

UPLIFTING  
IMPACT



# WELCOME!

We will be getting started soon!



**DIVERSITY**



**EQUITY**



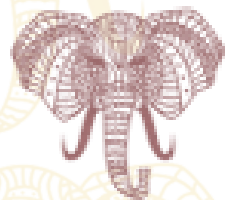
**INCLUSION**



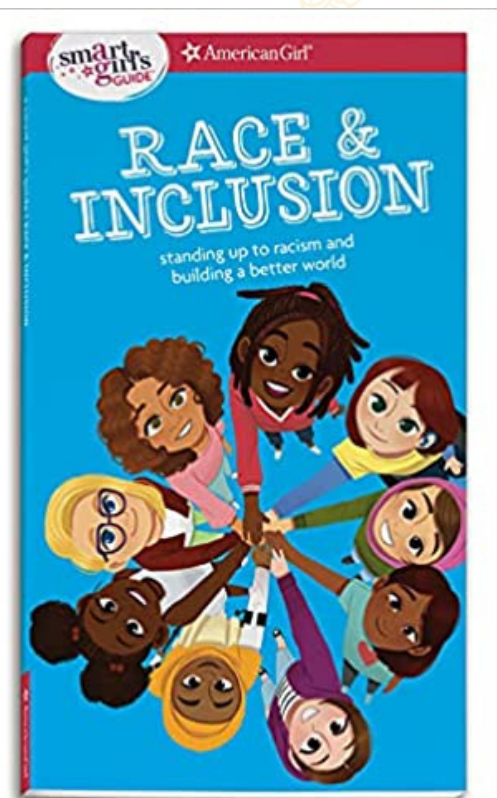
**LEADERSHIP**



UPLIFTING  
IMPACT



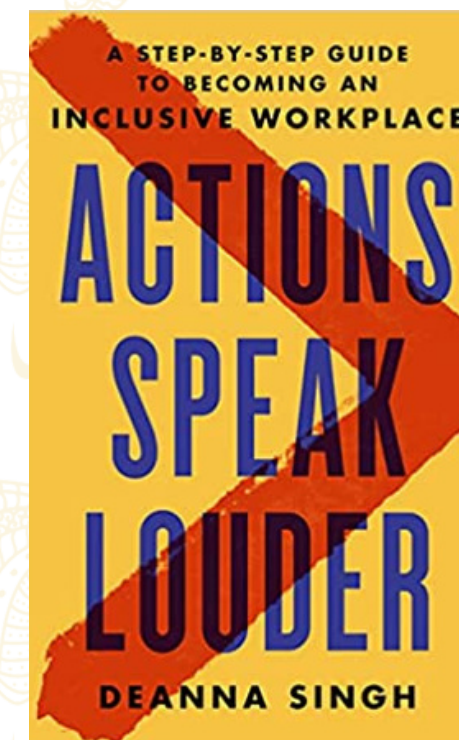
# SPECIAL PROJECTS



UPLIFTING IMPACT  
  
PODCAST



DEI STRATEGY ACCELERATOR



 American Girl

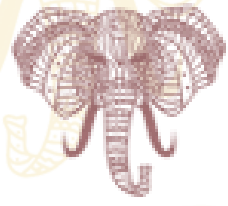
HOW TO BE AN  
**ALLY** VIRTUAL  
SUMMIT



Penguin  
Random  
House



UPLIFTING  
IMPACT



# MEET THE TEAM!



**JUSTIN**



**DEANNA**



**MEGAN**



**CHRISTINA**



**TAMYRA**



**MILCA**



**ZEPHANIAH**



**ASHLEY**



**ZION**



**SOFIE**



**KENNY**



UPLIFTING  
IMPACT



# BRIDGE ARCHITECT



Quad ®

UPLIFTING  
IMPACT

# BRIDGE LEARNER



**Associated  
Bank**



**bakertilly**



**MOLSON  
COORS**

beverage  
company



UPLIFTING  
IMPACT



# VENUE PARTNER

Quad ®

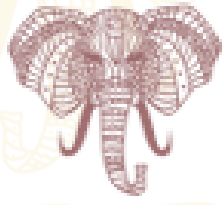




**B**BREATHE  
**R**RELAX  
**I**INTEND  
**D**DECELERATE  
**G**GROW  
**E**ENJOY



UPLIFTING  
IMPACT



WHAT DO YOU WANT TO BE  
DIFFERENT BY DAY#3?



UPLIFTING  
IMPACT

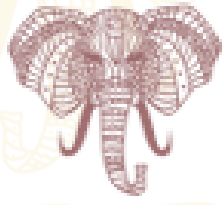
# ENJOY THE BREAK!



<https://www.upliftingimpact.com/summit-resources-2023>



UPLIFTING  
IMPACT

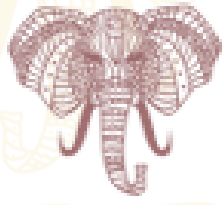


# RECOGNIZING PRIVILEGE





UPLIFTING  
IMPACT



# PRIVILEGE

”

**GAINING BENEFITS BASED  
ON SOCIAL IDENTITY.**





# PRIVILEGE

## RECAP AND REFLECTION

**Privilege: Gaining benefits based on social identity**

**Strategies:**

- Note your identities,
- Examine common privileges
- Watch for others

**Freewrite: What are some other common workplace privileges?**



UPLIFTING  
IMPACT

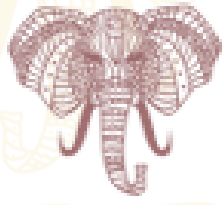
# ENJOY THE BREAK!



