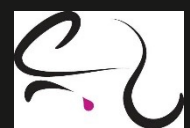




WELCOME TO

Beyond DEI:
The Building Blocks
of Belonging

nehra
NORTHEAST HR ASSOCIATION



JI Coaching & Consulting, llc

BEYOND DE&I

THE BUILDING BLOCKS OF BELONGING



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PRESIDENT
JI COACHING &
CONSULTING, LLC

FEBRUARY 8, 2024
NORTHEAST HR
ASSOCIATION

About Me



I have almost 15 years of experience as an executive coach and facilitator, specializing in Emotional Intelligence and Inclusion and Belonging.

I champion leaders who embrace diversity, equity, inclusion, and belonging.

I am also intimately aware of the impacts of exclusion and loneliness at work.

Agenda

- DEI & B State of Affairs
- Belonging: It Starts with You!
- P.I.E.R.C.E activity
- Cohort group experience
- Group debrief

What are you hoping to gain from today's



View responses ...



The DEI&B state of affair

Four years of impact



Actions Lead to Outcomes!

Diversity + Equity + Access = Belonging & Inclusion

Diversity, Equity,
Inclusion &
Belonging

Diversity, Equity
Inclusion

Equity &
Belonging

Justice, Equity,
Diversity, Inclusion

Equity &
Inclusion

Inclusion,
Equity, Access
& Diversity



How has the language around diversity evolved in your organization?

Events Impacting DEI & B

2020 Key Events - \$7.5 Billion Investment

- Pandemic
- Black Lives Matter - George Floyd & Brianna Taylor
- Federal ban on conducting and promoting Divisive Concepts
- The world went virtual

2021 Key Events

- Organizations increase investment in DEI, creation office of DEI, and hire talent
- US Capital under attack
- Attack on teaching Diversity in the classroom
- Biden order – Advancing Racial equity and support for underserved communities
- Crimes against Asian Americans dramatically increase
- “Karen” memes take hold

Events Impacting DEI & B

2022 Key Events - \$9.3 Billion Investment

- DEI job postings decreased by 19%
- Conservative Activist seek to abolish DEI in Texas Public Universities and other states

2023 Key Events – An attack on infrastructure

- DEI Burnout - Support Diminishing
- Economic Conditions impacting job cuts, DEI job postings decreased by 19%
- The Case of Students for Fair Admissions Vs. Harvard
- Budweiser Boycotted for Utilizing Transgender Personality Dylan Mulvaney - \$395 Million in Lost Sales, Target – Pride displays destroyed
- Laws were passed in Texas, North Carolina, Florida, South Dakota, and Tennessee against public institutions and universities' use of DEI. In these states, DEI is viewed as Discrimination, exclusion, and indoctrination. Utah was added in 2024



**2024 – The
Business Case
is strong:
A movement
toward
belonging**

2026 Projected Investment \$15.4 Billion

Five Levers for Change

Commit to a systemic, purpose-led approach to benefit all stakeholders

Embed your strategy in company-wide business initiative tailoring to local context

Embolden and activate champions and allies by providing adequate resources and support

Act on Feedback, including dissenting voices

Prioritize Belonging and Inclusion practices to unlock potential

Belonging:

