NEW VOICES, NEW VISIONS

IDEAS ABOUT THE FUTURE OF D&I FROM NEXT-GEN LEADERS

INCLUSION NEXTWORK

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Overview

Hear new insights from next generation leaders on Inclusion, Diversity, Equity, Accessibility, and Social Justice

Leverage these insights from the next generation to innovate your D&I approach

Cultivate strategies to drive D&I impact from any position in your organization or community

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Inclusion NextWork

Inclusion NextWork is a global community of emerging leaders committed to IDEAS: Inclusion, Diversity, Equity, Accessibility & Social justice.

Our goal is to empower new voices and promote connection, collaboration, and innovation to advance our collective capacity to drive social change and bridge the divides of our time.

We are a 501(c)3 nonprofit

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IDEAS FOR THE FUTURE

- Summit
- Themes

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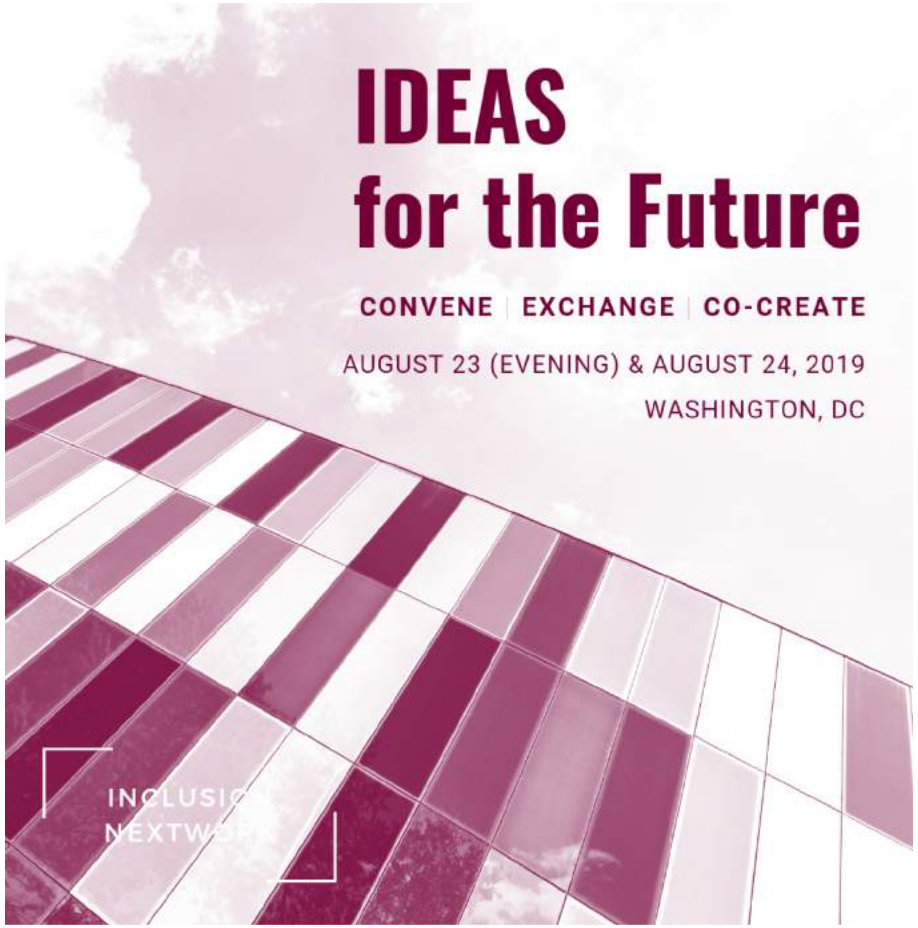
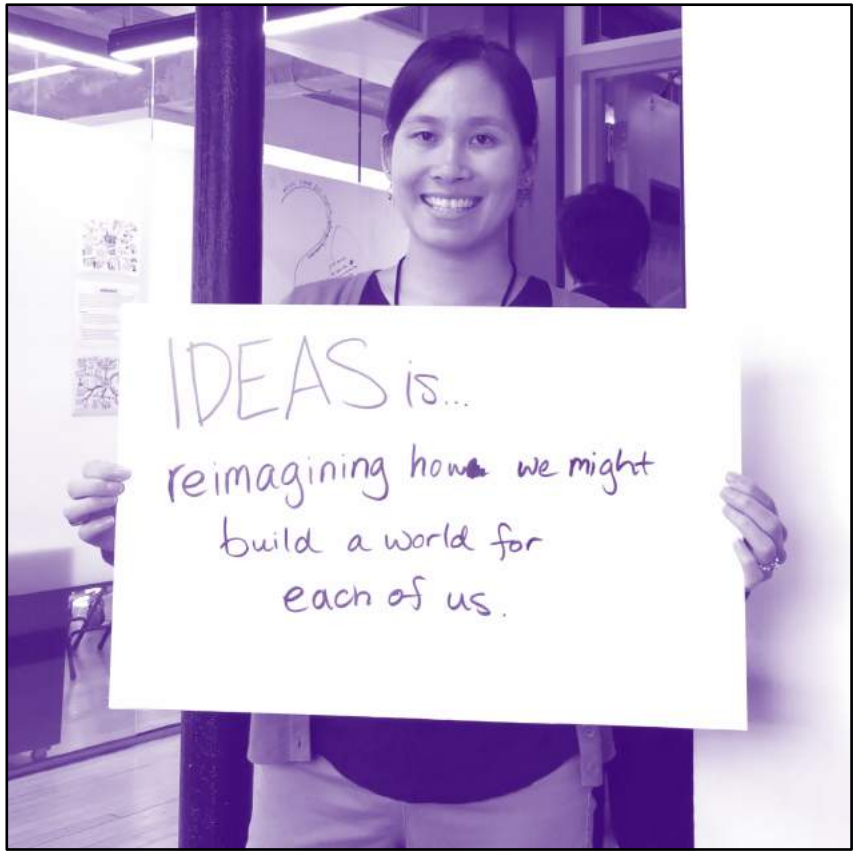
IDEAS for the Future Summit



