



Reignite DEI Workshop

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Our Community Values

No one knows everything; together we know a lot.

Move up, move up.

We can't be articulate all the time.

This is a learning space.

Be mindful of time.

Be curious.



Why We're Here

Economic downturns distract from DEI

External accountability has waned since Summer 2020

Hiring freezes increase the necessity of strong retention skills

DEI initiatives, when implemented properly, work



How can I apply these tools?

- Within an ERG
- Within your smaller team
- Within your DEI team
- Across the organization
- Yourself!





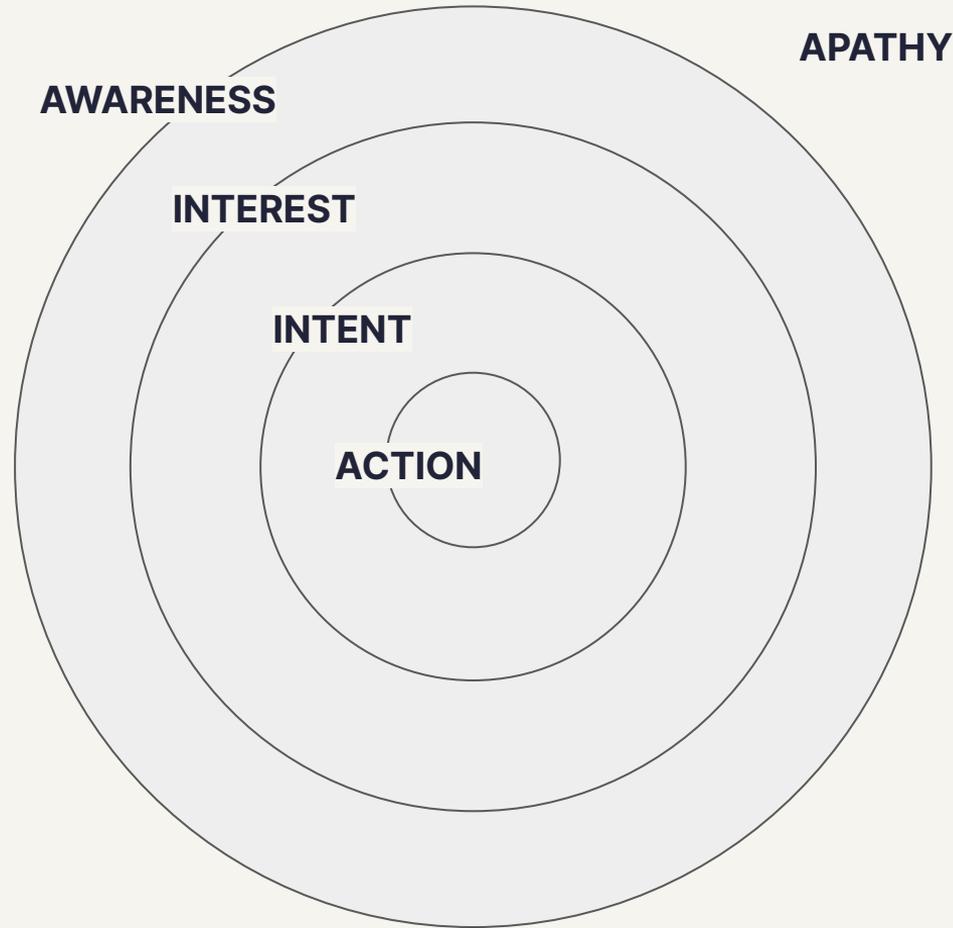
How do you make rice?

When do you eat it?

Who taught you?

What do you make it with?

What tools do you use?



Creating an engagement flow can help us understand where our employees are.

How does my team demonstrate these stages right now?



APATHY ↔ AWARENESS → INTEREST → INTENT → ACTION

What tools can I use to drive them through the engagement flow?



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EDUCATION

Webinars

Case studies

Working groups

Accountability

DEI Scorecard

	Goals and Objectives	Outcomes To Date	Health
Hiring			
Representation			
Retention			
Advancement			
Job Satisfaction/Engagement			
Engagement			
Accessibility + Safety			
Leadership			
Suppliers			



Thriving



Budding



Needs Care

Climate Exercise ☀

What's the *current weather* at the organization?

What the *temperature* related to this work?

What's on the *forecast*?

Who's the *meteorologist*?

How does this compare to *industry trends*?

How does that impact your plans for the day?



Climate Exercise ☀️

Getting grounded in what is creates space for what's possible

Tips for Communicating Progress

- A dedicated Slack channel / Emoji
- Internal email newsletter
- All-hands meetings

Don't be afraid to leverage external channels!



Tools to Re-Engage: Icebreakers

When: Anytime

Why: Keeps DEI Present

How: Led by you or other people



Tools to Re-Engage: Coffee Chats

What has supported you at this organization?

What do you hope to see in the future?

What does safety mean to you?

What does belonging mean to you?



Tools to Re-Engage: Internal Speaker Series

How long have you been at the organization?

What's your favorite part of the work?

How does this workplace culture reflect or contrast your culture at home?

What's the most rewarding part of your work?



Tools to Re-Engage: Holiday Reflection

How did you spend your favorite holiday this year?

What is your favorite part about your favorite holiday?

Is the holiday you love seen at your workplace? How would you wish to celebrate it?

PROMPTS FOR BELONGING

Tools to Re-Engage: Belonging Questions

What spaces in your life do you feel like you belong?

What does belonging look like? Taste like? Smell like?

How have you sought belonging in other aspects of your life?

How have you tried to accommodate others to feel warm, welcome and safe?



Build external pressure

Align with like-minded organizations

Leverage the power of social media

Build a storytelling initiative

Create clear demands

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External campaigns can:

- Be rooted in joy
- Celebrate wins
- Amplify like-minded causes

What would the hashtag be to drive an effective campaign at your organization?



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Prompts:

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Q+A

Ask away!