Continuum Of **Social Relationships** Among Human Groups



Use this chart to discuss how social relationships within teams influence the accomplishment of group goals.

Adapted from the Peace Corps' Worldwise School lesson plans at <http://www.peacecorps.gov/wws/>





Teaching
Diversity

We are the same
on the inside!

Equality v. Equity v. Justice



Equality: Giving everyone the same thing without recognizing advantages and/or barriers they experience.

Equity: An approach to ensuring everyone has equal access to the same opportunities (such as access to public waters); recognizes that advantages and barriers exist.

Justice: At outcome that results from our efforts to dismantle systemic barriers to opportunities.



Equality: Giving everyone the same thing without recognizing advantages and/or barriers they experience.





me

/or

Equity: An approach to ensuring everyone has equal access to the same opportunities (such as access to public waters); recognizes that advantages and barriers exist.

Justi
that
our
dism
barr
oppo



Justice: At outcome that results from our efforts to dismantle systemic barriers to opportunities.

Cultural Competence



Your ability to interact effectively across various dimensions of diversity; to flex with difference.



Your ability to interact effectively across various dimensions of diversity; to flex with difference.

Cultural Relevance



What your org/agency does and how you do it is relevant to more people and communities.



What your org/agency does and how you do it is relevant to more people and communities.

A city skyline at dusk with a large blue circle and arrow overlay. The text is centered within the circle.

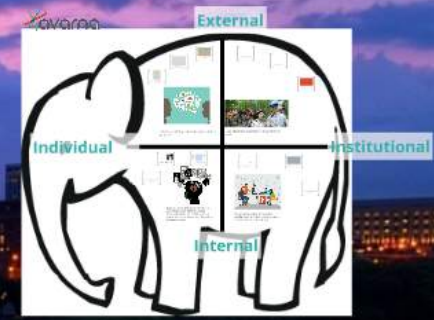
DIVERSITY is what we are.

INCLUSION is what we do.

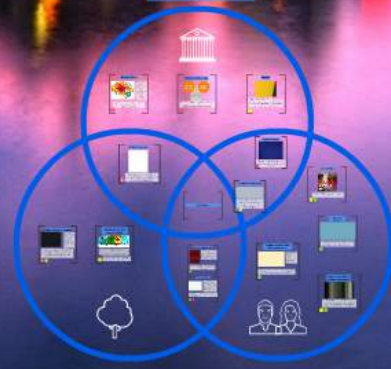
EQUITY is how we do it.

CULTURAL COMPETENCE is what
we need to do it well

CULTURAL RELEVANCY and
JUSTICE are outcomes.



Why DEI?



Questions?

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info@theavarnagroup.com



**The What, Why, and How
of Relevancy, Equity, Inclusion, & Diversity**



Aparna Rajagopal-Durbin
Ava Holliday

Why DEI?





Your Mission



Business Case



Other Research Shows:
 Organizations that embrace diversity perform better because they are more innovative & quicker to problem-solve.

D


Grants & Partnerships



Diversity (specifically race and ethnic diversity) improves opportunities for grants and to secure partnerships with land and water management agencies.

D

Liability



Failing to embrace DEI will expose organizations to liability for bullying, discrimination, and hostile work environment cases related to race, gender expression, gender identity, and sexual orientation.

I

Survival & Relevance



Organizations need to maintain relevance in the face of shifting (racial and ethnic) demographics.

D

Happy Participants



Diversity in participant groups and leaders lead to better experiences and outcomes.

D

Health & Wellness



All people should have the opportunity to access the outdoors in order to improve their health and wellness.

I **D**

Happy Staff & Volunteers



Talented staff and volunteers are more likely to stay if there is a diversity of people and an inclusive workplace culture.

D **I**

Your Mission

Future of River Conservation



The West's Ancient Mission: Clean People who are engaged in care. People who care. Clean water. Communities that...

We All Have a Shared Interest in Water



Community Prosperity



Business Case



River Network Mission

Case: *Without a more inclusive, larger, collective effort for our rivers, decision-makers are likely to either ignore the problems, or at best choose unsustainable and unfair solutions. With more voices comes more power, innovative ideas, and solutions that are more effective and more just.*

Organizations that embrace diversity perform better because they are more innovative & quicker to problem-solve.

D



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Grants & Partnerships

FUNDERS

AGENCIES

YOU



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Health & Wellness



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Happy Staff & Volunteers



Talented staff and volunteers are more likely to stay if there is a diversity of people and an inclusive workplace culture.

Your Mission

Community Prosperity



Clean and accessible water contributes to healthy and prosperous communities.

Equitable Access to Public Waters & Watersheds



Everyone should have access to their public rivers and inclusive experiences on rivers.

Access to Your Org. & Inclusive Experiences



People from all walks of life should have access to your programs and services, should be invited to the table in your advocacy efforts, and should have inclusive experiences with your organization.

Environmental connections



We need to honor the myriad ways people and communities connect with nature beyond their individual backyard.

