



Presents...

A Decade of DEI:

How Far We've Come
and What Lies Ahead

A Virtual Learning Lab
December 17th

Facilitated by Mary-Frances Winters
CEO and President of The Winters Group, Inc.



Today's Facilitators



Mary-Frances Winters
She/Her
President & CEO
The Winters Group, Inc.



Thamara Subramanian
She/Her
Manager, Innovation and Learning,
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Today We Will...

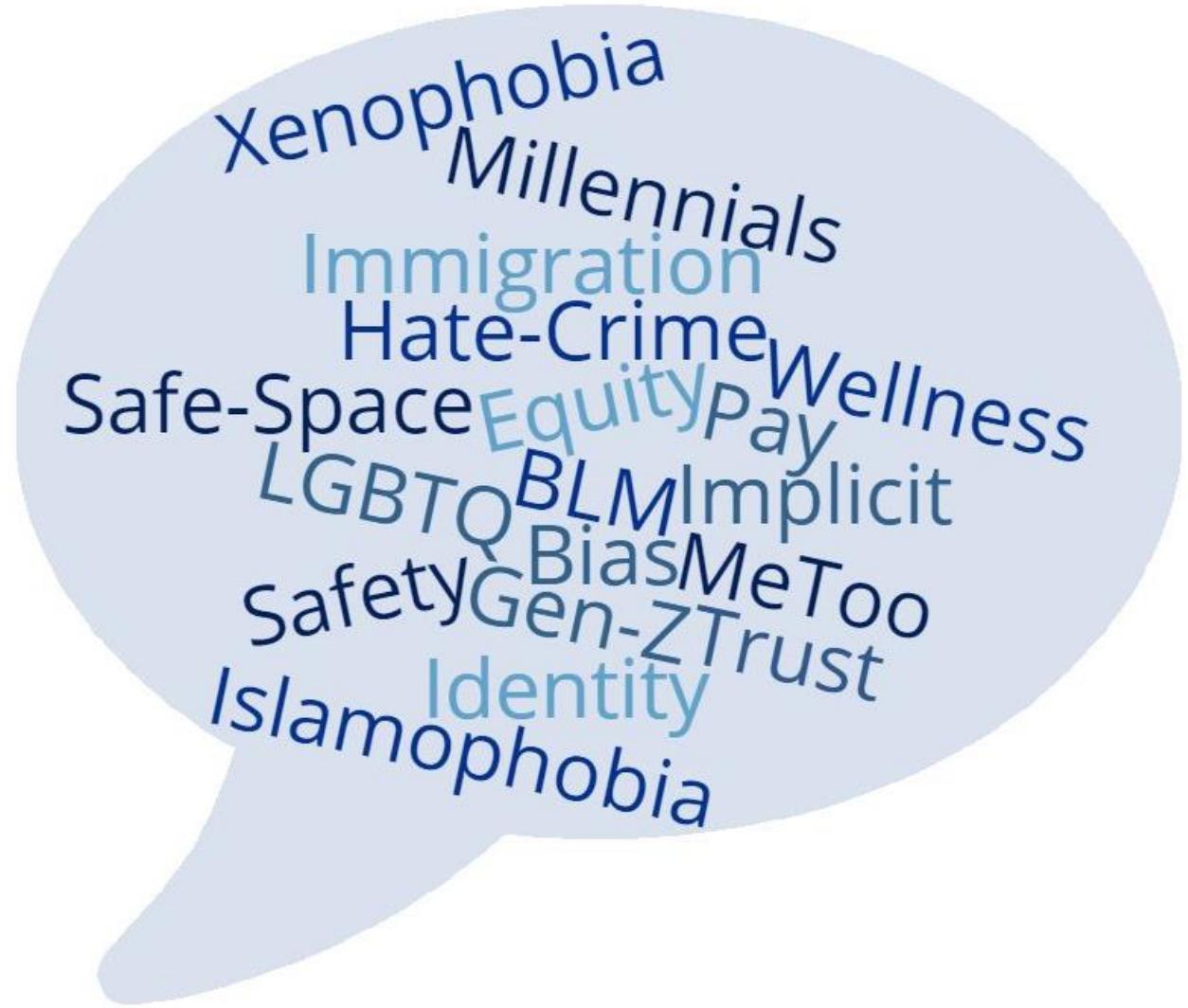
- Examine the key initiatives and innovation in DEI across industries in the past decade.
- Introduce new initiatives and trends to consider for your work in 2020 and beyond.
- Strategize and share best DEI practices for your organization's DEI goals.





How Far We've Come: 2010-2019

Share your thoughts: What stood out to you most in the video?



Xenophobia
Millennials
Immigration
Hate-Crime
Safe-Space
Equity
Wellness
LGBTQ
BLM
Implicit Bias
Safety
Gen-Z
MeToo
Trust
Identity
Islamophobia

From A Climate of Hope to A Climate of Hate

Poll: From your perspective,
how much progress in DEI
have we made in the past
10 years?



