

INTELLECTUAL PROPERTY NOTICE

No More “Business as Usual”: Using Diversity, Equity, and Inclusion (DEI) to Build Better Businesses and the Beloved Community is a PowerPoint presentation created by and, therefore, the intellectual property of Professor Reiland Rabaka. Consequently, no part of this PowerPoint presentation may be shared, reprinted, reproduced or otherwise utilized in any form or by any electronic, digital, mechanical, or other means, now known or hereafter invented, including photocopying and recording, or in any information storage or retrieval system, without express permission in writing from Reiland Rabaka, Ph.D., Founder and Director, Center for African & African American Studies (CAAAS), University of Colorado Boulder, Boulder, CO 80309.



No More “Business as Usual”:

Using Diversity, Equity, and Inclusion (DEI) to Build Better Businesses and the Beloved Community

Introduction: How do we define diversity, equity, and inclusion?

- Diversity, equity, and inclusion will not solve all our problems. However, DEI offers us many important tools to reimagine ourselves and the organizations we work for and lead.
- Along with diversity, equity, and inclusion some organizations include related concepts, such as access, justice, and belonging, in their DEI strategies.



Diversity



- *Diversity* involves recognizing and embracing the existence of many visible differences and invisible differences.
- visible differences (e.g., races and ethnicities; genders and gender-fluidities; sexualities, sexual orientations, and sexual preferences; nationalities; disabled and differently-abled people; different age groups; skills; languages; sometimes religious affiliations and spiritual traditions)
- invisible differences (e.g., religious affiliations and spiritual traditions; neurodiversity and thinking styles; psychometric profiles; experiences and different tenures; leadership styles; philosophical views – conservative vs. liberal; socioeconomic class; education backgrounds and different educational disciplines; learning agilities; value systems; personal purposes; different upbringings; various heritages, beliefs and perspectives; and individual differences)

Some examples of diversity in workplaces include:

- Racial and Ethnic Diversity
- Gender Diversity
- Sexuality Diversity
- Age Diversity
- Physical ability and Neurodiversity



Equity & Inclusion

- *Equity* is the fair treatment, access, opportunity and advancement for all people, while at the same time striving to eliminate barriers that have prevented everyone from participating equally in achieving the organization's and stakeholders' goals.
- *Inclusion* is about creating a workplace environment that values and integrates each person's differences in ways that make individuals and groups feel welcome, respected, and valued to fully participate.

Diversity, Equity and Inclusion in Business

- Commercial considerations
- Legal considerations
- Moral considerations



A diverse group of business professionals are gathered around a conference table in a modern office setting. A man with a beard and glasses, wearing a suit and tie, is seated in a wheelchair on the right side of the frame. He is looking towards a woman with long blonde hair who is smiling and looking at a laptop. A man in a light-colored shirt is leaning over the table, pointing at the laptop screen. Another man with dreadlocks is seated on the left, looking towards the center. The background shows large windows and a whiteboard with some faint text. The overall atmosphere is collaborative and professional.

DIVERSITY & INCLUSION IN THE WORKPLACE



Intersectionality

- For some, it is the most electrifying theory to emerge out of Black feminist studies in the past 30 years.
- For others, intersectionality is a set of organizing strategies created to combat “interlocking systems of oppression” such as racism, sexism, classism, and heterosexism, among others.
- Yet another group of people understand intersectionality to be more of a political praxis and ethical ideal for intellectuals, artists, activists, and allies who challenge outdated conceptions of a “single axis of oppression” that all or most of a specific group’s oppression revolves around. For example, supposedly Black people’s single axis of oppression is racism, women’s single axis of oppression is sexism, queer and trans folks’ single axis of oppression is heterosexism, and working-class and working-poor people’s single axis of oppression is capitalism.



Kimberlé Crenshaw

- The term “intersectionality” was first introduced in 1989 in a landmark law review article by Kimberlé Crenshaw entitled “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Anti-Discrimination Doctrine, Feminist Theory, and Anti-Racist Politics.”
- For Crenshaw, intersectionality names and explains the ways that Black women experience forms of discrimination that are often simultaneously raced, gendered, sexualized, and classed and, because the legal system is set up to address *singly oppressed* as opposed to *multiply oppressed* plaintiffs, the specific intersecting forms of oppression Black women face are erased and unaddressed.
- Crenshaw completely called into question the “single-axis of oppression” conceptualization of discrimination...

Intersectionality offers *multiply marginalized people* a way to identify and interpret various forms of violence, oppression, and exploitation that are often obscured by the “single-axis of oppression” postulation. It provides both campus intellectuals and community activists with a theoretically sophisticated and politically provocative framework for understanding how cultural capital, social wealth, and political power works within, and throughout, several *mutually constitutive* (as opposed to mutually exclusive) forms of social difference, political identities, and economic statuses. Bearing this in mind, intersectionality is often understood to be, and embraced simultaneously as, *a theory, method, and praxis* with implications for the academy and broader society. In other words, intersectionality is not simply an academic exercise or radical chic for many of its adherents, but also a tool that can be used to bring into being a qualitatively different humanity and society.



Diverse, Equitable, and Inclusive Leadership

- Perhaps more than any other contemporary concept or theory, intersectionality has helped to usher in the “Diversity, Equity, and Inclusion Era” and made it virtually impossible to conduct “business as usual.”
- DEI management literature suggests that support from senior leadership of an organization is key for the success of its DEI governance structures, policies, initiatives, and access to resources.
- Equitable and Inclusive Leaders must have the cultural flexibility and adaptability to role-model, inspire, mentor, and guide people who represent the wide-range of cultures and lifestyles in contemporary society.
- The role of inclusive leaders is the role of ally and advocate, and they must have the courage to recognize and highlight the commonalities among people, while at the same time celebrate the differences among people.

National Origin Ethnicity Gender Race
Human Resources Management Necessity
WORKPLACE Value
Employees **DIVERSITY** Corporate Strategy Employment Compliance
Business Competitiveness
Equal Opportunities
Workforce
Recruitment Color Religion
Global Culture Benefits Fair Legal
Age HR Goals Treatment



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