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 **FEARLESS IDEAS**



Diversity, Equity, Inclusion and You!

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Hi, I'm Tara

- BA – Business Administration
- MA – National Security/Cyber
- PhD Candidate – OB/HR

Maj Tara "TONE" Holmes (USAF)

- B-52 (BUFF) Electronic Warfare Officer
- 12 yrs active duty
- Aviator, Advocate, Educator
- Military brat

Mommy


- 3.5 yrs / 1.5 yrs



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DEI Background


- 12 years advocating for military women
 - research/policy work on DEI topics for the Air Force
 - DEI symposia organizer/advisor
 - Assistant Editor for DEI Editorial Book
- 7 years as an educator
 - Founded multiple mentorship programs
 - Various DEI training/education certificates
- Research Area: DEI in organizations

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Disclaimer


This presentation is not affiliated with the US Department of Defense, its Services, nor any part of the US Government or any foreign Government entity.

The views and opinions expressed herein are my own, and do not reflect the official policy or stance of the Department of Defense.

 **FEARLESS IDEAS**

Agenda

- What is DEI, and where does it live?
- Where did DEI come from?
 - Theories & History
- Why does DEI matter?
- What resources do I have?
- What is my role?

 **FEARLESS IDEAS**



What is DEI?

Diversity

- Recognizing, acknowledging, respecting, and valuing everyone's unique experiences

Equity

- Recognizing & addressing barriers (individual and structural) that prevent fairness and justice in process and results

Inclusion

- The extent to which all members feel fully accepted and included

(Fitzsimmons et al.; 2023, McGill, 2023)

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Where does DEI live?

Diversity, Equity, and Inclusion

- Organizational Level**
 - Programs, initiatives, policy, formalized roles (e.g., CDOs)
 - Overall climate
- Group Level**
 - Shared perceptions
 - Group social norms
- Individual Level**
 - Individual feelings/perceptions/beliefs/attitudes
 - Individual behavior

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What are the goals of DEI?

- Healthy Culture
- Fair and Just Practices
- Accessibility
- Accountability
- Performance
- Satisfaction
- Belonging

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Where did DEI come from?

Theories

- Similarity-Attraction Theory**
 - We are attracted to people who are like us.
- Social Identity Theory**
 - We categorize people into groups to make sense of the world.
 - In-groups (us) vs Out-groups (them)
- Realistic Group Conflict Theory**
 - When we perceive resources to be finite, we feel threatened when another group gets them.
- System 1 and 2 Thinking**
 - Our brains take shortcuts to keep us safe and make thinking more efficient.
 - Implicit bias / stereotypes = System 1

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A bat and ball cost \$1.10.

The bat costs one dollar more than the ball.

How much does the ball cost?

Ball = \$0.10

Bat = \$1.10

\$1.20

Ball = \$0.05

Bat = \$1.05

\$1.10

Where did DEI come from?
Theories continued...

- **Optimal Distinctiveness Theory**
 - Every person has a fundamental need to belong, and a fundamental need to be unique.
- **Status Hypothesis**
 - Humans have a fundamental motive to garner high status
- **Evolutionary Perspective**
 - Our ancestors survived by banding together (in-group) against other groups (out-group) and sharing scarce resources
- **Systemic / Institutional Perspective**
 - The processes and functions of systems / institutions facilitate inequality

Where did DEI come from?
Examples from US History

- 1776: Declaration of Independence signed
- 1791: 1st Amendment separation of church and state / freedom of religion
- 1865: Civil War Ends, General Order No. 3, 13th Amendment ← Black Codes (Jim Crow) Segregation
- 1870: 15th Amendment grants Black men the right to vote
- 1920: 19th Amendment grants all women the right to vote
- 1948: Integration of the military / women allowed to serve
- 1957: Native Americans granted the right to vote
- 1963: Equal Pay Act
- 1964: Civil Rights Act ←
- 1965: Voting Rights Act / Beginning of Affirmative Action
- 1993-2011: "Don't Ask, Don't Tell"
- 2013: Ban lifted on women serving in combat roles
- 2015: Same-sex marriage legalized

Why does DEI matter?

Why does DEI matter?

A Venn diagram with three overlapping circles: a yellow circle at the top labeled 'Diversity', a blue circle at the bottom left labeled 'Equity', and an orange circle at the bottom right labeled 'Inclusion'. The central area where all three circles overlap is labeled 'Belonging'.

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Why does DEI matter?

Belongingness leads to...

- Feeling more satisfied and positive
- Feeling accepted
- Higher motivation sustained over time
- Believing in yourself
- Citizenship behaviors (e.g., helping)
- Higher academic performance

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What resources do I have?

A large red graphic of a terrapin shell, composed of many small red hexagonal shapes arranged in a circular pattern.

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You're in the right place!

"We believe strongly that diversity and excellence are intertwined. Excellence and diversity are an essential part of the Terrapin experience." (July 29, 2023)

- UMD has long promoted diversity as a core value (Strategic Plan for Diversity, 2012)
- Ranked Nation's #1 College for LGBTQ+ Students (by Campus Pride and BestColleges, August 16, 2023)
- 650+ student organizations!

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What resources do I have?

UMD

- UMD Office of Diversity & Inclusion diversity.umd.edu
- Office of Civil Rights and Sexual Misconduct
- TerrapinStrong

Student Life

- <https://terplink.umd.edu/> or Student Org Resource Center
 - LGBTQ+ Equity Center
 - Nyumburu Cultural Center
 - Office of Multi-ethnic Student Education
 - Jewish Student Union
 - Terp Vets
 - American Indian Student Union
 - ... and many, many more...

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What resources do I have?

Smith School

<https://www.rhsmith.umd.edu/diversity-and-inclusion/resources>

- Smith Diversity and Inclusion Committee
- Diversity & Equity Council (DEC): a Smith Student Committee
- Smith Masters Student Association (SMSA) <https://networth.rhsmith.umd.edu/smsa>
- Masters Programs Office team
 - (301) 405-9565
 - Smith-masters-programs-office@umd.edu

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What is my role?

Dr. Stefanie Johnson's Inclusify Framework
Inclusify: The Power of Uniqueness and Belonging to Build Innovative Teams

A – Amplify pass the microphone

E – Edify learn about inequality & teach others about your own experiences

I – Identify engage in diverse mentoring relationships (71%)

O – Optify shine a light on others' accomplishments

U – Unify bring in allies – be an ally

...but wait... there's more!

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What is my role?

Living by the
 Platinum Rule
 takes

C – COURAGE
 (applies to 100% of us)

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Parting Thoughts

Diversity (n.) is a *state*.
 Equity (n.) is a *quality*.
 Inclusion (v.) is an *action*.

Belonging is a feeling,
 and it's for everyone.

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**Thank you
 and welcome to the Smith School!**

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