

PARK COUNTY

COMMUNITY

FOUNDATION

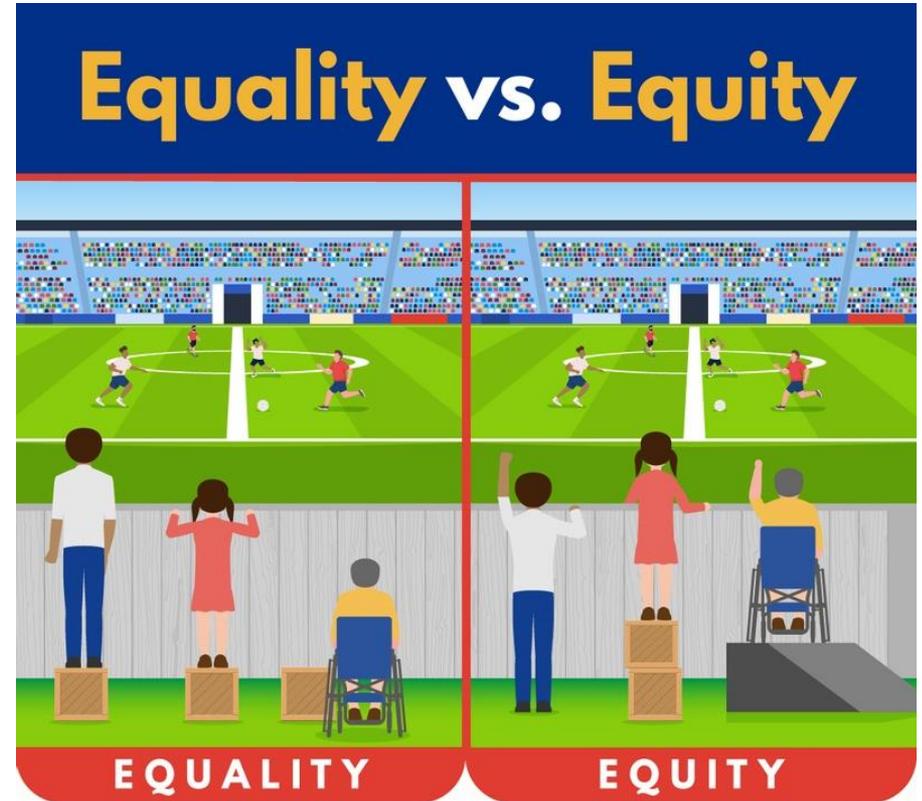
Diversity, Equity, Inclusion & Belonging (DEIB)
Perspectives & Opportunity

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Equity- Providing access to opportunity relative to people's needs, with consideration for historical and systemic barriers

Equality, by comparison, is when all people are treated identically, without consideration for historical and systemic barriers and/or privileges



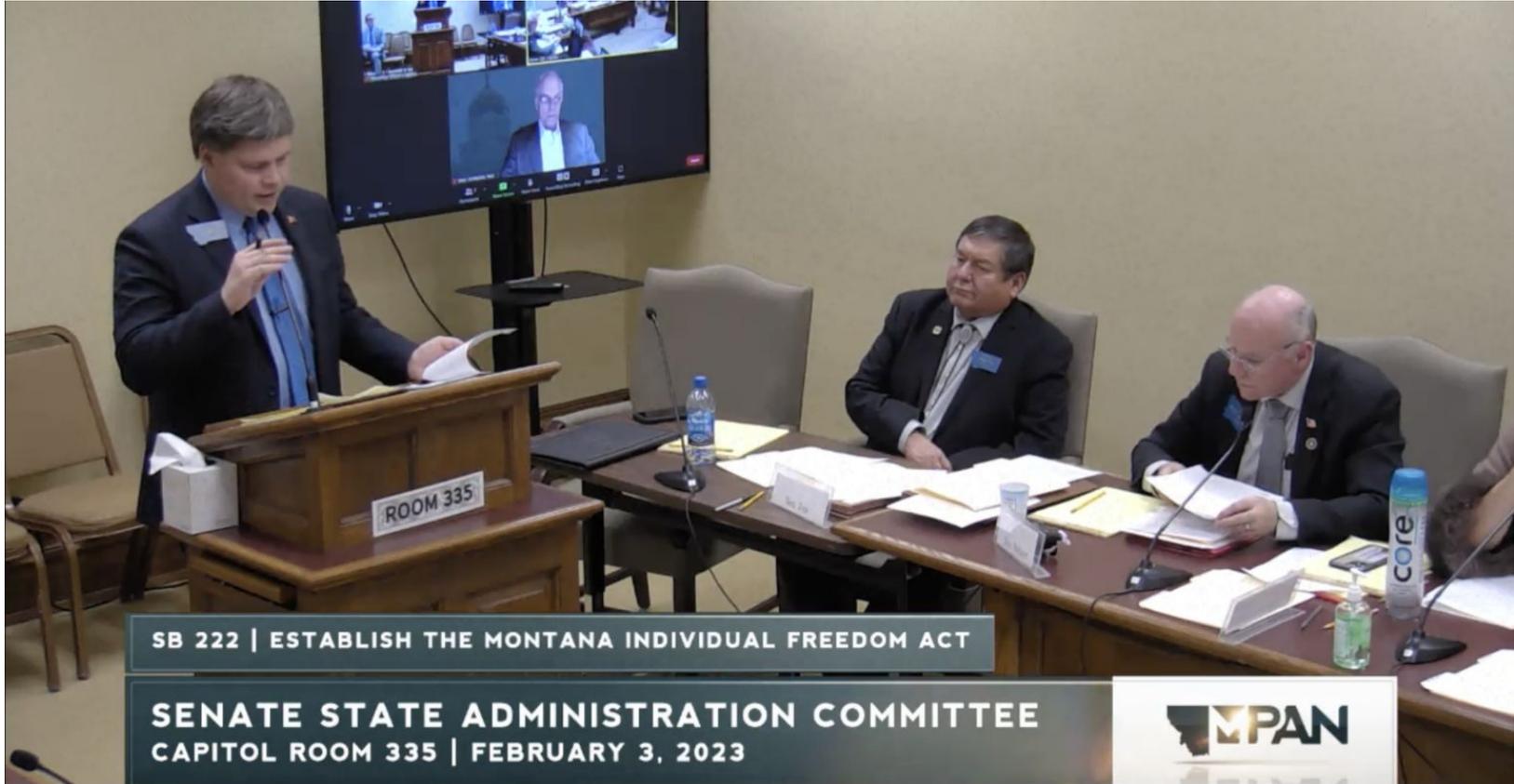
Inclusion- Actions taken to accept/celebrate/utilize the unique strengths and facets of identity so that all feel welcome, valued, and supported.