Environmental justice

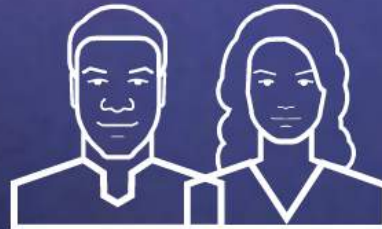


Our work on the ground is not done until we have achieved the same level of environmental justice for all communities.

Shared Water



Shared water for everyone and responsibility for public waters.



Health & Wellness



All people should have the opportunity to access the outdoors in order to improve their health and wellness.



Community Prosperity



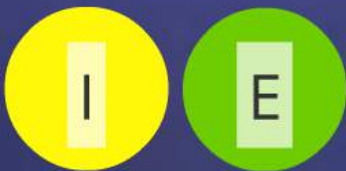
Clean and accessible water contributes to healthy and prosperous communities.

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Access to Your Org. & Inclusive Experiences



People from all walks of life should have access to your programs and services, should be invited to the table in your advocacy efforts, and should have inclusive experiences with your organization.



Equitable Access to Public Waters & Watersheds



River Network Mission

Case: *We have fallen short in listening to and amplifying the voices of people who have less access to those resources because of the color of their skin or the size of their wallets.*

Everyone should have access to their public rivers and inclusive experiences on rivers.

E

OTHER PUBLIC LANDS. SUPPORT AN INCLUSIVE NEW VISION.



PUBLIC LANDS FOR ALL AMERICANS TAKE ACTION >

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Survival & Relevance

Chart: Changing new (relative) of River Network members

| Year | White | Black | Hispanic | Asian | Other |
|------|-------|-------|----------|-------|-------|
| 2014 | 65% | 15% | 10% | 5% | 5% |
| 2020 | 55% | 25% | 15% | 5% | 5% |

Organizations need to maintain relevance in the face of shifting (racial and ethnic) demographics.

Happy Participants

Diversity in participant groups and leaders lead to better experiences and outcomes.

Happy Staff & Volunteers

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Your Mission

Future of River Conservation

The River Network Mission: People who are engaged and people who are passionate. Communities who are the most prepared to sustain conservation into future generations.

The future of river conservation work—whether it's related to access, habitat or clean and drinkable water—is tethered to connecting the diverse youth of today to the outdoors; they are the next generation of river conservation advocates.

We All Have a Shared Interest in Water

The River Network Mission Goal: Our shared need for clean, accessible, affordable water should bind us together in common cause as neighbors do distant against floods, droughts, water pollution, and shrinking water flows.

Every person has a right and responsibility to protect and advocate for public waters.

Environmental connections

We need to honor the myriad ways people and communities connect with nature, rooted in their culture and history.

Environmental justice

Our work is grounded in a belief that clean water is a right, not a privilege. We must have policies and programs that ensure everyone has access to clean water in their life.

Equitable Access to Public Waters & Watersheds

Everyone should have access to their rivers and inclusive experiences on rivers.



Future of River Conservation



***The River Network
Mission Case:*** People who are engaged care. People who care conserve. Communities who care are the most prepared to sustain conservation into future generations.

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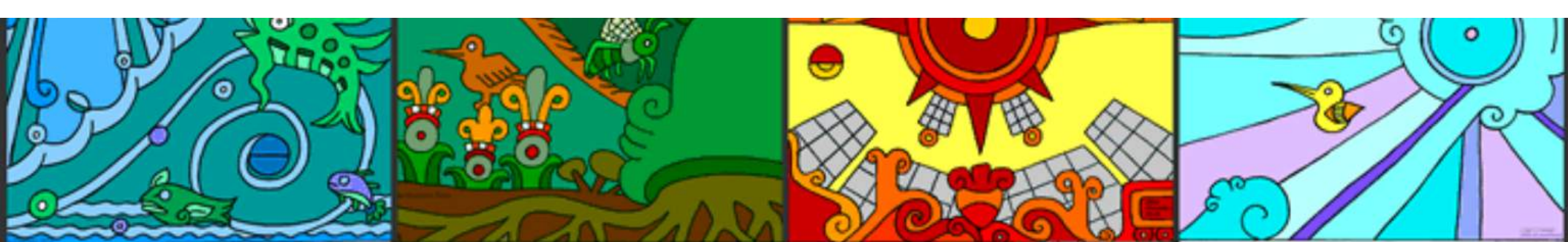
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#PROTECTMITIERRA

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Business Case



Other Business Alliance
 One of the most powerful ways to increase organizational performance is to partner with other organizations. This can be done in a number of ways, including forming strategic alliances, joint ventures, and partnerships. These partnerships can help organizations to share resources, expertise, and information, and to develop new products and services.

Organizations that embrace diversity perform better because they are more innovative & quicker to problem-solve.

D


Grants & Partnerships



Diversity (specifically race and ethnic diversity) improves opportunities for grants and to secure partnerships with land and water management agencies.

D

Liability



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Survival & Relevance



Organizations need to maintain relevance in the face of shifting (racial and ethnic) demographics.

D

Happy Participants



Diversity in participant groups and leaders lead to better experiences and outcomes.

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I **D**

Happy Staff & Volunteers



Talented staff and volunteers are more likely to stay if there is a diversity of people and an inclusive workplace culture.