- August 2019, Washington DC
- 50 emerging and established IDEAS practitioners, champions, and allies convened
- Interactive and multi-modal conference design with a variety of access and participation (individual, pair, small/large group, virtual, ad hoc, mind map, resource sharing)
- Designed to build community and co-create a vision for IDEAS in our personal, professional, and civic lives as a framework for change

Themes

Intersectional
and
for everyone



Themes

Vulnerable
and
self-reflective

Themes

Self-care and wellbeing

Themes

Alliances and partnerships

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Themes

Adaptative and transformational

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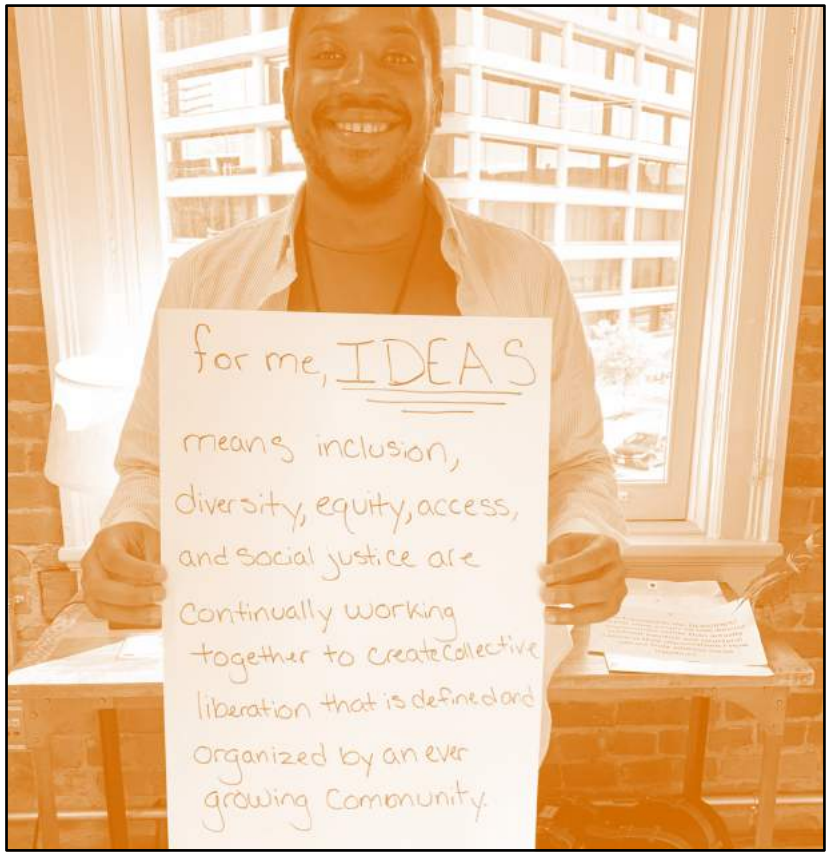
Themes



