

The World's Local Training Provider



# Navigating **Diversity, Equity, Inclusion, & Belonging** As Leaders

# CARLOS DA SILVA

- **Born**

- Sao Paulo, Brazil

- **Career**

- Change Agents 831
- Powered By Love
- Body Déjà Vu

- **Favorite Quote**

- "We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion" – Max De Pree





# GROUP AGREEMENT

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- Listen (hear) the speaker.
- Meet speakers where they are, not where you want them to be.
- Make room for disagreement and/or differing perspectives.
- In difficult discussions, reflect back what the speaker said.
- Respect confidentiality.
- Disconnect to connect.
- Approach with a Growth Mindset.

# BRAVE SPACE

Brave spaces are environments where individuals feel empowered to engage in open and honest dialogue, confront discomfort, and challenge biases in pursuit of learning and growth.

- Promote open dialogue without fear of judgment.
- Encourage mutual respect and support.
- Embrace discomfort for growth and learning.

- Amplify marginalized voices.
- Commit to ongoing reflection and accountability.
- Refrain from advice-giving.



'WORLDS APART'

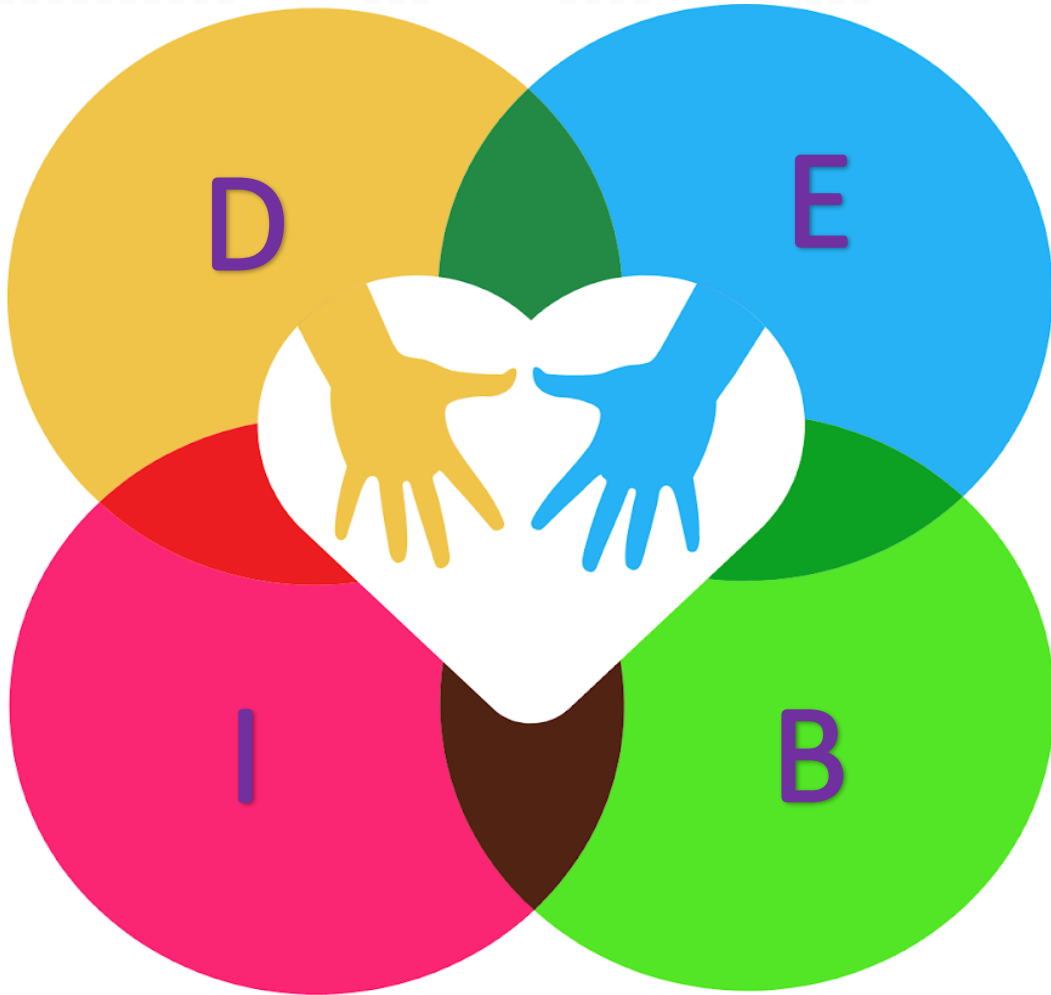




# PERSONAL INTRODUCTION

Participants will introduce themselves to their partner using the following prompts:

- Name
- Position | Title
- How would you define diversity? What role does it play in your life?