What Lies Ahead: D&I in 2020 and Beyond

More Global Activism Led by Young Leaders

- More Gen Z Activists
- Generational Divides



38% of the workforce consider themselves “activist” employees

Income Inequality is Widening

- Widest gap in 50 years, unemployment is at its lowest
- Wage gap increasing for Blacks



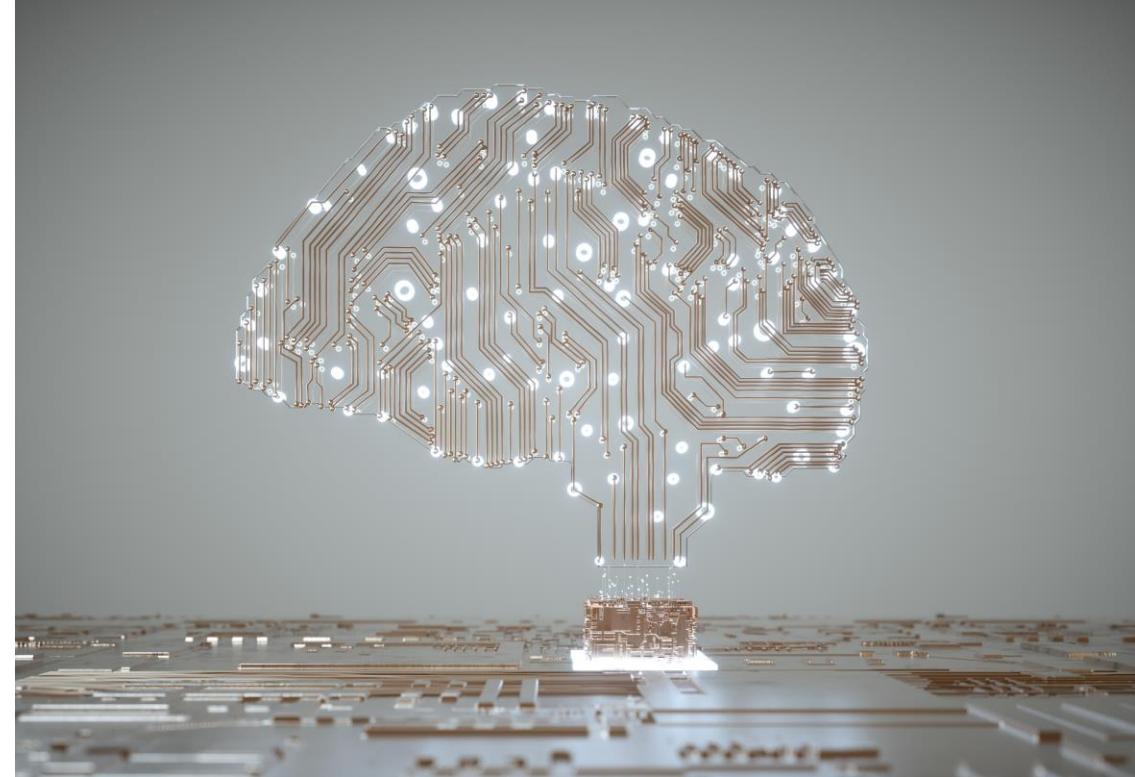
Share Your Thoughts:

How can DEI
practitioners be more
vigilant about these
gaps?



Technology Will Continue to Drive Our Existence

- AI and Machine Learning eliminating some industries
- AI and Bias
- Robots and Humans Coexisting
- Inequality in Technology Access
- Tech Enabled Learning Solutions Virtual Reality, Gaming Simulations
- Apps for Micro-learnings
- Shift from classroom to experiential



Reflection: Technology

What do you anticipate the role of technology will take in your own work?



Share Your Thoughts:

What are you doing
in the technology
space to enhance
your DEI work?



Social Media Will Continue to Influence Our Worldview

Over the next decade Social Media can either turn into an enabler for **inclusive conversations and learning** or it can continue to foster polarization and hate



Share Your Thoughts:

How can we use
social media for the
good of DEI?



DEI Practitioner Roles Will Continue to Evolve

- Need for technology skillsets
- Fostering the intersection of business case and social justice
- Bringing your “whole self” to work
- Moving DEI practice out of Talent Management and HR and into C-Suite



Reflection: DEI Practice

Where do you see opportunity to better integrate social justice into your DEI strategy and business case?



Source: Webers Handwick 2019

Share Your Thoughts:

How do you think the
DEI practitioner role
will change and why?



Redefining Workplace Wellness and Self-Care

- Culturally-Specific Care
- Stress-reducing initiatives
- Parental Leave Increases and Policy Changes (Maternal and Paternal)
- Generational differences



Share Your Thoughts:
How do you practice
self-care?



