

Diversity, Equity, and Inclusion

It's a journey, not a destination!



September Luncheon
9/6/2023



About me

- I am a wife, parent, godmother, sister, daughter, best friend, and TT
- Certified Diversity and Nonprofit Professional
- Sarcasm enthusiast
- Trauma Survivor-**ACES** score of 9/10
- I am a reformed college dropout BUT 2x UNI Graduate
 - BA-Liberal Studies
 - MA-Nonprofit Development and Philanthropy
- I was born and raised in Waterloo, Iowa.
- I am a huge Steelers and Lakers fan!



Gina Weekley, CDP®

CEO Of Weekley
Connection, LLC



THE WEEKLEY
CONNECTION



THE WEEKLEY
CONNECTION

Overview



“Equipped”

What does it take to be “equipped” for a journey toward diversity, equity, and inclusion?



Common Pitfalls and Obstacles

Are there common pitfalls that we can anticipate? What are the “obstacles” that show up and how can we address them effectively?



Questions

Reflect for a moment on your "WHY"!

- Why **Leadership**?
- Why **DEI**?
- What is your **WHY**?



What does it take to be equipped for this journey?

Commitment

Are you willing to do the **hard, messy,** and **uncomfortable** work to truly change and transform your organization on all levels?



Are you willing to?

Commit

Are you willing to be
authentic, open, and
understanding even when
things are stated we don't
want to hear?



Are you ready to?

Commit

Are you truly ready to be a
better version of yourself?



THE WEEKLEY
CONNECTION

What are Diversity, Equity and Inclusion

D Diversity

Diversity is the presence of differences within a given setting.

E Equity

Equity ensures everyone has access to the same treatment and opportunities. It aims to identify and eliminate barriers that prevent the full participation of some groups.

I Inclusion

Inclusion refers to how people with different social identities feel as part of the larger group. Everyone experiences belonging!



Common Pitfalls

Allowing the **fear** of adverse consequences to paralyze you into inaction.

Assuming diversity, equity, and inclusion are all the same.

Failure to integrate DEI initiatives into the agency's values and strategic plans.

Tokenism: It's important to remember that DEI is not just about numbers.

Unconscious Bias: Even with the best intentions, biases can still influence our decisions and behaviors.

Failure to educate yourself or those around you to gain both the skills and courage to commit to difficult conversations.

Tips for overcoming those pitfalls!

01 Check your biases!

Understanding bias and building awareness is the first step toward real change.

02 Accountability

Establishing clear goals and metrics to measure progress, as well as holding everyone accountable for their role in fostering a more inclusive environment, is critical.

03 Embrace cultural humility

This concept involves remaining curious and humble about cultural differences. Continuous learning is vital!

04 Commitment

DEI initiatives require genuine commitment from the top down. Leaders must demonstrate a willingness to learn, listen, and act on issues related to diversity, equity, and inclusion.



PEOPLE WILL FORGET
WHAT YOU SAID,
PEOPLE WILL FORGET
WHAT YOU DID,
BUT PEOPLE WILL
NEVER FORGET HOW
YOU MADE THEM FEEL

MAYA ANGELOU



KEY
ON

Takeaways

Share with your
elbow partner

- What is your commitment?
- How has fear paralyzed you?
- How will you overcome that fear?



QUESTIONS **OR** THOUGHTS?



THE WEEKLEY
CONNECTION



THANK YOU

For rocking with me!



gina.weekley@gmail.com



www.weekleyconnection.com



Cedar Falls, Iowa

Let's Connect



Scan the QR code for my contact details!