Innovative and ongoing

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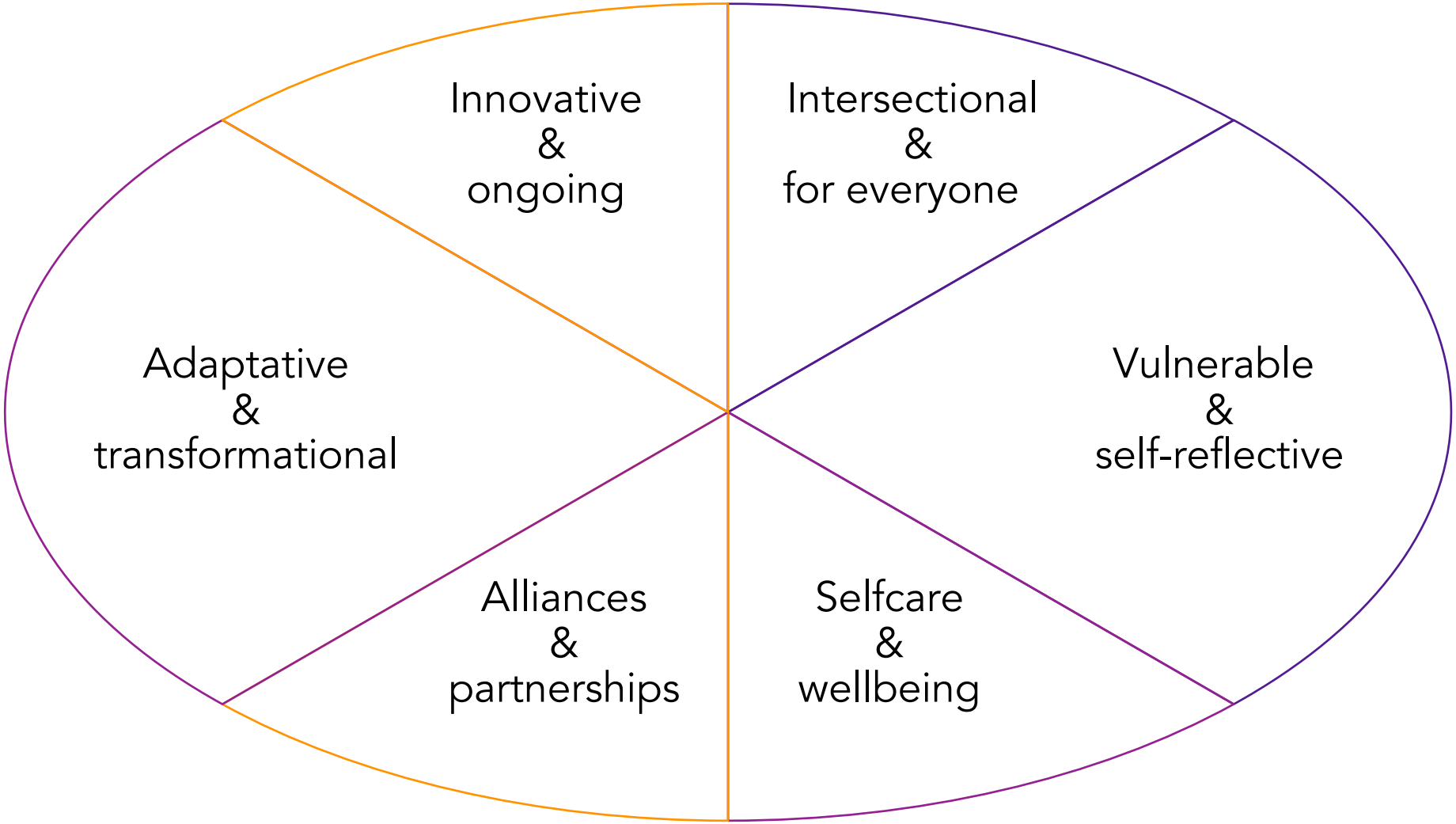
Themes



