



ED ENUF

THE DIVERSITY E-LEARNING PLATFORM

Diversity Task Force Module 6,
Introduction

Introduction To Where The
Diversity Task Force Should
Start

Where Should The Diversity Task Force Start?

The goal is to assess the current state, increase safety, decrease exclusionary/discriminatory practices and make environments far less dangerous for the physical and psychological well-being of its members. Here is where you can start:

- Find volunteer diversity champions and engage in coalition building.
 - Select those who can set race equity priorities, communicate them broadly, drive accountability and influence the speed and depth at which race equity is embedded in the organization.
 - Build a shared understanding of the current exclusionary practices and oppressive behaviors.
- Host discussions among racial or gender groups to raise awareness and understanding.
 - Research and learn from other organizations who are already doing the work to start the conversation with your team, or interested individuals who are invested in your organization's cause.
 - Identify any internal and external behaviors that impact equity, inclusion and diversity.
 - » Recent bias incidents.
 - » Current or potential lawsuits.
- Prepare the organization for a broader conversation about why diversity is important.
- Establish a shared vocabulary.
 - Ground the organization in a shared meaning around race, equity, structural racism and other terms related to this work.

Simply defining an organizational diversity taskforce *is* success.

- This means you have people who are passionate about being diversity champions.
- Consultants can be brought in to help frame the diversity discussion(s).

Where Should The Diversity Task Force Start?

The goal, if the organization is at this stage, is to continually eliminate exclusionary and discriminatory practices and make environments far less dangerous for the physical and psychological well-being of its members. After assessing the current state of equity, inclusion and diversity and increasing safety, you may begin envisioning your plans as a Diversity Task Force. Look through this list and choose three to five tangible goals to start:

- a. Implement infrastructure to implement strategies.
- b. Develop the language around equity, inclusion and diversity.
- c. Shift the culture towards valuing equity, inclusion and diversity.
- d. Prepare the organization with the skills and competencies to work effectively within a diverse organization and provide services to an increasingly diverse population.
- e. Increase visibility of top leader commitment.
- f. Increase visibility of leaders reinforcing their commitment to create a safe and inclusive organizational environment.
- g. Identify and communicate clear expectations and boundaries for appropriate behavior and clear responses for inappropriate behavior.
- h. Create structures to ensure all organizational members understand the rules for expected behavior in the organization and the consequences of exclusionary actions, negligence, etc.
- i. Ensure that all leaders, managers and staff participate in required related trainings.

Where Should The Diversity Task Force Start?

- j. Continually monitor and report on efforts and outcomes to create greater safety for all groups in the organization.
- k. Gather data from peer institutions, which include best practices and benchmarks.
- l. Build internal networks across the institution to increase collaborations.
- m. Build networks and partnerships with institutions and agencies in the community, community leaders, grassroots change agents, etc.
- n. Strategize how to influence top leaders through existing relationships and emerging relationships while identifying those who are important to involve, while assessing their level of commitment to creating a safe, inclusive organization.
- o. Identify and work to resolve gaps in current mission/values statements, policies and reporting procedures (i.e., non-discrimination policy, hate crimes policy, sexual harassment policies/procedures, bias reporting protocol, personnel grievances, etc.).
- p. Create a Diversity Task Force: Secure top leadership support to form this team.
- q. Form the “Change Team” and ensure that the membership represents a diagonal slice of the organization. Adjust members’ work load as needed to allow their full participation.
- r. Team development for the Diversity Task Force. Accelerate the skill and group development of the Diversity Task Force through retreats, in-depth diversity and inclusion trainings and authentic dialogue amongst members.
- s. Leadership development: Work with the top leaders to increase their capacity to demonstrate effective leadership in the improvement of equity, inclusion and diversity.
- t. Continue to gather relevant data that supports organizational change efforts.