



**NewPath**  
Child & Family Solutions



INTRODUCTION TO DEIB  
**Diversity, Equity,  
Inclusion & Belonging**

# WHAT IS DEIB

*INCLUSION cannot occur until there is Equity. FREEDOM cannot be achieved until there is JUSTICE. And the true power of DIVERSITY cannot be realized until ALL of the above are in place.*

## DIVERSITY

Diversity is the combination of the gifts, talents, and attributes that makes each person unique.

## EQUITY

Equity is the fair and just opportunity for equal outcomes.

## INCLUSION

Inclusion is creating and fostering a trusting culture where everyone is engaged, respected, and supported in the mission, vision, and values of the organization.

## BELONGING

Belonging is feeling connected to the organization (community, employees and patients) where every person feels safe, valued, and appreciated.

## plug into INCLUSIVE ENGAGEMENT



### PROMOTE

- Focus on developing trust with one another
- Treat everyone with dignity and respect
- Reduce the impact of bias and behavior
- Treat others how they want to be treated
- Embrace uncomfortable moments and practice forgiveness

### MAXIMIZE

- Appreciate and value the diversity in all of us
- Listen actively with compassion and equity
- Everyone has their own story
- Start by listening to understand
- Ask questions and encourage dialogue

## THE 3 RS BIAS MODEL Empower yourself to mitigate bias and racism.

### RECOGNIZE

- Bias is a natural tendency. Racism is a choice.
- Both conscious and unconscious bias can influence our thoughts and behaviors.
- Initial impressions provide minimal insight into who a person is.

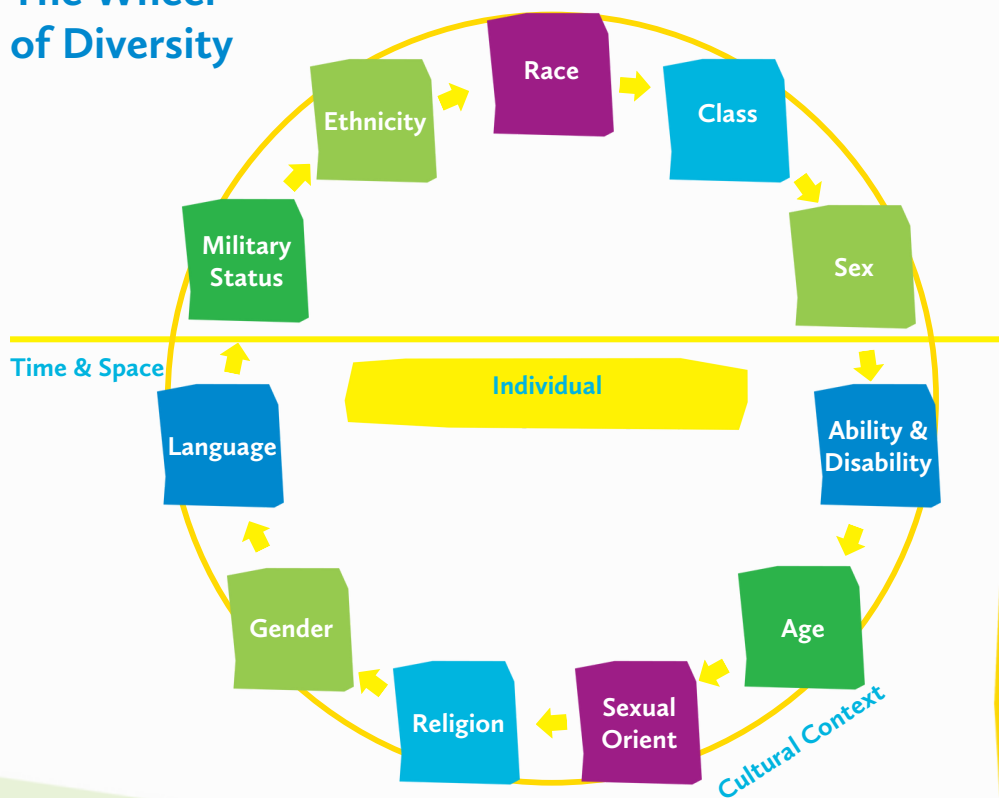
### REFLECT

- Intentionally reflect on your biases to determine the root of them and what they mean.
- Use reflection to interrupt biased thought before it becomes biased behavior.
- Schedule reflection time and use reflective tools that offer insight into your biases.

### REDUCE

- Act on your insights and reflections to reduce bias.
- Interrupt biased thought patterns.
- Ask for feedback from those around you about whether you are exhibiting bias in your decisions, speech or behaviors.

## The Wheel of Diversity



### UNCONSCIOUS BIAS

1. Pervasive
2. Distinct mental constructs
3. May not align with declared beliefs
4. Malleable
5. Favors own in-group

 **7 SECONDS**  
= 11 IMPRESSIONS

### UNCONSCIOUS BIAS

*Subconscious beliefs about attributes result in an automatic and unconscious reaction or behavior.*

### CONSCIOUS BIAS

*Conscious beliefs and behaviors that we are aware influence our behaviors and decisions.*

## The 3 V's Model

### Do/Practice

#### Value

- Be proactive in your inclusion of others
- Ensure underrepresented people are heard
- Show you value others through your actions
- Demonstrate your care and support

#### Validate

- Show compassion for others and their experiences
- Listen and accept their experiences as real to them
- Hold yourself accountable for your actions/decisions/words
- Acknowledge that racism exists, that black and brown people are among those impacted by racism daily and that we have work to eliminate racism

#### Voice

- Be impeccable with your words
- Speak out when someone does or says something that is against our Mission, Vision and Values
- Act with urgency in your response
- Be courageous to have critical, respectful conversations
- Be compassionate to your colleagues and patients when speaking with them about their concerns

### Don't Do/ Avoid

#### Value

- Do not make jokes, be sarcastic or make trivial comments about a person's identity or experiences
- Do not make assumptions or biases about a person based on their attributes, such as race, gender or sexual orientation
- Do not diminish the importance of another person's identity

#### Validate

- Do not tell other people how to feel or what to think about their own experiences
- Avoid making a person's perspective about you
- Do not argue about a person's experiences
- Do not speak over a person as they are telling their story
- Do not say to people of color that "racism isn't real" or that they are "overreacting"

#### Voice

- Do not ignore statements or behaviors that don't align with our Mission, Vision and Values – address them as soon as possible
- Do not disrespect others while addressing problematic behaviors



# DEIB Leadership Framework



Head



Hands

Mission

Heart

## INCLUSIVE LEADERSHIP COMPETENCIES

1. Appreciate and value the diversity in all of us
2. Be intentional about “planning the dance”
3. Focus on building trust through transparency and accountability
4. Be the example



THANK YOU  
ELIAS CONSULTING!

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## About ELIAS Consulting

*(Equity, Leadership, Inclusion, Access, Sustainability)*

Our mission is to empower organizations, leaders, and team members by building equitable, inclusive, accessible, and sustainable strategies and solutions to ensure that all people are able to contribute and thrive to meet the organizational imperatives.

GET IN TOUCH

**newpath.org**

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