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Your Mission

Future of River Conservation



The West's largest conservation organization is looking for ways to engage more people in our work. We are seeking individuals who care about our communities and the future of our rivers.

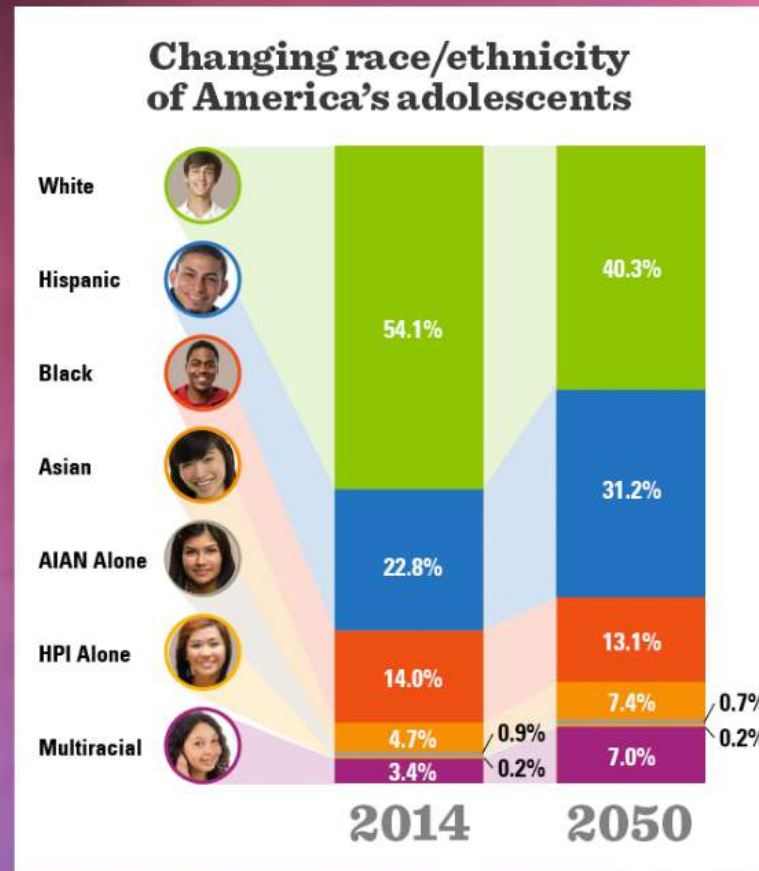
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Community Prosperity



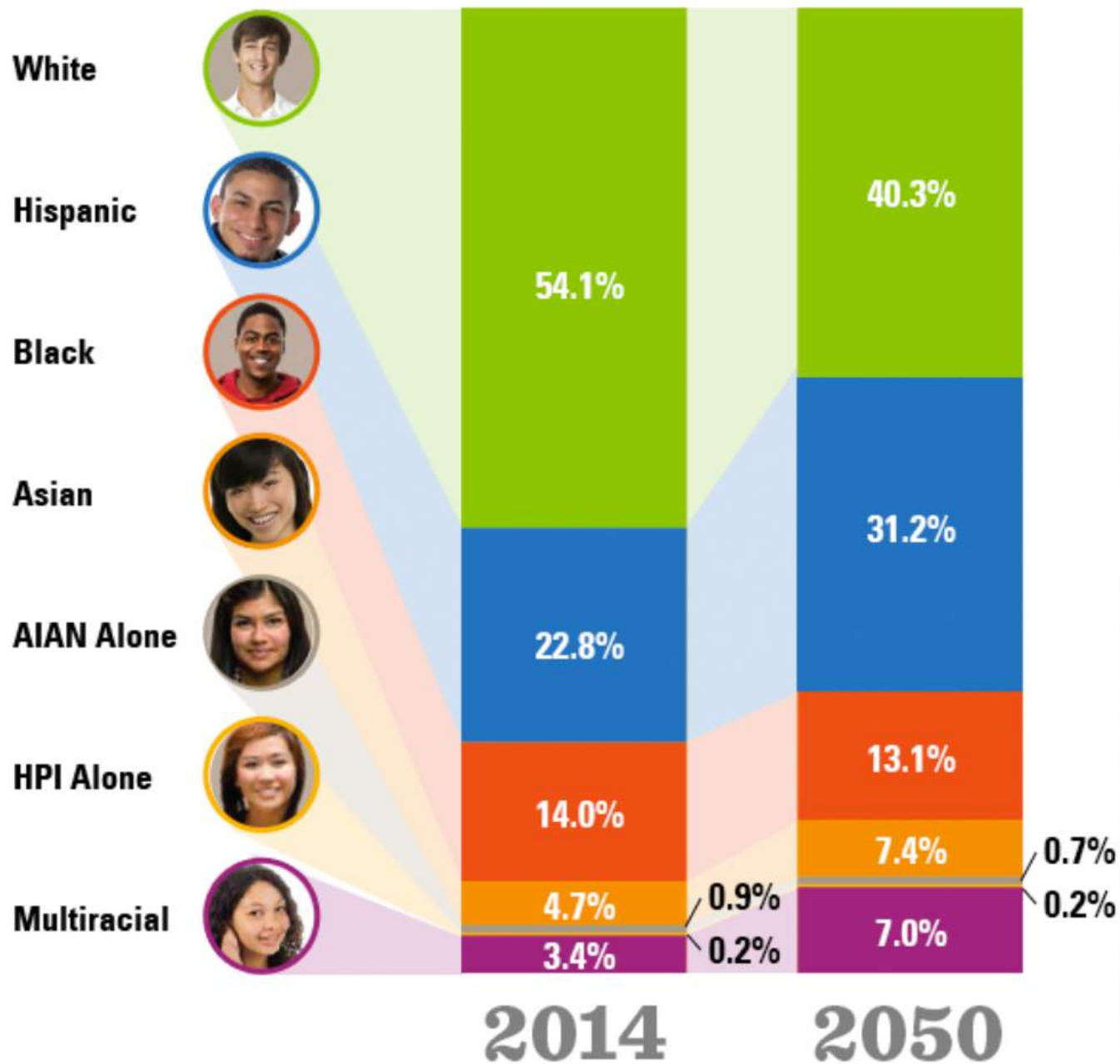
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Changing race/ethnicity of America's adolescents