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D&I STRATEGIES FOR THE FUTURE

- Intersectional & for everyone
- Vulnerable & self-reflective
- Selfcare & wellbeing
- Alliances & partnerships
- Adaptive & transformative
- Innovative & ongoing

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Intersectional & for everyone

Intersectional

- Identity Evolution and revolution
- No boxes, just people
- Ditch “diverse”
- Honor the source
- Community connections

For Everyone

- Beyond HR
- Stake out your stakeholders
- Invest in buy-in
- Accountability for all

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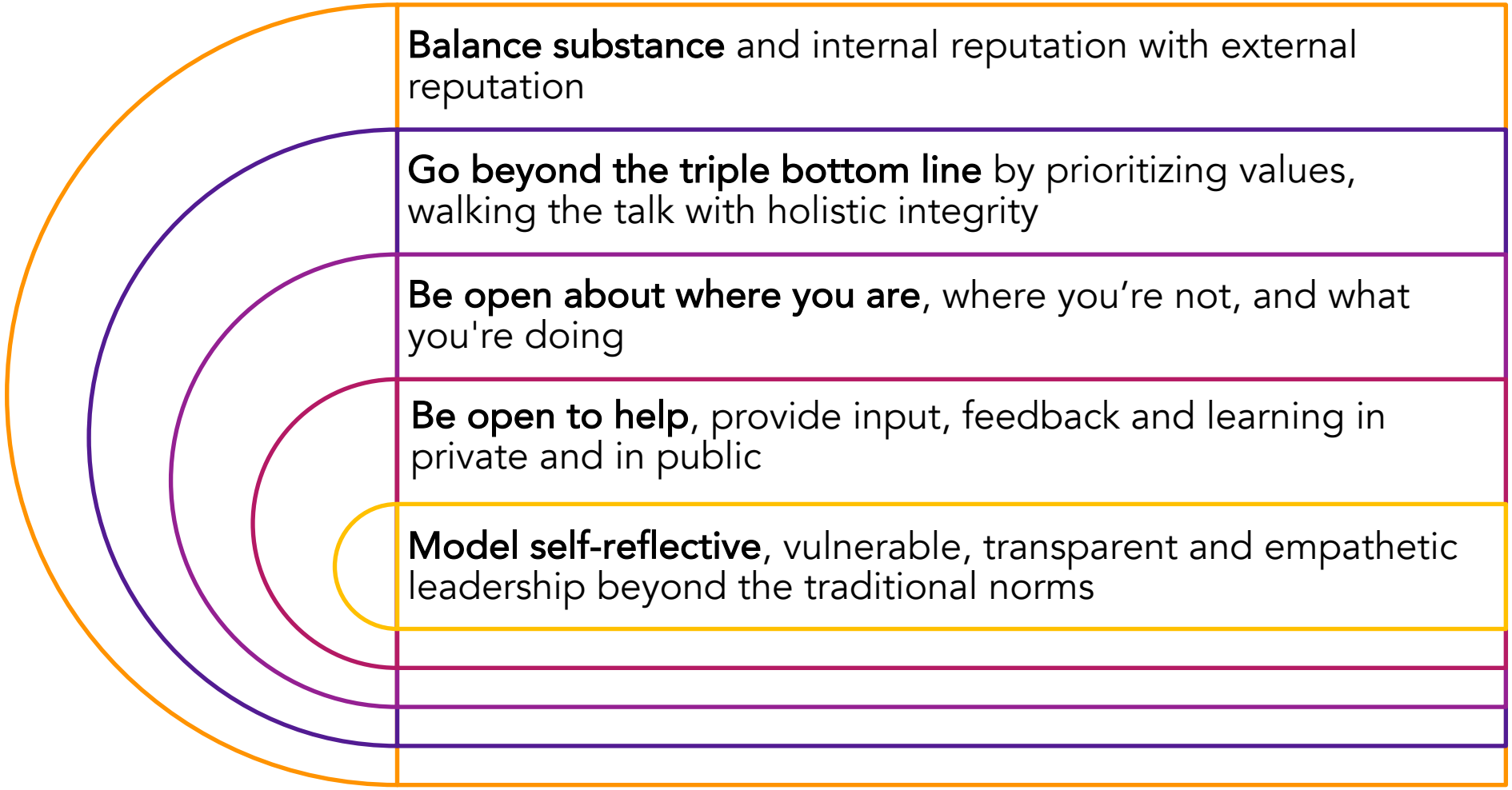
Vulnerable & self-reflective



