

CELEBRATING what we have done so far...

Personal action:

START WITH OURSELVES

NICE TO MEET YOU! MINE ARE THEY/THEIRS!

MY PRONOUNS ARE HE/HIM/HIS

ELEVATE WITH OUR DOLLARS

BIPOC BUSINESS DIRECTORY

TAKE DIRECT ACTION

I VOTED!

VOLUNTEER

DISCUSSIONS WITH MY KIDS ABOUT WHITE SUPREMACY

INITIATE & ENGAGE IN DIALOGUE

WHAT DOES BLM MEAN TO US LATINX?

BIPOC AUTHORS FIRST

SHIFT MEDIA CONSUMPTION

MEDIA

Organization-wide action:

INVEST IN SUSTAINABLE PARTNERSHIPS

created a lending Program for Black Entrepreneurs

HOLD OURSELVES ACCOUNTABLE

through open & continuous conversations

“Who are we intentionally excluding from the dialogue?”

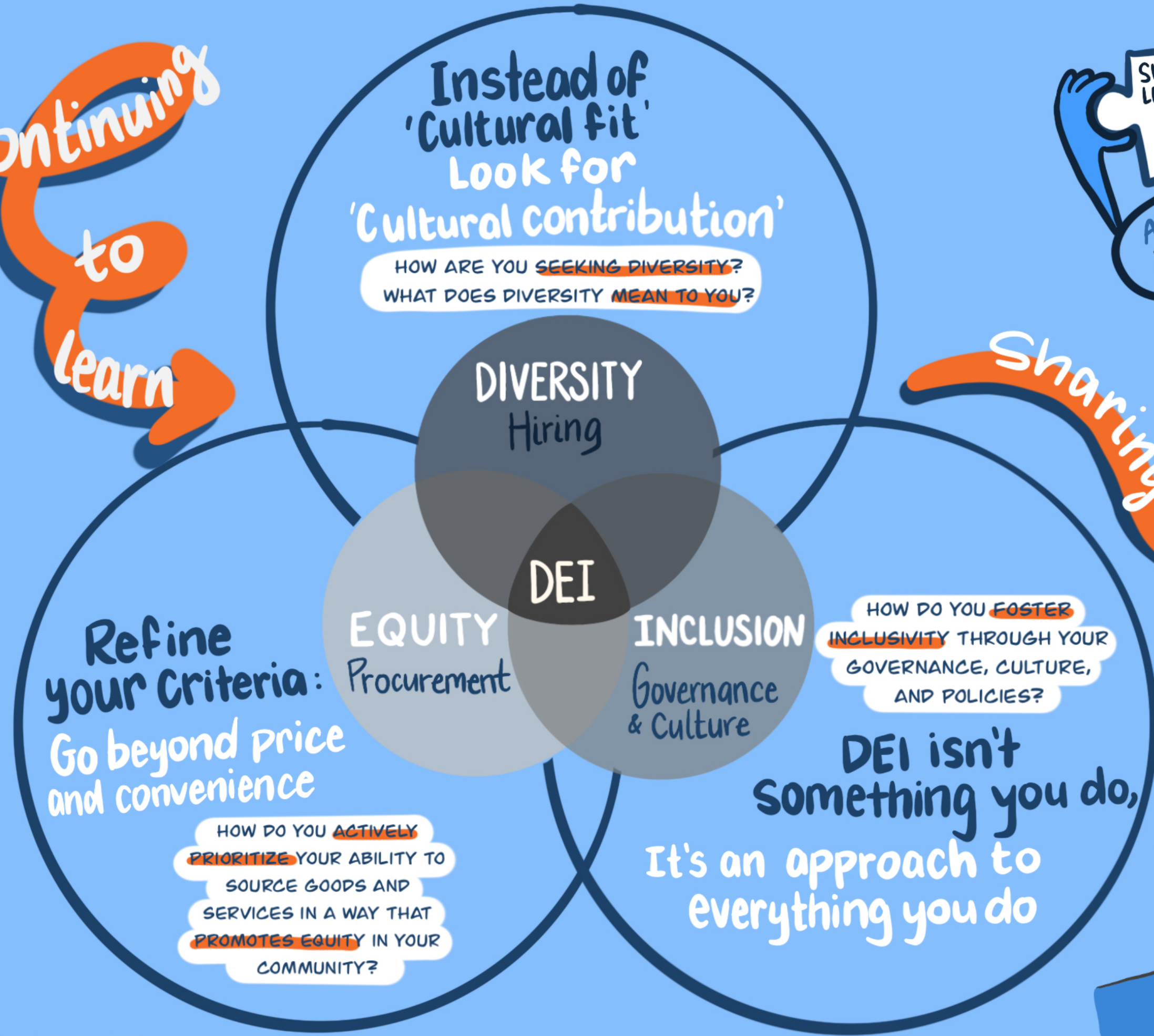
FOSTER A CULTURE rooted in safe spaces & equitable policies

STATUS QUO → INCLUSIVE

CHALLENGE & WORK WITH OUR WIDER COMMUNITY

PLEDGE PAY PARITY!

Continuing to learn



SHARE WHAT I LEARNED WITH MY TEAM

Make using a DEI lens HABITUAL

GET COMFORTABLE NAMING PROBLEMATIC DEFAULTS OF ACTIONS

Ask what works, Don't assume!

Use Ongig to create unbiased job descriptions

Examine culture through a DEI lens, not just making one Policy Change



OUR COMMITMENTS

HEY, NICE GLASSES!

THANKS! I LIKE THEM, TOO!



“When you know better, do better.”

-Maya Angelou



REAL TALK

DIVERSITY EQUITY INCLUSION

from acronym to

ACTION!

CATCH YOUR DREAM

WITH Special Guest DONTE CURTIS

