



## **Shared Insight Gathering 2020 – Equity, Diversity, Inclusion Tips As of January 2020**

We appreciate your partnership to create a Gathering that provides meaningful opportunities for learning, connection, and inspiration. Like many of you, Fund for Shared Insight is committed to equity, diversity, and inclusion and we strive to integrate and embody these values in our programs and organizational practices. The Gathering will include some content targeted to these issues and how they connect to feedback and listening, but we also hope that all presentations and experiences will reflect and align with these foundational and cross-cutting values.

Here are some suggestions to consider:

- We are all shaped by dominant culture and can perpetuate norms and practices that can be exclusive and offensive, even when that is not the intention. Ideally, the team designing sessions is itself diverse and inclusive of many different identities, experiences, and perspectives, and also is tapping input and feedback from “voices least heard.” Any design team can pause and reflect on how the content and format being designed would meet the needs of, or land with, diverse participants, particularly those who are less dominant in our society and sector. This can help uncover assumptions, biases, and jargon and unlock new opportunities for equity and inclusion.
- Include on your presentation team a diversity of perspectives and identities. Pay attention to not only the overall diversity, but also how this intersects with power. For example, for many nonprofits, the people receiving services or participating in programs are disproportionately people of color, while the professionals providing the services and programs are white. This can play out in seeing clients/beneficiaries through a deficit lens rather than embracing their full humanity. This is a sector-wide problem that we all must work together to correct. For the purposes of your session, try to challenge these patterns as much as possible.
- The audience will include people from a wide variety of backgrounds and identities, across race, ethnicity, gender, sexual orientation, age, and ability. To help foster an atmosphere where everyone feels welcome, respected, and engaged, use inclusive language, diverse examples, and methods that are accessible to all. For example, use large print on PPT slides, gender-inclusive language, and images that reflect the variety of racial identities among both people in positions of power as well as people accessing nonprofit services.
- While we encourage everyone to participate, in keeping with our core purpose, we are especially interested in elevating those voices among us that tend to be “least heard.” It can be tempting to call on the people who raise their hands first or to focus attention on the most assertive participants. But these are often people, such as men, white people and able-bodied people, whose voices already dominate in society. Help equalize participation by inviting time

for reflection before speaking out, engaging participants to talk with a neighbor or in small groups, and calling on a diverse mix of participants to share their voice in the full group,. In these instances, we might even encourage privileging those who tend to be less heard, such as people of color, people with disabilities, and young people.

- Whatever your topic, consider authentic ways to connect to the values and practices of equity, diversity, and inclusion. We know that these issues are present in your work and your experience with feedback and listening. Our team is here to partner with you to make those connections.

We welcome other ideas you have for making equity, diversity, and inclusion lived values at the Shared Insight Gathering. Thank you for all that you do!