



NetWorked

Partnership for Community Investment

RESOURCE SPOTLIGHT

Enhancing Diversity, Equity & Inclusion in Organizations

NetWork Kansas Partner:
The Empower National DEI Advisory Board

OVERVIEW

Strengthening Diversity, Equity and Inclusion (DEI) within organizations takes commitment, intention, resource allocation and measuring. Here are practices recommended by NetWork Kansas' Empower Advisory Board, composed of DEI experts and practitioners, to help organizations navigate the work to generate positive impact.

WAYS TO IDENTIFY STARTING POINTS WHEN ADOPTING STRONGER DEI PRACTICES

- Determine the outcomes your organization would like to experience by strengthening DEI practices *internally* and *externally*.
- Ensure commitment from all levels of the organization including the board level.
- Use common, inclusive and representative language and definitions; avoid the politics or jargon around DEI.

WHAT NEEDS TO BE IN PLACE WITHIN YOUR ORGANIZATION WHEN STRENGTHENING DEI?

- Create safe spaces for exploration and conversation.
- Create a culture of belonging in your organization by ensuring the following:
 - **Psychological Safety.** People feel safe speaking up and saying what they're thinking, even when it's different from what others are saying
 - **Connection.** People feel connected to one another; they genuinely care about each other.
 - **Appreciation of Difference.** Individual differences are valued and optimized. Unique skills and strengths are leveraged.

WHAT ARE SOME ORGANIZATIONAL DEI METRICS TO TRACK?

- Align existing organizational internal and external performance metrics with DEI metrics, otherwise, DEI may be considered as an add-on initiative or separate from organizational priorities.

WHAT ARE SOME CAUTIONS WHEN UNDERTAKING DEI WORK?

- Frame DEI appropriately; it is long-term work that requires sustained commitment.
- Success doesn't happen overnight.
- DEI requires a commitment of time and resources to make impact.
- Progress in DEI is the goal; not perfection. The work is ever-evolving.

Learn more about NetWork Kansas' approach to DEI through its Annual Report
The Shift: Intentionally Closing Resource Gaps for Rural and Urban Entrepreneurs

[**CLICK HERE**](#)

Resource Partners:



KANSAS HEALTH FOUNDATION



BlueCross BlueShield
Kansas

An independent licensee of the Blue Cross Blue Shield Association.