



Journey of Continuous Learning

To set you up for success, and all of us for collective impact, we agree to the CREED which is a set of values, level of transparency, grace (with self and others), and commitment to ongoing learning and engagement.



Challenges

Equity and inclusion, along with any racial conversations, often ignite feelings of fear (saying the wrong thing, being perceived a certain way, being hurt or fear of hurting others etc). This can leave us tense, anxious and vulnerable to shutting down. But like anything difficult, the more you engage with humility, the more you build trust with others you are with and these tensions and anxieties will decrease.

This is difficult work. That's why there are a lot of people talking about it, and not a lot of people acting on it. Consider yourself a pioneer. A disrupter for good. The work or conversations may be hard at times as the issues are complex. For some it will also be emotionally triggering at times.

Resilience

Some advice shared by Melody Hobson in her "Color Blind or Color Brave" Ted Talk:

- Hold up a mirror - Be brave enough to look into it, and to hold it up for an ally.
- Act on what you learn - awareness without action means nothing. This work requires you to recognize your personal, cultural and systemic sore spots.
- Persist despite your discomfort - Reflect on your identity in relation to someone else, and be brave enough to ask for feedback you may not want to hear. Sit in ambiguity, conflict and discomfort as you interpret the information. Discover not only others bias, but where you may be perpetuating bias.

Expectations

Sign the "CREED and Commitment" document agreeing to a minimum year-long process, to engage, be vulnerable, be uncomfortable, and learn from others who are different than you. The goal is for this to be a life-giving network of diverse professionals that you will continue to engage with long-term, even though your initial commitment is only 1 year.

Encouragement

We will work to encourage you and celebrate you throughout and desire to create a culture of encouragement. You should look to encourage others to share their experiences. Be excited of the possibilities of how genuine inclusion will ignite innovation!

Dedication

Equity and inclusion must be a priority amongst the busyness in your life if you expect to be a part of collective impact and moving the needle. The cohort has been designed with a level of flexibility, but still requires making the work a priority.

Quarterly – Live Power Play Events:

Meet live for an hour. 15 minutes open networking, 15 minutes Ted-Talk style talk around DEI area, and 1 hour facilitated networking/panel discussions.

Making It Personal Work:

- Personal Work: A resource around a specific concept will be provided for personal reflection/work. Members will access this through an online dashboard and complete on their own.
- Engage in a monthly Ally group (meet online or live) to discuss progress on action steps and discuss take-aways from the monthly resource. Groups also provide an opportunity for those who are on newly diversified boards to have a support system as challenges are encountered. You will choose groups monthly based on topics and your personal schedule.
- Utilize online forum for participants to engage, discuss, and share resources.

"The lack of adequate representation on both nonprofit and for-profit boards of women and people of color is slowing down progress in our world to leverage our companies, careers and livelihoods for social good. When businesses and nonprofits have leaders who can represent diverse people, experiences and cultures, we can make significant progress with social issues by the way businesses are ran, how they source/make goods, who they employ, and how they consider all stakeholders in evaluating returns on investment." Robin K. Lee, Executive Director, Nexus Impact Center