D = Diversity

E = Equity

I = Inclusion

B = Belonging





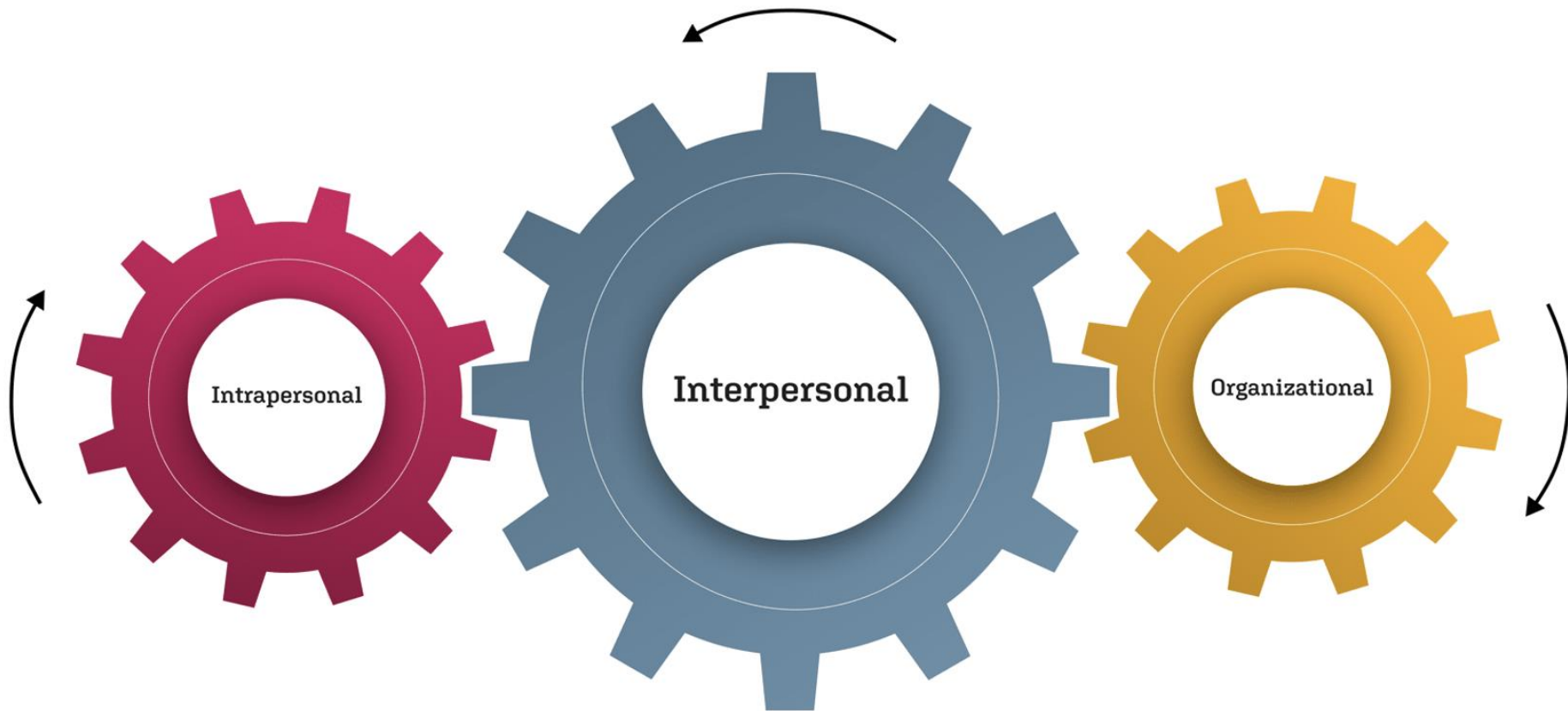
# How Would You Define **DIVERSITY?**

# DIVERSITY

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Diversity represents various identities, backgrounds, and characteristics within a group or organization. It encompasses a wide range of factors, including, but not limited to, race, ethnicity, gender, sexual orientation, age, socioeconomic status, disability, religion, and cultural experiences.





