

## **ARTI instalment For May USBC newsletter**

### **Justice, Equity, Diversity and Inclusion: What does success look like?**

What are the elements that create and maintain a just, equitable, diverse and inclusive organization?

To get this conversation happening, we have come up with the following basics, inspired by the anti-racism principles of the People's Institute for Survival and Beyond, ARTI's long-time partner in our work in New Mexico.

We invite you to share your thoughts in the poll at the end of this post.

#### **1. Start with an anti-racist lens**

Justice, equity, diversity and inclusion result from undoing artificial rankings of human value engrained by centuries of racism. The idea that people are born with more or less worth based on skin color has given the stamp of approval to arrangements that assign worth based on other differences, as well, such as gender, physical attributes and economic status. We are so accustomed to these arrangements we think they are natural. They're not. They are made up, and organizations can decide to change them.

#### **2. Leadership engagement**

Change-making leaders engage people throughout the organization to identify policies and practices that prevent or promote justice, equity, diversity and inclusion. The work requires a deep and fearless look at what needs to be strengthened or changed.

This is not work for the faint of heart! It takes:

- Innovative leaders with the courage to support large-scale change in the organization's culture and values
- Leadership tuned-in to discovering, creating and trying new approaches in building a positive work culture
- Leaders throughout the organization who are ambassadors for change, respect others, walk the talk and set the example.

#### **2. Honest conversations**

To make lasting change in systems that are barriers to a just, equitable, inclusive and diverse environment, those within the organization must have difficult, honest conversations about racism and how it underlies the notion that injustice, inequity, lack of diversity and exclusion based on difference is "natural." Some tips to begin these courageous conversations:

- Lead with vulnerability, conceding that there is a sense of unease entering the conversation
- Practice empathy, especially when hearing uncomfortable or unfamiliar points of view
- Promote inclusion by seeking out differences as well as consensus

### **3. Opt-in learning opportunities**

Investing in tools to help employees learn more about how racism shows up in organizational policies and practices can be helpful in creating a culture shift. Opt-in learning opportunities go beyond one-time “check the box” training, and can include:

- Soft skills development such as improved communication or problem-solving abilities
- Mentorship programs to assist a person in their career path from entry level to upper management

Do you work within a just, equitable, inclusive and diverse environment? Does your organization value diverse perspectives?

Let us know what you think... Take our poll:

[USBC JEDI Poll](#)