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Future of River Conservation



The West's largest conservation organization is looking for ways to engage more people in our work. We are seeking individuals who are passionate about conservation and have a strong interest in the outdoors.

We All Have a Shared Interest in Water



Community Prosperity



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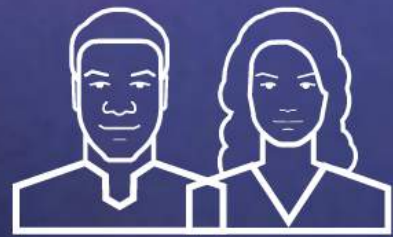


Our work on the ground is not only about quality of water, but also about the quality of life. We need to ensure that all people have access to the same quality of water and that all people have a voice in the decisions that affect their water.

Shared Water



Shared water for everyone. We need to work together to manage our shared water resources. We need to ensure that all people have access to the same quality of water and that all people have a voice in the decisions that affect their water.



Environmental connections



The River Network Mission Case: We know that when we separate ourselves from nature we do ourselves harm. When we separate ourselves from one another, what opportunities do we miss and how do we harm rivers? The health of our waters tells us a great deal about how well or poorly we are living together. River Network believes that our rivers give us the opportunity to heal one another through re-building our health and relationship to water.

We need to honor the myriad ways people and communities connect with nature based on their culture and history.

E

The River Network Mission Case: *We know that when we separate ourselves from nature we do ourselves harm. When we separate ourselves from one another, what opportunities do we miss and how do we harm rivers? The health of our waters tells us a great deal about how well or poorly we are living together. River Network believes that our rivers give us the opportunity to heal one another through re-building our health and relationship to water.*

Environmental Justice



The River Network Mission Case:

Poverty, environmental injustice, and exclusion pull us apart and weaken our river protection movement and our democracy. . . . If we do not intentionally pursue solutions that increase water equity, outcomes may instead continue or worsen disparities. The environment of vulnerable communities will become more degraded, and wealthy communities will have more resources to avoid and/or recover from catastrophes.

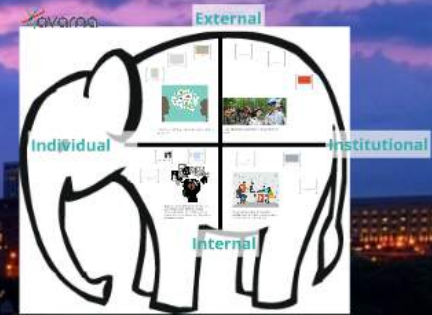
We have an obligation to address water quality concerns that disproportionately impact low income communities and communities of color, such as pollution.

E

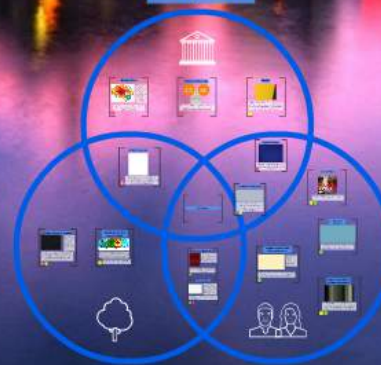
J

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Why DEI?



Questions?

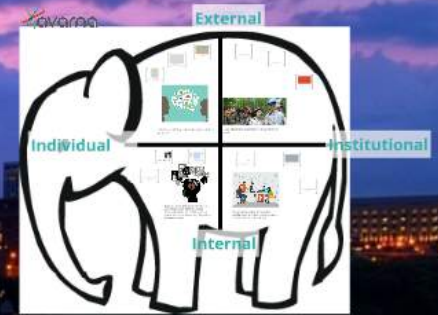
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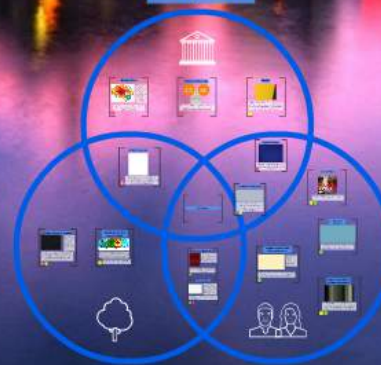
**The What, Why, and How
of Relevancy, Equity, Inclusion, & Diversity**



Aparna Rajagopal-Durbin
Ava Holliday



Why DEI?