Beliefs  
Behaviors  
Mindsets

Relationship Building  
Addressing Conflict  
Problem Solving

Policies & Procedures  
Practices  
Traditions



# INTERSECTIONALITY

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The interconnectedness of multiple identities and social categories that can lead to unique experiences and challenges for individuals at the crossroads of different marginalized groups.

Gain a better understanding of how our identities intersect and shape who we are.

By increasing our awareness of who we are (identities/intersectionality), we can better understand how our actions may impact others as they come in and out of our lives.



# Intersectionality



- Gender
- Ethnicity
- Race
- Marital Status
- Sexual Orientation
- Geography
- You (As a Person)
- Language
- Ability
- Class
- Trauma
- Relationship
- Age



# Intersectionality Activity

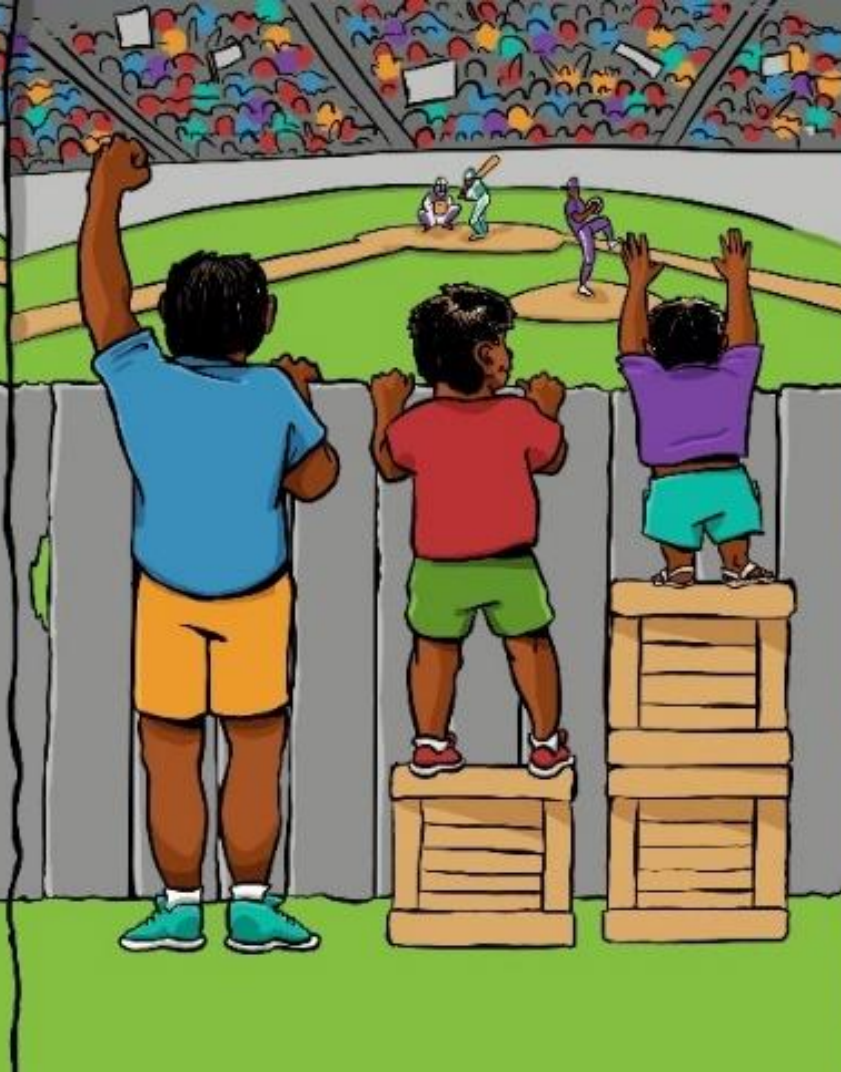




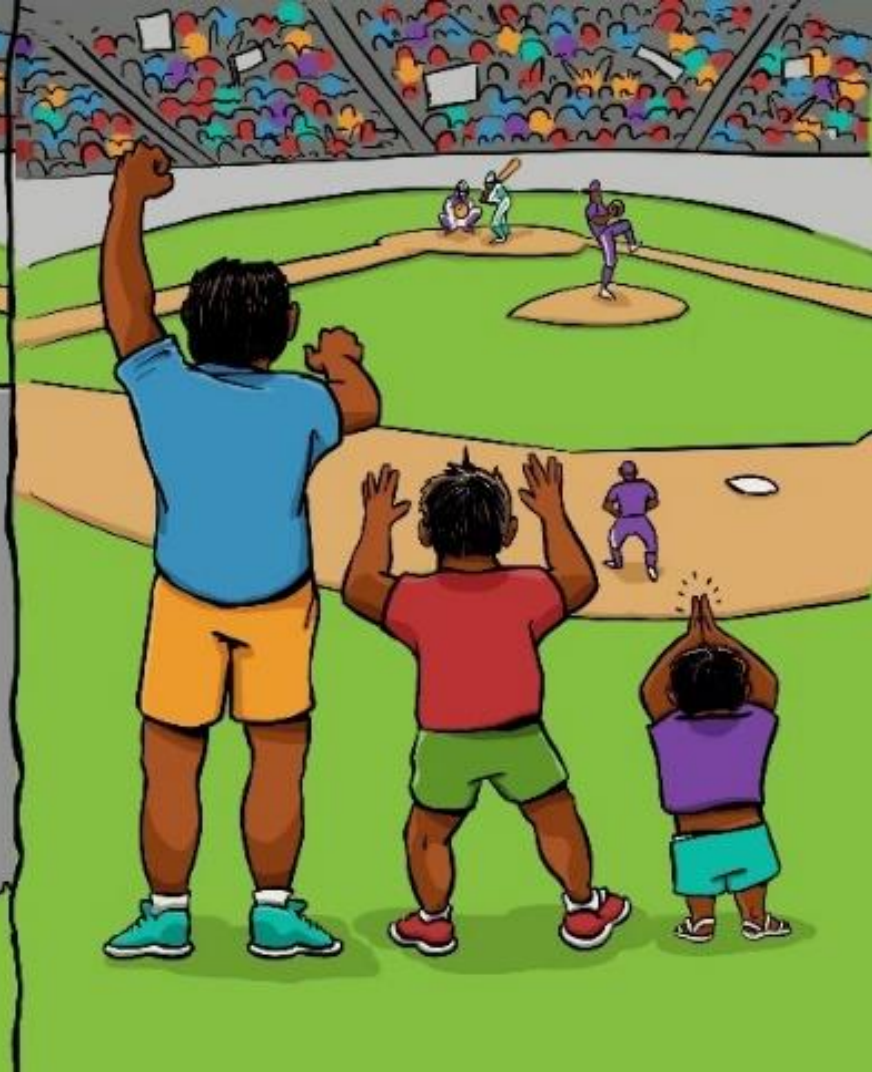
Equality



Equity



Liberation





# EQUITY

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The fair distribution of resources, opportunities, and benefits to ensure that all individuals have the support they need to thrive, regardless of their background.



