

## Diversity, Equity, and Inclusion Online Course

### Course Overview: Transcript

Hello and welcome to the self-paced course on Introduction to Diversity, Equity and Inclusion. This course has been put together by the team at One Future Collective for the International Council of Voluntary Agencies, ICVA, in order to build awareness and capacity.

One Future Collective is a feminist social purpose organization with a vision of a world that's built on social justice and led by communities of care.

We work with and for people and communities who have survived systemic oppression and fight for the right of each and every person to live a life of safety, dignity and belongingness.

You can know more about our work by visiting our website at [www.onefuturecollective.org](http://www.onefuturecollective.org). Before we jump into the course and the different elements of diversity, equity and inclusion, I thought it would be a great idea for us to go over some of the key course objectives.

The first objective of this self-paced course is to help organizations develop and introductory understanding of diversity, equity and inclusion. While these three concepts are distinct and play distinct functions, it is also important for us to understand and explore how they interrelate with each other and how they influence each other. And finally, how they come together in order to be able to shape organizational culture.

The second objective is to for the context of this self-based course, we are going to be looking at DEI initiatives within organizations who function and are a part of the humanitarian sector. This will help us understand why DEI becomes relevant, specifically in humanitarian efforts and how DEI can influence and shape them for the future.

The third objective the course will focus on is to explore and design the future of the organization's engagement with diversity, equity and inclusion and help the organization develop a strategic plan towards achieving this particular futuristic goal of the organization.

It can be important to develop proper strategic plans for organizational development and growth especially in the context of diversity, equity and inclusion as they can often go unprioritized.

This plan will help us not only be accountable to ourselves but also to our team members. Through the course of this particular program, we will try and identify what are the different elements that an organization should keep in mind while developing. We are going to be covering multiple different components over the course and we want to take you through some of the key ones right now.

We're going to start off by unpacking the meaning and importance of DEI. What do we really mean by these concepts? Why are they relevant to us? Why are they important? And honestly, why is everyone talking about DEI so much now, right?

The second key component that we're going to be looking at are some of the principles of DEI. What are the different principles that one must keep in mind while guiding, shaping, and designing our own DEI initiatives and efforts in the organization?

The third is we'll go over some of the key concepts of diversity, equity, and inclusion. While DEI themselves can be separate, distinct concepts, they are also made up of various other concepts. These concepts may not necessarily be subsets of DEI, but definitely concepts that help us develop a better and deeper understanding of diversity.

We are also, like I said earlier, going to be situating DEI within the humanitarian sector specifically. In this context, we will try and understand how organizations within the sector have used or relied on DEI as a programmatic strategy. We're trying to answer the question, does it really matter in the humanitarian sector and what is the potential influence that DEI efforts can have in the initiatives within the sector.

We're finally going to be working towards developing an organizational roadmap towards operationalizing diversity equity and inclusion. This particular roadmap can be important for organizations, no matter where they are on their DEI journey. Maybe you're just starting out, maybe you're already an expert, but this roadmap will provide you with a tool to understand and reflect on where you are currently, where you could be if you start investing in DEI efforts, and then if you're already ahead on the curve, then how you can maintain your position on that particular curve as well.

Finally, we're going to be talking about sustaining the DEI initiatives within the organization. And to that effect, we're going to be discussing what is it that we really need to be able to continue enhancing the impact of our DEI initiatives. It is one thing to develop a program, to do a training. But how does an organization really build what it takes to sustain the impact of that particular learning program? That's what we're going to be looking at in the final component of the course.

Before we jump again into the content of the course and what we're going to be really doing with it, I do want to take us through a few guidances on how to go about this self-paced course.

I understand that this course is not interactive, it's not participatory, and while I would have loved for us to be able to do that, I do genuinely believe that doing it in this format can be very, very useful as well. Here are a few points for you to keep in mind as you go through this particular course and as you go through the particular modules as well.

The first one is to take it slow and take it at your own pace. There is no timeline to finish this particular course and don't impose one on yourself as well. If you need to for accountability purposes, definitely go ahead and do that, but just be mindful of not rushing through any of the content.

Second, it is possible that why? I will go through different aspects of this course, different concepts, different questions and reflections. You may feel a certain sense of discomfort. This discomfort could happen as a result of having to question certain beliefs that you may have held, certain challenges that you may be facing or even just what your organization does and what your position is within that organization. I invite you to find comfort with this discomfort. Discomfort doesn't mean unsafe and there are other things that you may be facing. Therefore, I would like for us to welcome this discomfort, invite it, sit with it, try and understand the root of this discomfort and then perhaps try to find a way out of that discomfort and trying to be more comfortable with the questions that may be arising. Thank you for watching.

The third, don't take anything we say at face value. Reflect on everything that is being said, question everything that is being said and I think that is one of the most effective ways to be able to learn something and also apply something within the organization.

The fourth thing which I think ties to the first part as well is to remember to take breaks, remember to walk away from this discussion, walk away from this course, try to shut off your mind from all of this discussion and come back to it as and when you feel ready with a fresher mind and maybe even with a different perspective. Prioritize your rest and prioritise recuperation as you go through this course as well. I understand that for a lot of you doing this course is something that you are doing in addition to a lot of the other things that you are doing. Probably already responsible for. I am cognizant of it and I invite you to be cognizant of it as well. I'd be lying if I told you that I know everything about DEI and I don't have to learn and continually learn to better my knowledge about DEI and I invite you to do the same thing as well.

This course is a starting point for some of us. It could be a refresher for some of us. It could be something that you've heard a million times in the past as well. But I invite you to see this as some part of that learning journey and definitely to not stop your DEI learning journey with this particular course. This is a part of a very, very small part of a much larger ecosystem of a very, very valuable, insightful discourse that exists in the world today. And I invite you all to use this course as a part of your learning journey, a part of your DEI learning journey. And not as the whole of it.

The final point I think is more of a nudge, more of a prompt for you as someone that's taking up this particular course, which is to ask yourself the question at each and every stage, what does DEI look like, feel like, and mean for me in my organizational context and for us in our collective ecosystemic context as well. I want us to try and focus on operationalizing DEI efforts across different programmatic areas, across different operational contexts in order to ensure that we're not just segregating our DEI initiatives because that will really reduce its impact but also to be a lot more mindful of ensuring that we are integrating DEI, not just as a compliance related issue but as something that we want to inherently change about our organization in order to make it more diverse, more inclusive and more equitable.

That's it from me for now, we'll just get started with the first component of this particular self-based course. See you there!