Building Capacity for
A More Inclusive Workplace

Rev. Dr. Jamie Washington
President, The Washington Consulting Group
President and Co-Founder, The Social Justice Training Institute
Intentions

• To deepen the level of authentic conversation and engagement about and across difference.

• To build a learning environment for issues of diversity and inclusion.

• To consider the role of leadership in building capacity for effectively engaging the core value of diversity and inclusion.

• To offer key frameworks and concepts for understanding diversity dynamics.

• To offer the skill of self-awareness as a critical foundation in diversity and inclusion work.
Getting Started

• What’s Up?
  – How are you feeling about being here?
  – What has been your experience with these conversations about diversity and inclusion?

• What do you see as you consider your day to day work that necessitates our time together?

• Hopes for our time together…
Flow

- Getting Started
- Creating a Learning Community
- Key Concept
- A common language
- Multicultural Learning and Change Process
- Dimensions of Difference
- Wrap Up
Le Moyne College’s
Mission-Based Competency on Diversity

• Embraces difference in culture, background, ethnicity, gender and beliefs.
• Creates opportunities for individuals outside the majority.
• Removes barriers to those outside the majority.
• Recognizes the value of differing views and opinions and seeks them out.
• Creates an environment where all are welcome and feel valued.
Learning Community Agreements

• Open and Honest Communication
• All perspectives are valid and welcome
• Use “I” statements and allow space for “We” statements
• Listen respectfully
• Open to New Perspectives
• Take Risk
• Prepare to engage conflict and discomfort
• Trust Intent – Name and Explore Impact
• Trust that honest dialogue will take us to deeper levels of understanding and acceptance.
• Have Fun
Key Concept

Context

Content
What is the Difference

Diversity

Inclusion

Illusion of Inclusion
Creating Greater Inclusion

- Power, Privilege and Entitlement
- Internalized Oppression
- Internalized Dominance
- Horizontal Hostility
Equal ≠ Equitable
BREATHE
When an aggression has occurred it is important to first hear the impact.

The intention matters, but not until you can clearly demonstrate you understand the impact.

Sharing intention may not be necessary or important at that moment.
Rev. Dr. Jamie Washington
President, Washington Consulting Group

www.washingtonconsultinggroup.net
www.sjti.org