Takeaways For Your DEI Journey

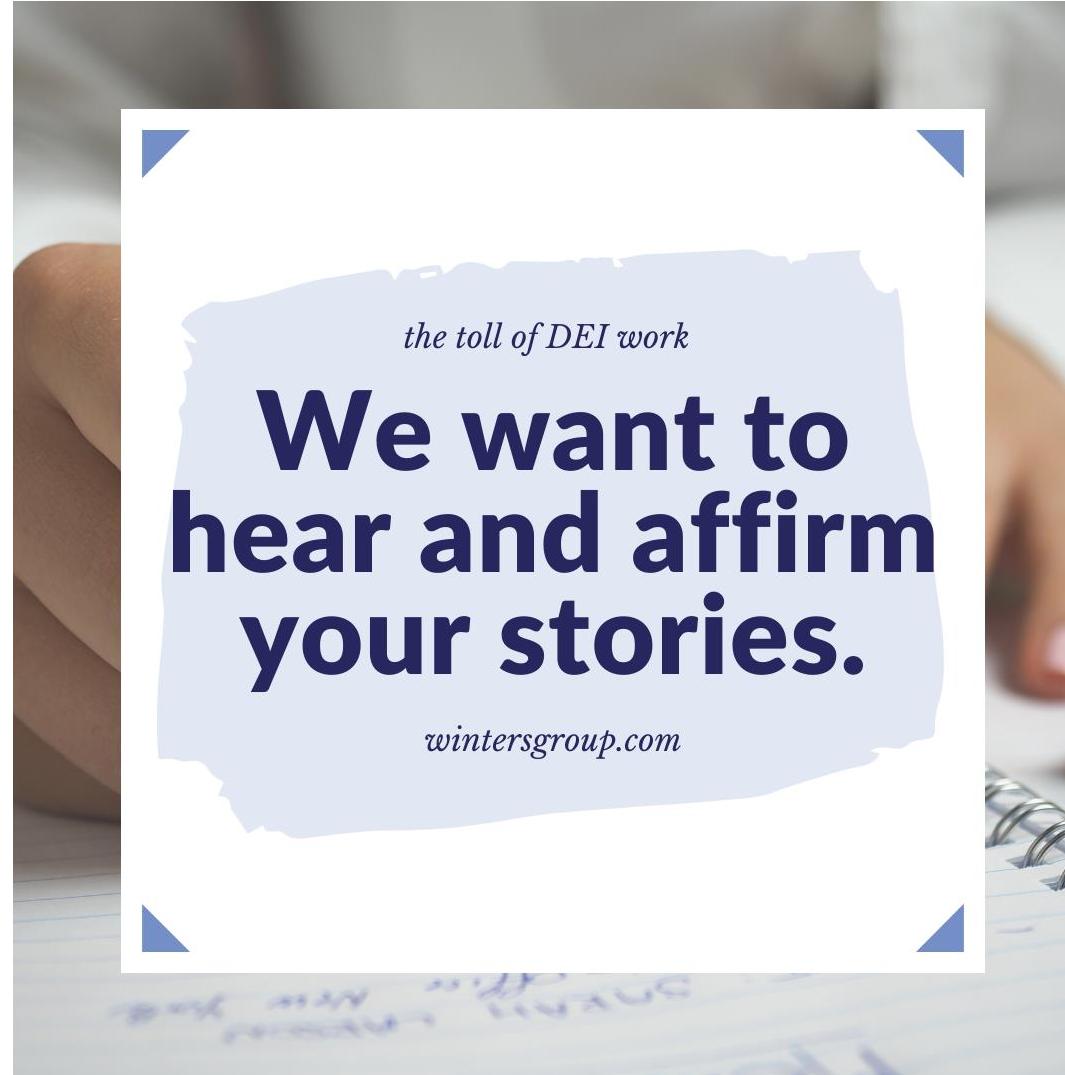
- Strategize to understand and support employee activism across different topics
- Learn to be technologically savvy
- Consider multimedia approaches for D&I education
- Continually Ask: “Where can we go deeper or be bolder? What *aren’t* we talking about?”
- Stay current and be proactive on external events
- Ensure you are incorporating a social justice lens into your DEI work

For the DEI Practitioner and Change Agent: We See You!

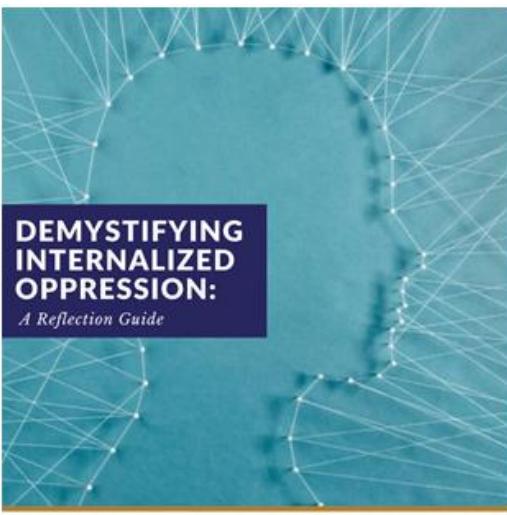
- Unplug when you need to – set your boundaries and be okay with them so you can be your authentic self
- Harness community with people who affirm, empathize, and learn with you
- Accept your feelings (both positive and negative, and in-between) are valid
- Practice self-care, however that feels for you
- **Find the joy in small ‘wins’ – value those moments when you remember your ‘why’**



Share Your Story: The Toll of DEI Work



Resources



LinkedIn Learning