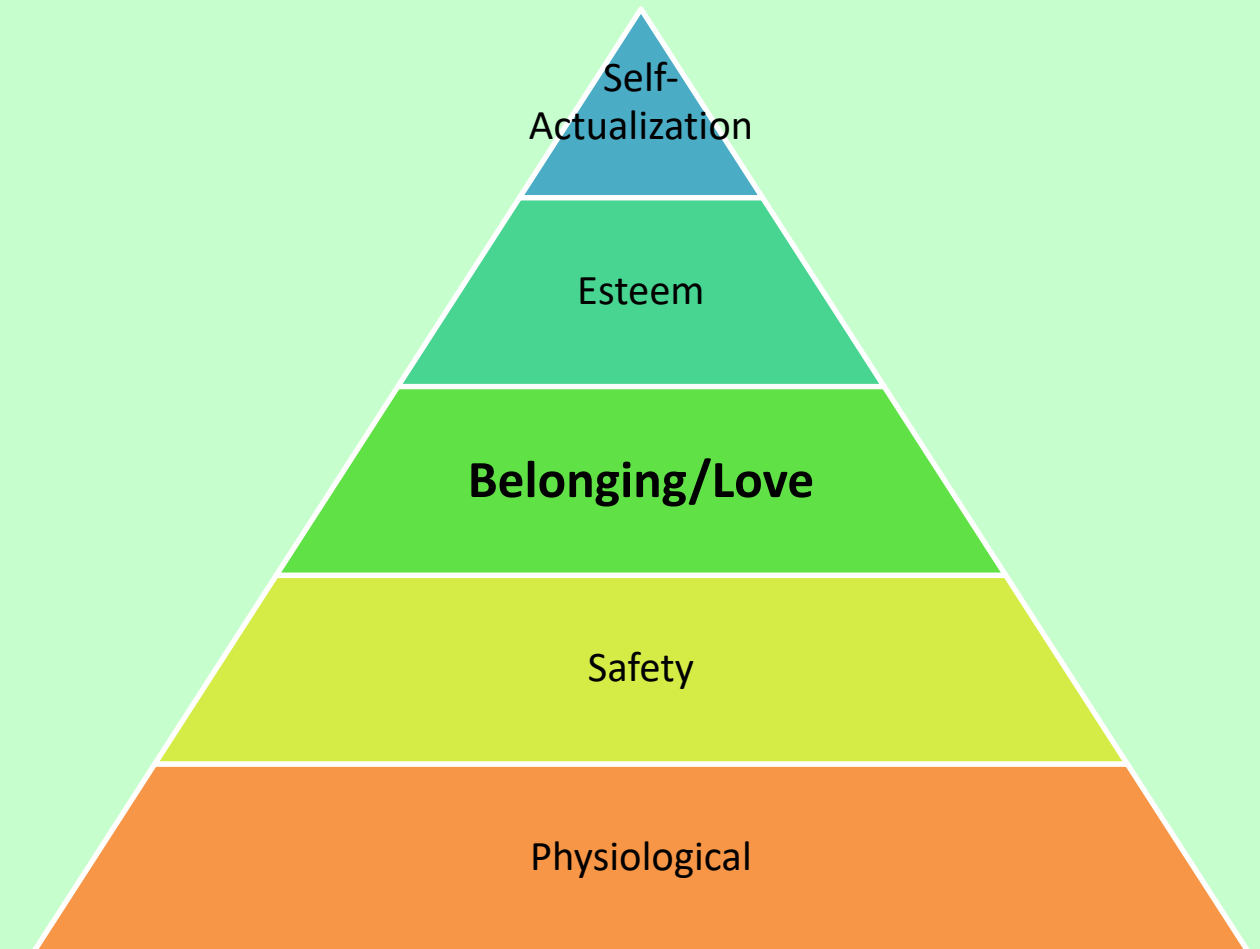
It starts with me!



Belonging:

The degree to which individuals feel personally accepted, respected, included, and supported by others within the organization.*

Maslow's Hierarchy of Needs



*Cockshaw & Shochet 2010



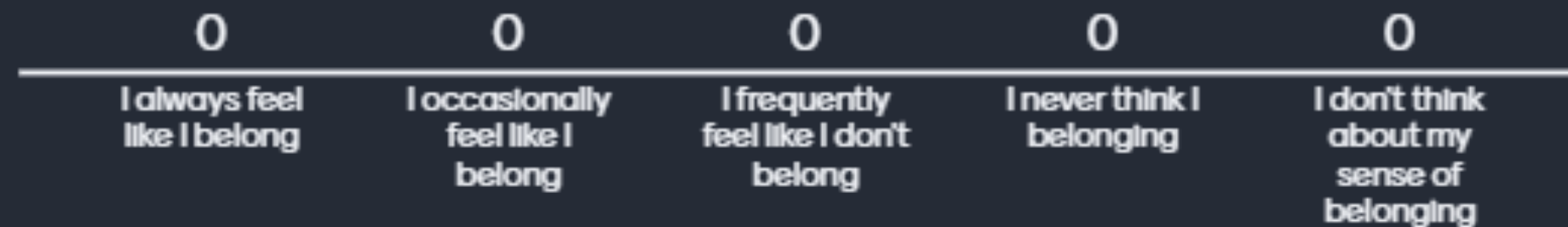


Employees say diverse senior leadership gives them 2.4x greater sense of belonging

People with a strong sense of belonging are:

- More engaged in their role
- 2x more likely to be productive, resilient and committed to their company
- Satisfied with their jobs
- Feel enthusiastic about their role

What is your personal sense of belonging at work?



Self-Awareness & Belonging



Structural Factors:

- Organizational Culture
- Leadership Behaviors
- Personal Relationships

Critical Personal Factors:

- Psychological Safety
- Inclusion
- Establishing & Maintaining TRUST
- Recognition & Respect
- Connection
- Enhanced Communication

P.I.E.R.C.E.

**What is your
favorite travel
location?**

WARM-UP

Ask your Neighbor

**What makes it
your favorite?**



Brainstorm Exercise

Find a partner or group and discuss a few ideas that will allow you to P.I.E.R.C.E. through personal barriers to belonging

The Dream Team



Tissa Hami



Lucia Page



Robert Principe

0 I am challenged by organizational dynamics

0 I am satisfied with my level of impact

0 I have some impact but could do more

0 I am a champion of belonging and have significant impact

Login to edit this Menti

What additional commitment am I making to enhancing belonging?

For organization



Thank You!

Feel free to send inquiries to
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