Window dressing & advertising

Products & services

Stock room & supply chain

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Selfcare & wellbeing

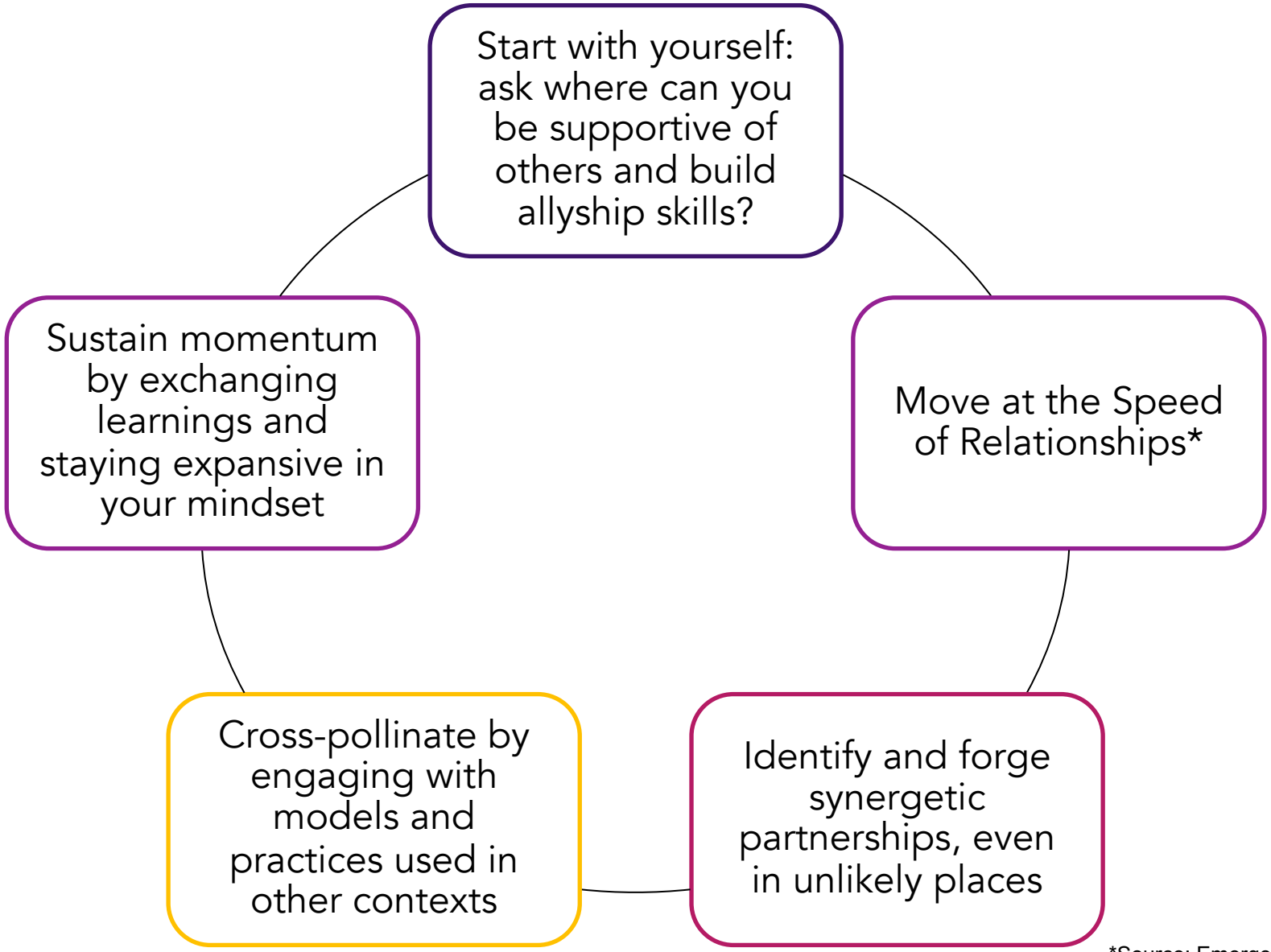
Recognize and reward the significant emotional labor for those involved with this work