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info@theavarnagroup.com



**The What, Why, and How
of Relevancy, Equity, Inclusion, & Diversity**



Aparna Rajagopal-Durbin
Ava Holliday

Individual

Institutional

Internal



This is about what you individually put out into the world

This is about your organization's outward facing work.



It's about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn

This quadrant addresses all the work an organization can do to build an inclusive culture for all stakeholders (including staff).

Individual



This is about what you individually put out into the world



This is about your organization's work.



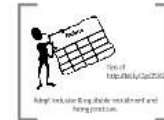
Identify how the individual experience with their own lived experiences



Identify your privileges and what feeling you experience of oppression



It's about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn



Identify inclusion (e.g. equity, inclusion and participation)



This quadrant addresses all the organization can do to build an inclusive environment for all stakeholders (including students)

Internal

Implicit®

Learn how to
and internalize
(Project Implicit)



It's about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn

Individual



This is about what you individually put out into the world



This is about your organization's outward work.





This is about what you individually put out into the world

u individually put out into



This is about your organization's outward facing work.

Institutional



Understanding your own identity, privileges and biases, experiences of oppression, and the best way to move through the system.



Adapt to local or regional differences and bring practices.



Make your physical work spaces and built environment more inclusive.

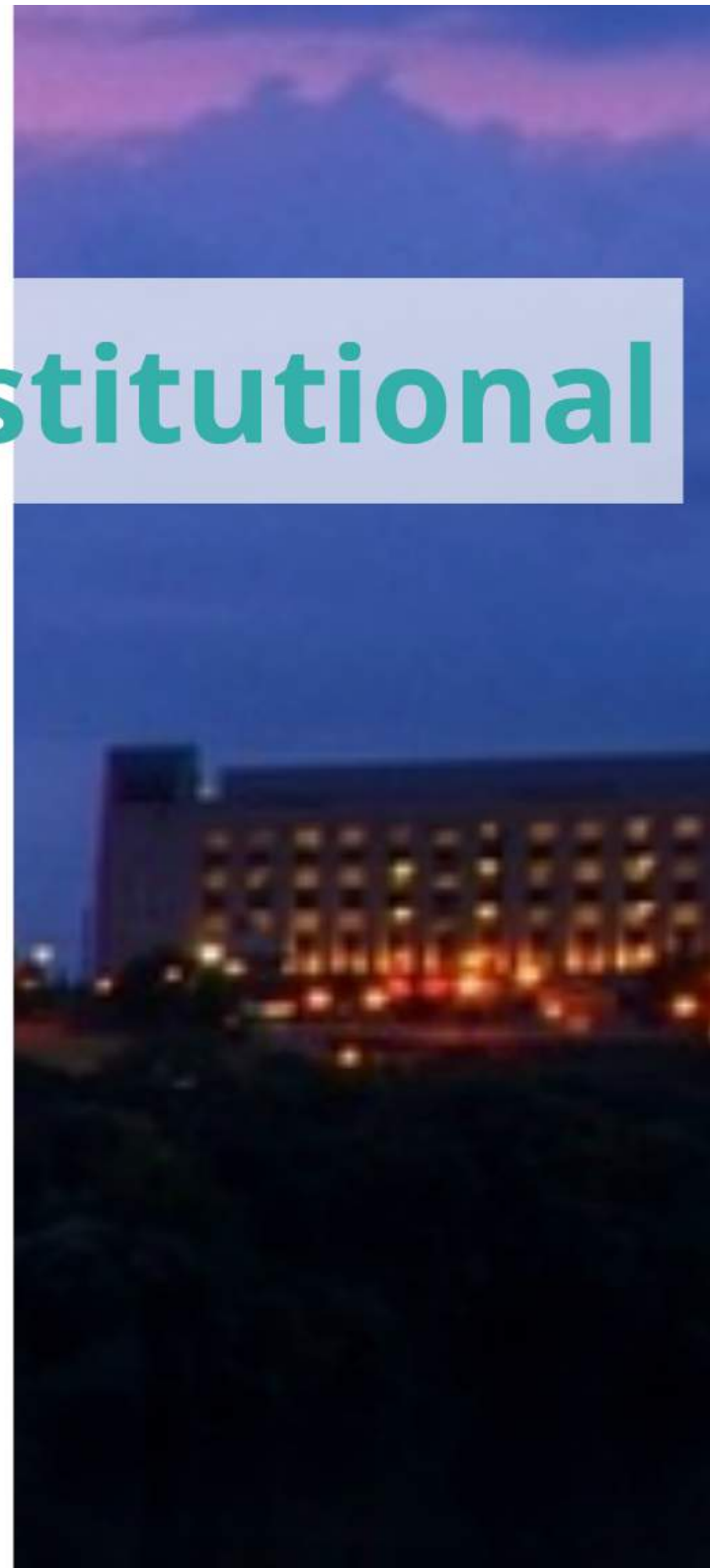


This quadrant addresses all the work an organization can do to build an inclusive culture for all stakeholders (including staff).



