

A Project Manager's Guide to Sharpening Their Diversity IQ

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The Calling All Allies Project



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Welcome

Today's Agenda



- **How to address personal feelings and your professional role when supporting DEI-related projects?**
- **What problem is DEI supposed to solve?**
- **What key terminology/concepts should PM's know?**
- **How can you show up as a professional and organizational ally?**
- **What concrete actions can you take within your professional role?**

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**How are you
feeling?**



Poll #1

What Problems
are DEI Efforts
Supposed to
Solve?



Equitable Access

- **Resources**
- **Opportunities**
- **Information**

Key Terminology

Systemic Racism
Unconscious Bias
Anti-Racism
Anti-Oppression
White Fragility
White Privilege
White Supremacy

Key Terminology

Equity

Diversity

Inclusion

Allyship

Tokenism

Micro-aggressions

Organizational Equity

Cultural Competence

Cultural Appropriation

Allyship

a state formally cooperating with another for a purpose

An active practice that requires action

Requires an understanding and self-awareness around power and privilege

Requires us to hold ourselves accountable to advancing those in need



Allyship

a state formally cooperating with another for a purpose

It's not about you solving the problems

It's not only about engaging straight white men

You can be an ally without knowing all of the answers



Poll #2

The CEO at Corporation X



Allyship Gone Wrong



Allyship Gone Wrong



Allyship Gone Wrong



Taking Action Within Your Organization

Make Data-Based Decisions, not Emotion-Based Decisions

Transparency is Key

Be Intentional. Don't Follow the Crowd

The Relational Context Matters



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