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Going Beyond the Basics: How to Evolve Your Interest and Passion for DEI to Advocacy for Organizational Change

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Welcome

- I'm Jas!
- Who are you?
- What is your DEI story?
 - What brought you to this session?
 - Why do you feel a connection to this work?

Going Beyond the Basics

- Why are we here?
- What do you need to know about DEI and what can you do at your organizations?
- As an emerging leader, how do you connect with your organization's stakeholders to impact change?

Establishing Your Presence: Authenticity to Relationship Building

- How do you show up as an emerging leader?
- Have you established a relationship with your bank's leadership?
 - How?
- What skill/professional development program(s) have been helpful?
- How do you define advocacy?
- Showing up as your true self

Understanding Culture: Knowledge and Innovation

- Your DEI Assessment
- What's your bank's environment?
 - Collegial?
 - Do you have team celebrations?
 - Is there potential for growth and development?
- DEI Assessment
 - Breakout conversation: summer 2020
 - Does your bank use a DEI lens to reach communities that have experienced economic disparities?
 - How is your bank's leadership involved with DEI, both internally & externally?

Building the DEI Framework



Questions, Scenarios & Examples

- What questions do you have, specific to your bank, about launching DEI programs?
- What challenges do you anticipate?
- What questions do you have about continued DEI education/certifications?
- Other discussion points?