Center the experiences, needs and concerns of marginalized folks in IDEAS work, including in training and practices

Integrate IDEAS considerations into wellbeing strategies, including differential needs and healing justice

De-stigmatize self-care and mental health as something external to the work environment

Alliances & partnerships



*Source: Emergent Strategy – Adrienne Maree Brown

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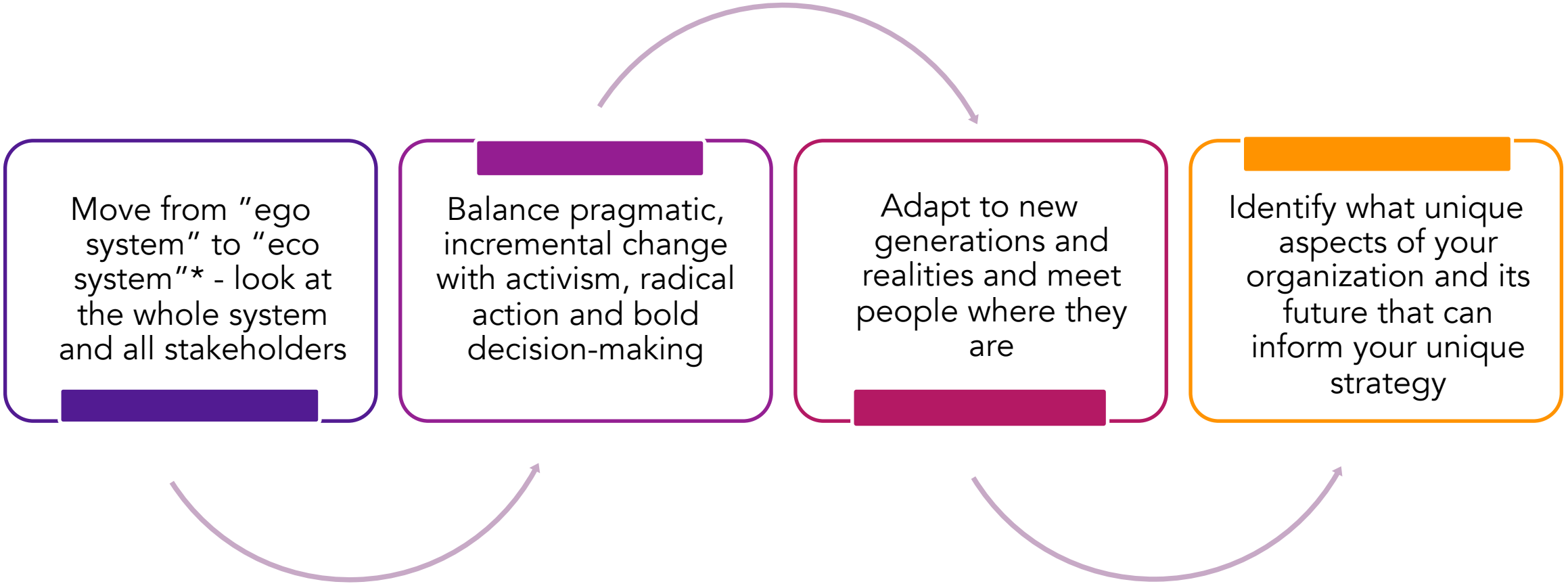
Adaptive & transformative