# Equity vs. Equality Activity



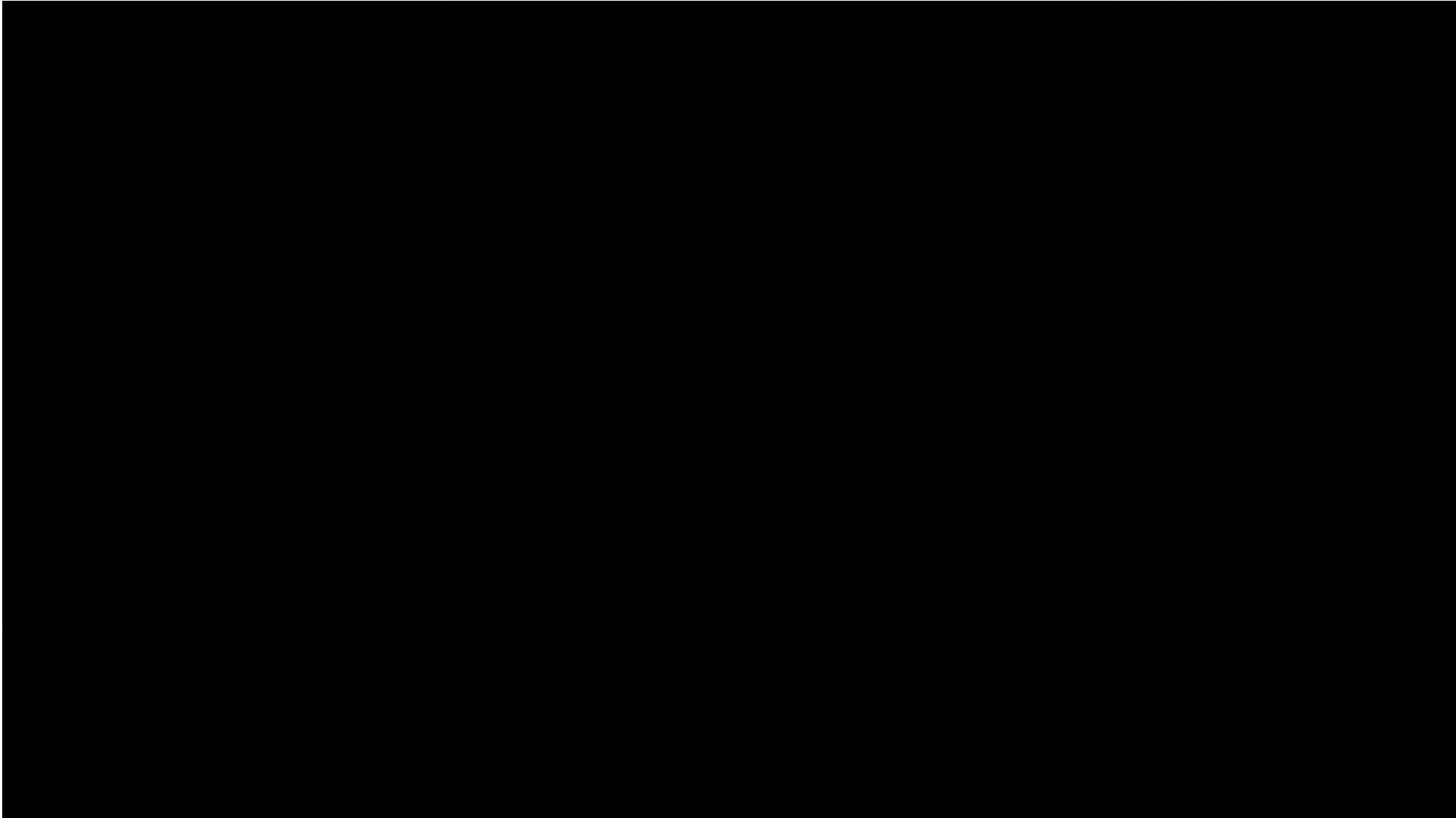


# INCLUSION

This process involves creating an environment where all individuals, regardless of their identities or backgrounds, feel valued, respected, and fully integrated.







# BELONGING

This process involves creating an environment where all individuals, regardless of their identities or backgrounds, feel valued, respected, and fully integrated.



Together, inclusion and belonging cultivate a culture of respect, acceptance, and equity for all.



- **Inclusion** creates environments where individuals feel valued and respected.
- **Belonging** fosters a sense of connection and acceptance within those environments.
- **Inclusive** spaces promote diversity and equity by embracing the contributions of all individuals.
- **Belonging** enhances well-being and productivity by fostering a sense of connection and community.

