VIII. Diversity, Equity, and Inclusion (DEI)

Diversity, Equity, and Inclusion workshops are designed to increase workplace practices and attitudes that reflect JMU's goal to be an inclusive community that values the richness of all individuals and perspectives.

A. Diversity Terminology and Concepts
1. Understands diversity terminology, including the differences between diversity, equity, and inclusion
2. Recognizes the role and impact of bias, power, and oppression
3. Understands that forms of oppression and inequities (e.g. racism, sexism, classism, etc.) are experienced by many and inhibit full participation at JMU
4. Understands oppression and power as systemic

B. Leadership (Personal & Situational)
1. Learns personal biases and how to actively challenge those biases within the workplace
2. Engages in ongoing self-education to learn about other cultures
3. Maintains a "growth mindset"
4. Anticipates mistakes as an integral part of the learning process for self and others
5. Encourages diversity of culture, viewpoints, and identities within the workplace
6. Models inclusive behaviors within their role
7. Creates safe and brave spaces for diverse colleagues and others in the JMU community
8. Mentors, supports, or otherwise encourages significant influence for historically underserved or underrepresented groups; e.g., career development, leadership positions, and changes to policies

C. Cultural Competence
1. Understands intersectionality at the systemic and individual levels
2. Values the differences among, between, and within cultural groups
3. Creates opportunities for community members of all cultures to contribute their knowledge, skills, and perspectives in order to support a more inclusive and dynamic workplace and work product
4. Cultivates trust and builds relationship with people and communities that experience marginalization in the larger systems, including different

sexual orientations; gender identities and expressions; ability; and racial, ethnic, and cultural backgrounds

D. Respectful Communication
 1. Recognizes and is willing to discuss the impact of inclusion as well as microaggressions, confirmation bias, and unconscious bias
 2. Challenges institutional policies and procedures that unintentionally support bias and oppression
 3. Responds consistently in an appropriate and effective manner to challenge inequities and disrupt discriminatory or harassing behaviors and comments
 4. Effectively engages and supports colleagues in difficult conversations about values, identity, and self-image
 5. Creates or maintains, through collaboration with relevant community members, protocols to facilitate respectful cross-cultural communication and meaningful participation of diverse community members

E. Compliance
 1. Knows federal and state laws that support an inclusive workplace and prohibit discrimination and harassment and works to ensure that they are applied within the organization
 2. Knows institutional policies that support an inclusive workplace and prohibit discrimination and harassment and works to ensure that they are applied within the organization
 3. Utilizes and recommends institutional resources that support and/or counsel people who may have experienced discrimination or harassment, or simply want more information
 4. Identifies and offers alternatives to policies, procedures, and practices (covert or overt) that unintentionally institutionalize oppression, disenfranchisement, or otherwise create barriers to full inclusion at JMU

Sources
Online sources

- Creating a Competency Model for Diversity and Inclusion Practitioners https://www.conference-board.org/pdf_free/councils/TCBCP005.pdf Downloaded 11-16-2020
- Enterprise DEI Competencies – All Employees – A pathway for success (State of Washington) https://healthequity.wa.gov/Portals/9/Doc/Task%20Force%20Meetings/2019/09-16/(5b)%20DEI%20Competencies%20All%20Employee%20Final%20Draft%209-10-19.pdf Downloaded 11-16-2020
- Foundational Leadership Competencies: Diversity, Equity, and Cultural Competence https://www.teacherleadershipinstitute.org/competencies/foundational-leadership-competencies-diversity-equity-and-cultural-competence/ Downloaded 11-16-2020
- *Yes, And: Why Diversity, Equity, and Inclusion Matter* Presentation at Lifelong Learning Institute by Brent E. Lewis, PhD, Associate Vice President of Diversity, Equity & Inclusion, JMU https://www.jmu.edu/pce/programs/all/lli/DEI_Session-Lifelong_Learning.pdf Downloaded 11-16-2020

JMU Talent Development Resource Collection Books

- *Belonging at Work: Everyday Actions You Can Take to Cultivate an Inclusive Organization* ©2018 by Rhodes Perry, MPA

- *Diversity Beyond Lip Service: A Coaching Guide for Challenging Bias* ©2019 by La'Wana Harris

- *The Diversity Code: Unlock the Secrets to Making Differences Work in the Real World* ©2010 by Michelle T. Johnson

- *How to Be an Inclusive Leader: Creating Trust, Cooperation, and Community Across Differences* ©2019 by Jennifer Brown

- *The Inclusion Dividend: Why Investing in Diversity and Inclusion Pays Off* ©2013 by Mark Kaplan and Mason Donovan

Subject Matter Expert

- Leah Kyaio, Founder/CEO, With Respect LLC https://www.linkedin.com/in/leahkyaio/

Additional Resources
LinkedIn Learning

- Confronting Bias: Thriving Across Our Differences https://www.linkedin.com/learning/confronting-bias-thriving-across-our-differences/introduction-by-arianna-huffington?u=50844473

- Skills for Inclusive Conversations https://www.linkedin.com/learning/skills-for-inclusive-conversations/the-need-for-inclusive-conversations?u=50844473

- Difficult Conversations: Talking About Race at Work https://www.linkedin.com/learning/difficult-conversations-talking-about-race-at-work/talking-about-race-at-work?u=50844473

Online sources

- What Inclusive Leaders Sound Like https://hbr.org/2020/11/what-inclusive-leaders-sounds-like?utm_medium=email&utm_source=newsletter_daily&utm_campaign=mtod_notactsubs