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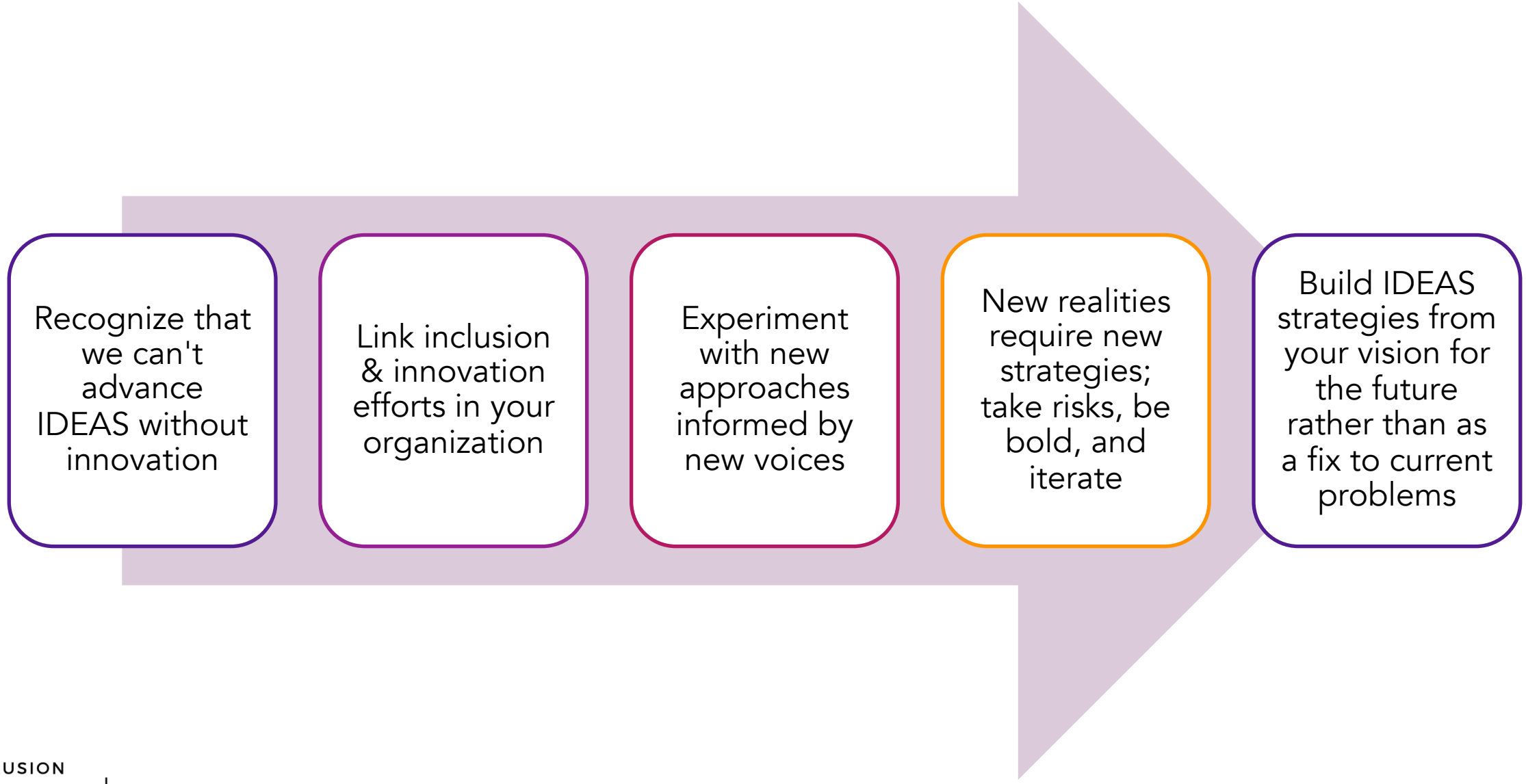
*Source: Theory U: Leading from the Emerging Future – Otto Scharmer