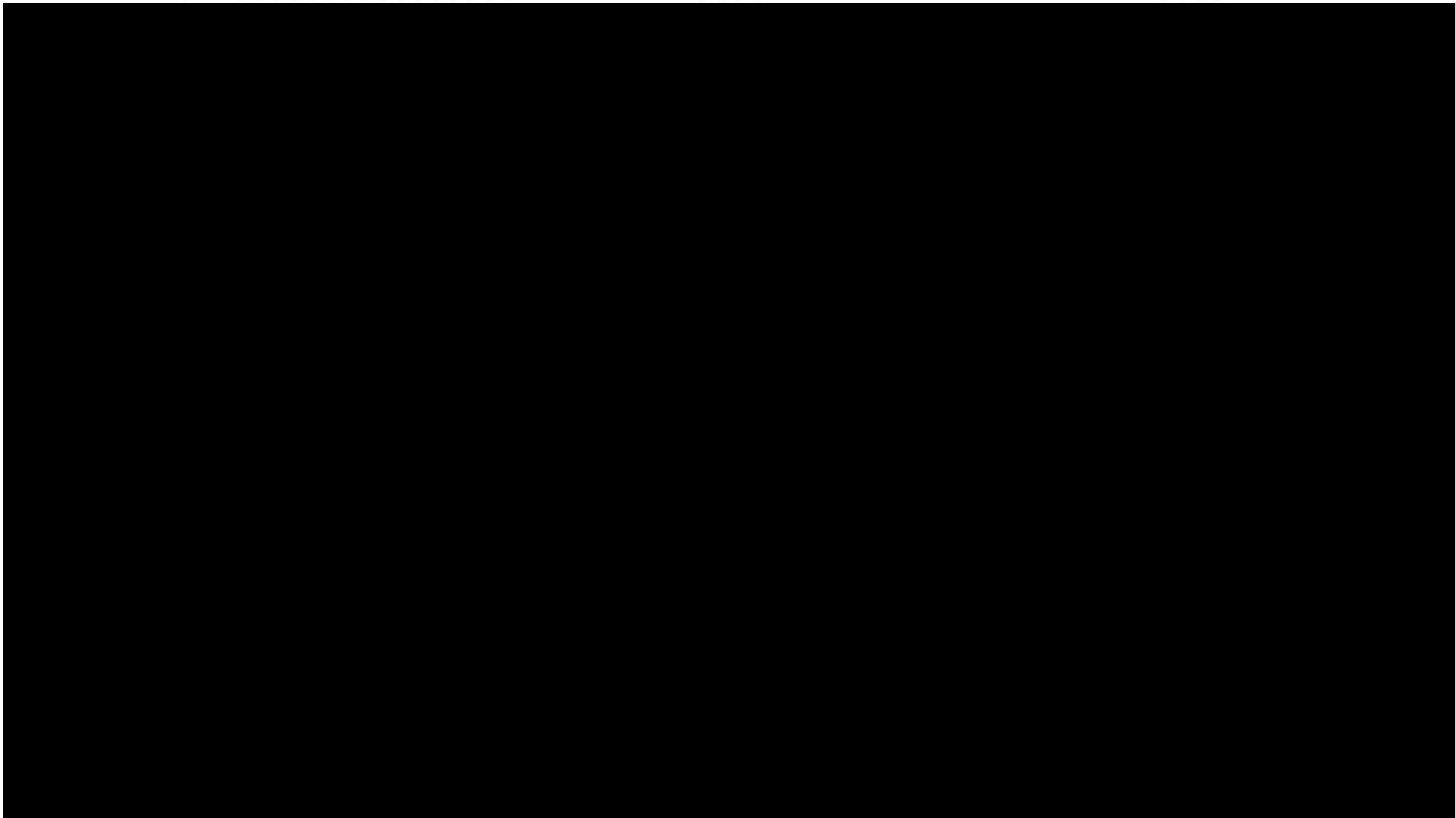
# SENSE OF BELONGING

What do you need to feel a sense of belonging?









# HEAD, HEART, HANDS



HEAD



HEART



HANDS

# THANK YOU

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## CHANGE AGENTS



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