Belonging- Belonging is a feeling of security, support, and membership, enforced by a sense of acceptance and respect for one's identity. The ability to stand out and fit in at the same time.

Accessibility- The quality of giving equitable access to everyone to gain the benefits of a system or entity. Also refers to compliance and functionality.

Justice- Fairness. The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all

What its not...



SB 222 | ESTABLISH THE MONTANA INDIVIDUAL FREEDOM ACT

**SENATE STATE ADMINISTRATION COMMITTEE
CAPITOL ROOM 335 | FEBRUARY 3, 2023**



DEI work is... educational training & program implementation to reduce prejudice and discrimination, facilitate positive group interaction, and help create a more supportive, welcoming, prosperous environment for ‘diverse’ groups of people.

- Race
- Ethnicity
- Gender
- Age
- Size
- Ability (physical/cognitive)
- Sexual Orientation
- Socioeconomic Status
- Political Views
- Identity outside the ‘majority’ demographic



Systems Change

Assessing our current systems and looking for ways to improve them that promote fairness, opportunity, and prosperity for everyone.

- Belief
- Education
- Outreach
- Funding
- Collaboration
- Services
- Resources
- Metrics



Our communities are changing



The world is changing



Benefits of DEI Work

- Building Crucial Systems of Support
- Enhance community development
 - Quality of life, sustainability, growth, health & wellness
- Connections that Strengthen Community
- We're investing in people who will become invested in their own communities
- Improving Business & Workplace Culture
- Sustainable Economic Development
- Organizations doing DEIB work have business advantage

DEIB & Nonprofits

- Truly represent the community
- Increased funding opportunities
- Increase engagement & support

Efforts Across our Region



Belonging in
Big Sky



JUSTICE, EQUITY,
DIVERSITY AND INCLUSION



How... Elements of a DEI Initiative

Education

- Shared language, what/why/how DEIB relates to your organization

High level assessment

- Workplace culture, community needs, desired impact, vision of equitable & inclusive organization

Leadership commitment

- Agreed goals, define roles & accountability, empower leaders
- Form a DEIB Committee (internal/external partners, define roles)

In-depth analysis

- Strengths, weakness, potential impact, priority, baseline data
- Review/revise company policy & procedure
- Workshop framework (mission, vision, values, goals, strategic plan, funding, partnerships, metrics, etc)
- Consensus on shared purpose and desired impact

Implementation

- Implement your strategic plan (action to create impact!)
- Create partnerships relevant to your mission (nonprofits, service providers, schools, etc)
- Maintain inclusive workplace culture (Set expectations, daily practice, systems of inclusion, edu opportunities)
- Measure progress
- Consistency & Commitment

Resources for you

DEIB Toolkit as a starting point for NPOs:

- **Elements of a DEIB Initiative**
- **42 pt DEIB Assessment Checklist**
- **4 Sample Survey Questions to Assess Sense of Belonging**
- **Language Access Compliance for Employers**
- **DEIB Statistics & Studies on Value & Importance**

Help Desk

thank
you

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