Innovative & ongoing



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IDEAS FROM WHERE YOU ARE

- Any profession
- Careers in IDEAS

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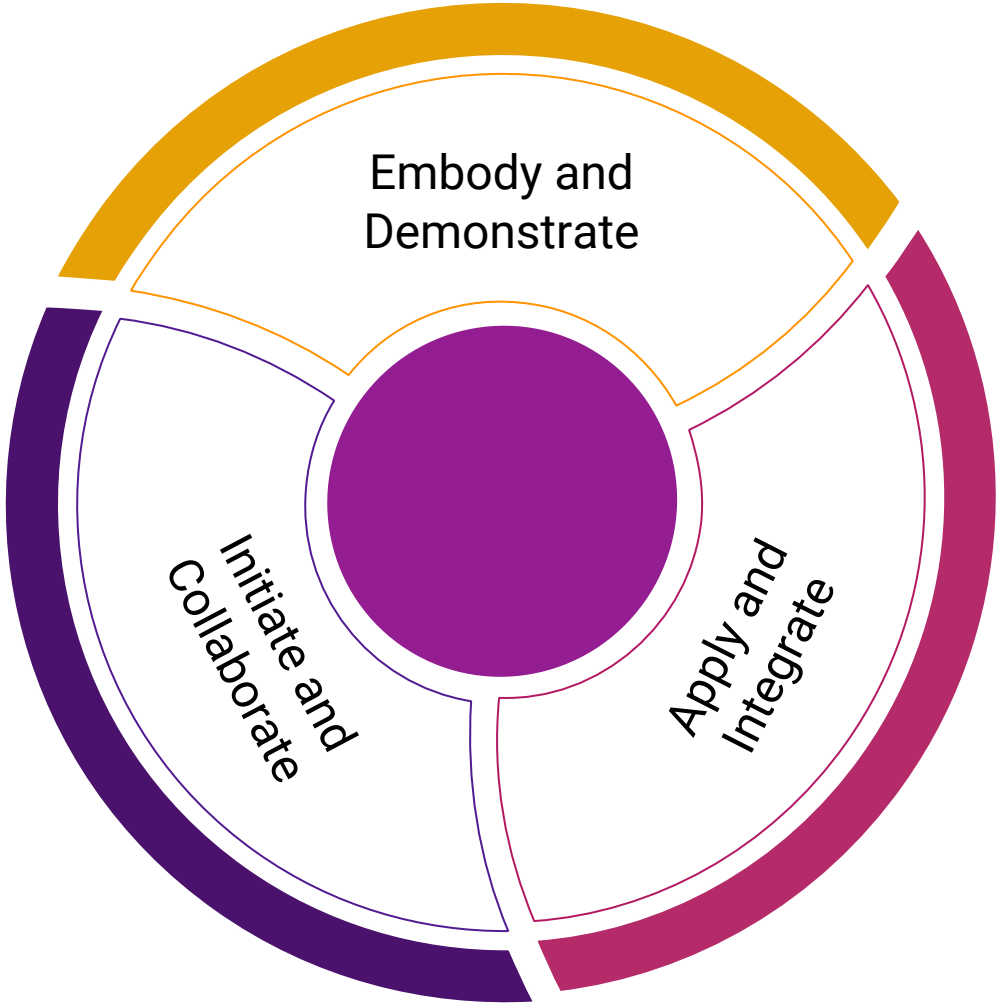
IDEAS from where you are

- Participate in existing IDEAS outlets and opportunities
- Actively support and champion others
- Start your own IDEAS initiative
- Engage in informal conversations



- Cultivate your self-awareness, self-regulation, humility, empathy, and comfort with discomfort
- Manage your biases, macro and micro behaviors, actions and decision-making
- Practice inclusive behaviors
- Continue to invest in learning

- Include tangible IDEAS considerations into your current job/school responsibilities
- Support and be a partner for others in doing the same
- Move from SMART goals to SMART IDEAS goals

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SMART IDEAS Goals™

S	SPECIFIC	INCLUSIVE	I
M	MEASURABLE	DIVERSITY-CONSCIOUS	D
A	ACHIEVABLE	EQUITABLE	E
R	RELEVANT	ACCESSIBLE	A
T	TIME BOUND	SOCIALLY JUST	S

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Careers in IDEAS

Round out your current skill set and experience

- Education
- Mentorship
- Volunteering

Leverage your area of expertise

- Disciplines within IDEAS
- Transferable skills
- Unique backgrounds and skill sets

Identify the various options for entering into the field

- Appropriate level
- Lateral moves
- Industry change

Understand the IDEAS role

- Complex talent profile
- Network and community building

Questions & Discussion

THANK YOU!

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