Implement consistent, comprehensive and accessible digital training for all staff and people who rely on it.

Internal





This quadrant addresses all the work an organization can do to build an inclusive culture for all stakeholders (including staff).

External



individually put out into



This is about your organization's outward facing work.

Institutional





This is about your organization's outward facing work.

Individual



This is about what you individually put out into the world



This is about your organization's work.



Identify how the education experience will differ across backgrounds.



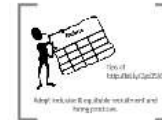
Identify your own biases and how they may be experienced by others.



Unconscious bias is the automatic and unconscious attitudes and stereotypes that affect our actions, which we are not aware of.



It's about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn



Identify your own biases and how they may be experienced by others.



This quadrant addresses all the organization can do to build an inclusive environment for all stakeholders (including students)

Internal



Project Implicit[®]

Uncover your hidden biases and learn how to mitigate and interrupt them and internalize feedback (Google search "Project Implicit")



Mitigate bias in the information you consume
with diverse perspectives/voices/authors

Privilege

*advantages
you
consciously or
unconsciously
receive based
on your
identity(ies)*



Oppression

*disadvantages
or barriers you
encounter
based on your
identity(ies)*

Confront your privileges and seek healing from experiences of oppression.

Individual



This is about what you individually put out into the world

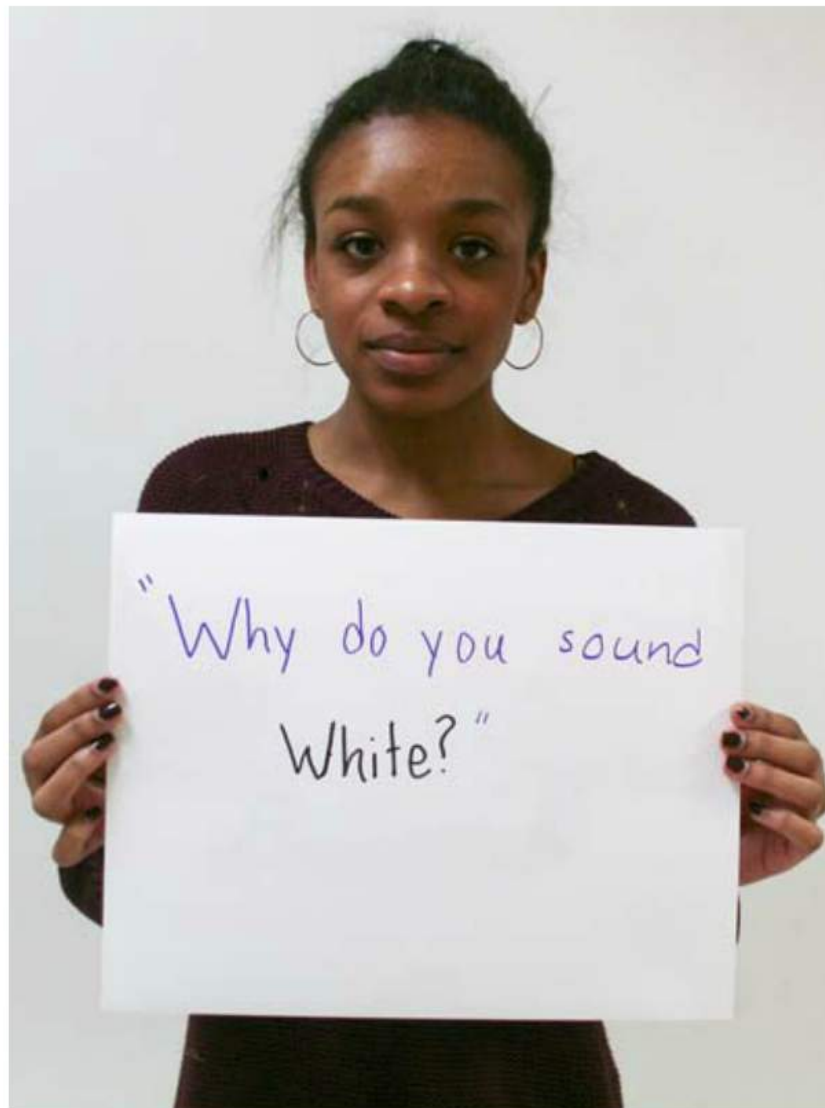


This is about your organization's outward work.





This is about what you individually put out into the world



Challenge bias in others and in your workplace
and programs.



Use inclusive language in your communications (verbal and writing)



Treat feedback as a gift.

u individually put out into



This is about your organization's outward facing work.

Institutional



Understanding your own identity, privileges and biases, experiences of oppression, and the best way to move through the system.



Adapt to local or regional differences and bring practices.



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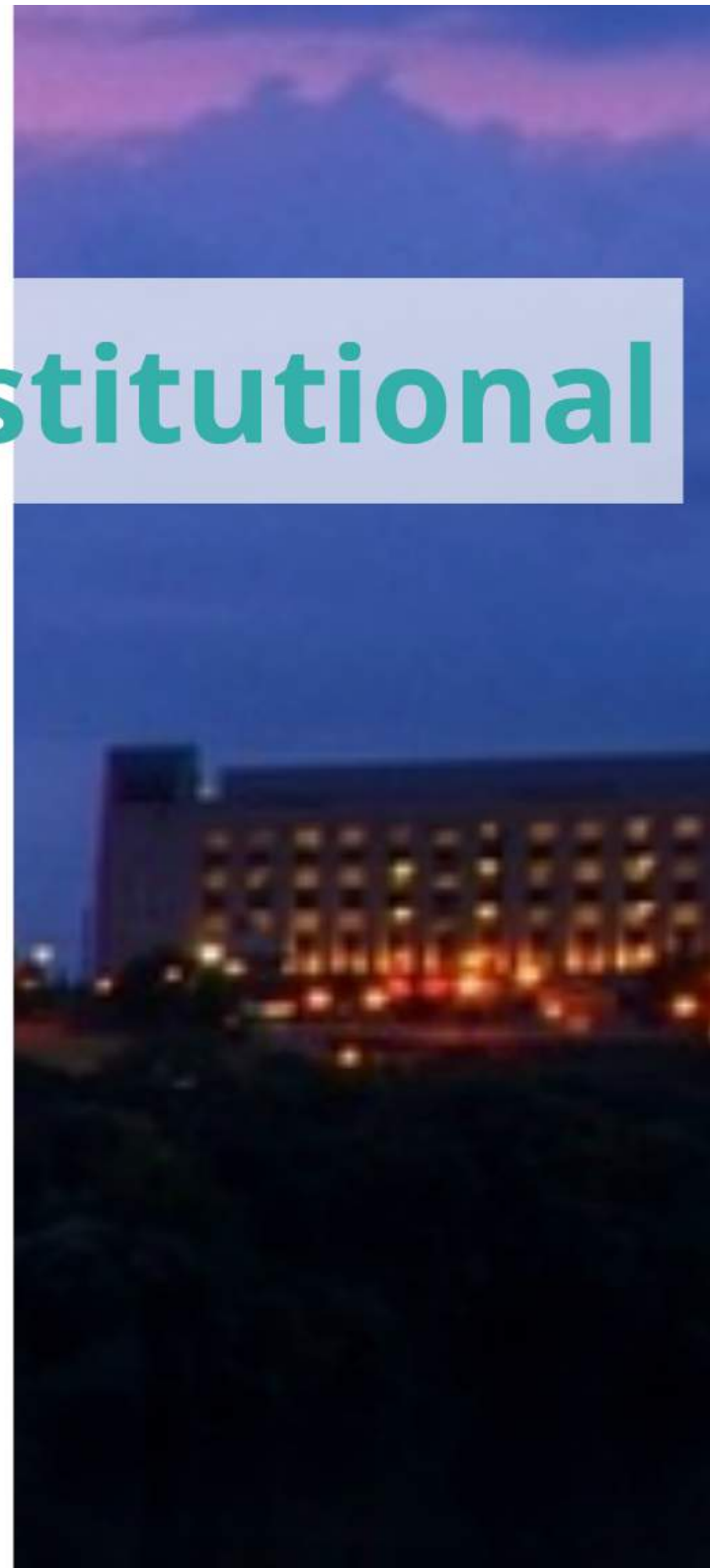


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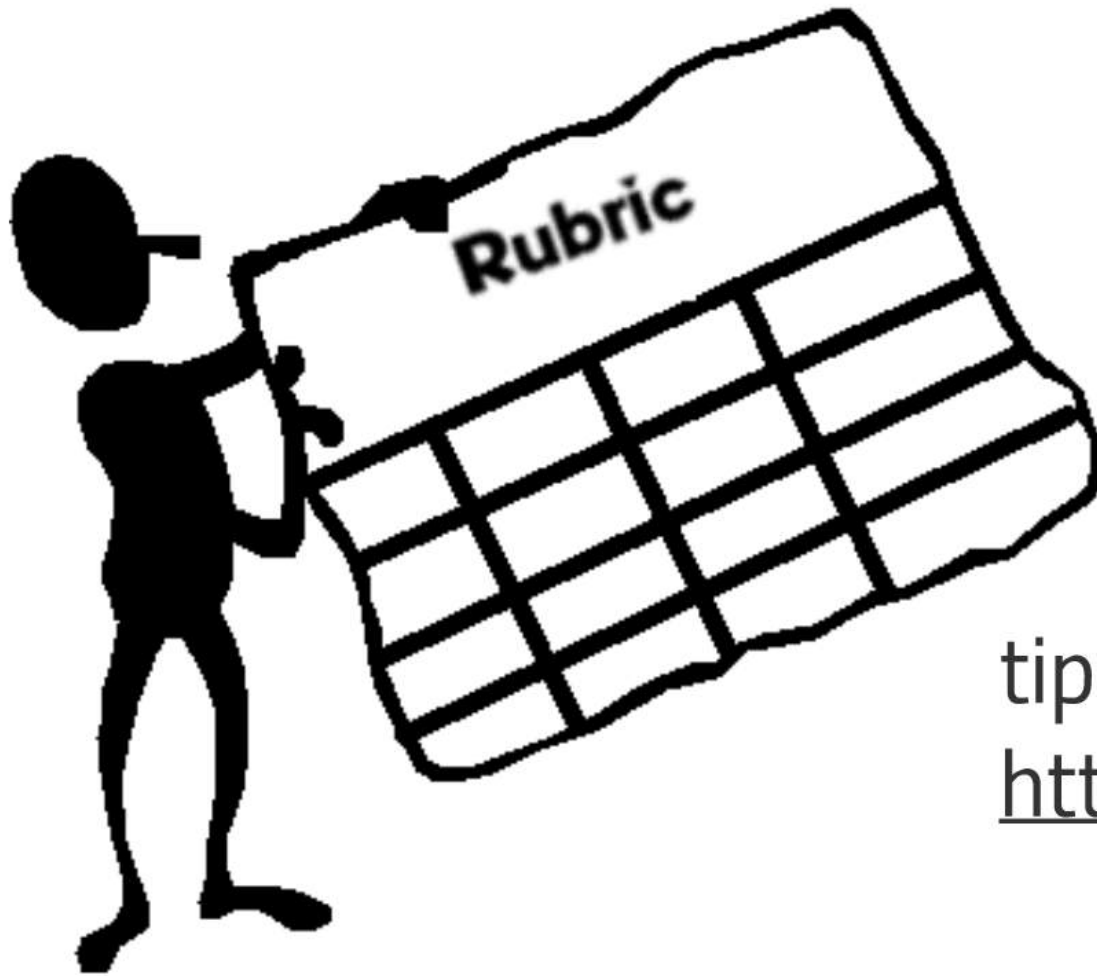
Implement consistent, comprehensive and accessible digital training for all staff people who rely on it.

Internal





This quadrant addresses all the work an organization can do to build an inclusive culture for all stakeholders (including staff).

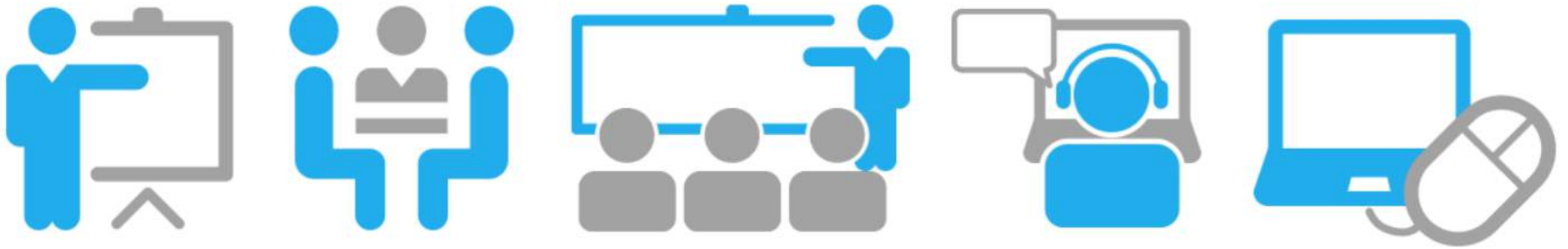


tips at
<http://bit.ly/2ja0SRZ>

Adopt inclusive & equitable recruitment and hiring practices.



Make your physical work spaces and built environment more inclusive.



Implement consistent, comprehensive, and accessible staff training that meets people where they are.

External



individually put out into



This is about your organization's outward facing work.

Institutional





This is about your organization's outward facing work.



Cultivate mutually beneficial partnerships.

“Tell us what
you think!”



Solicit feedback from stakeholders



Be aware of your social media presence.

Individual

Institutional

Internal



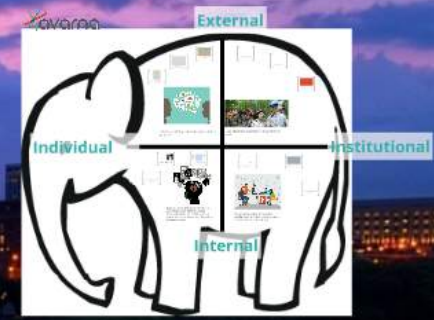
This is about what you individually put out into the world

This is about your organization's outward facing work.

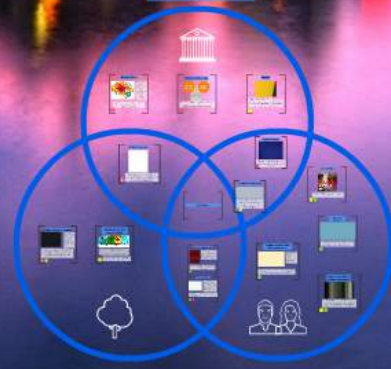


It's about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn

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Why DEI?



Questions?

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The What, Why, and How of Relevancy, Equity, Inclusion, & Diversity



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Questions?

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