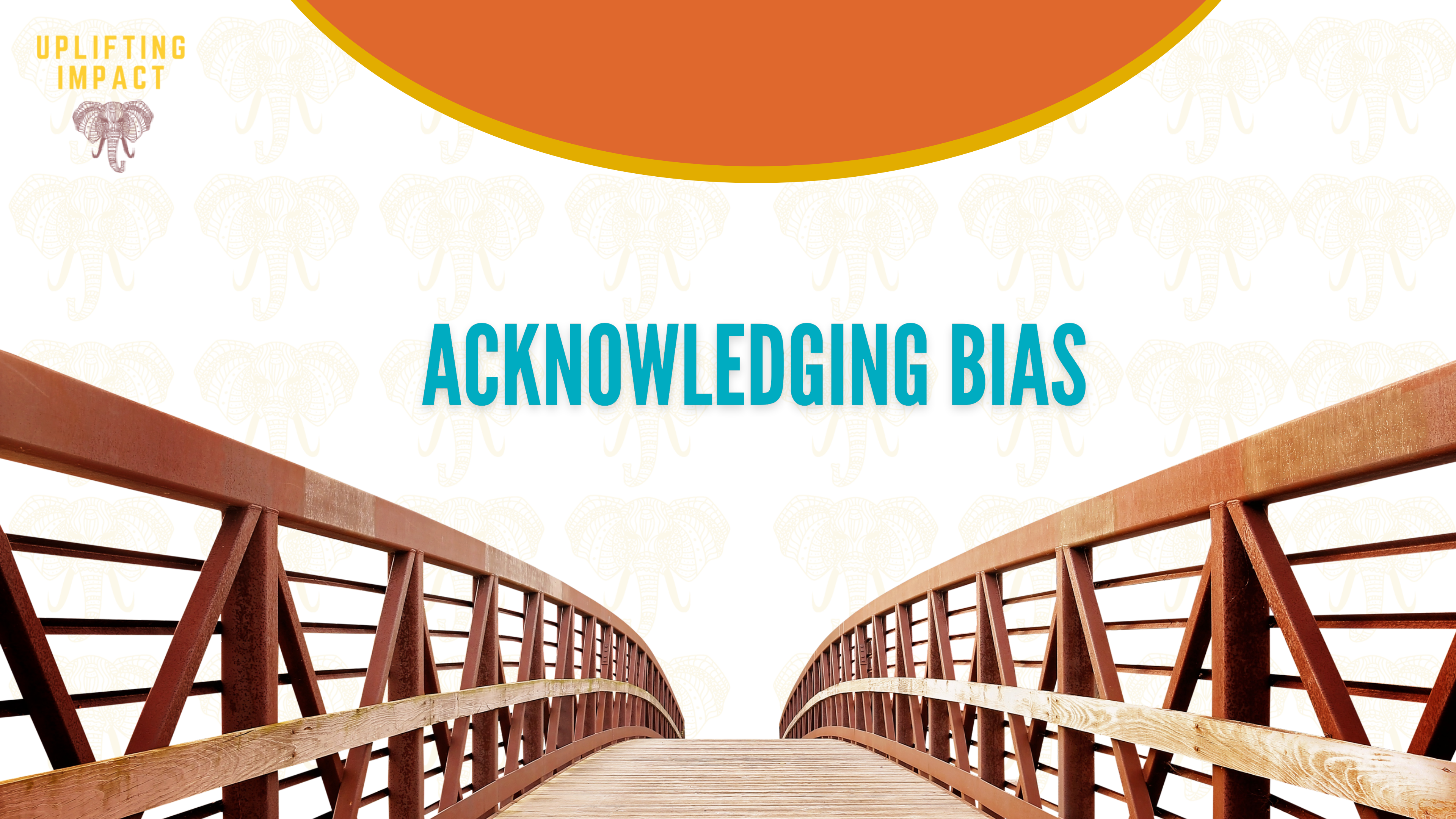
<https://www.upliftingimpact.com/summit-resources-2023>



UPLIFTING  
IMPACT



# ACKNOWLEDGING BIAS





UPLIFTING  
IMPACT

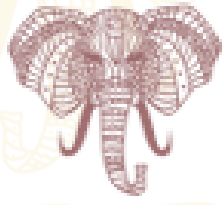


# BIAS

”

**THE SET OF UNREASONED OPINIONS  
THAT ARE BASED IN STEREOTYPES  
OF SOCIAL GROUPS**





# BIAS

## RECAP AND REFLECTION

**Bias: the set of unreasoned opinions that are based in stereotypes of social groups**

**Strategies:**

- Survey types of bias
- Pinpoint your own biases
- Watch for slips

**Freewrite: What are some other common workplace biases?**



UPLIFTING  
IMPACT

# ENJOY THE BREAK!



<https://www.upliftingimpact.com/summit-resources-2023>



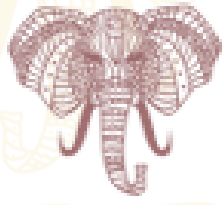
UPLIFTING  
IMPACT



# UNDERSTANDING MICROAGGRESSIONS



UPLIFTING  
IMPACT



# MICROAGGRESSIONS

”

**ACTIONS THAT CAN UNINTENTIONALLY  
EXCLUDE MARGINALIZED GROUPS**





# MICROAGGRESSIONS

## RECAP AND REFLECTION

**Microaggressions:** actions that can unintentionally exclude marginalized groups.

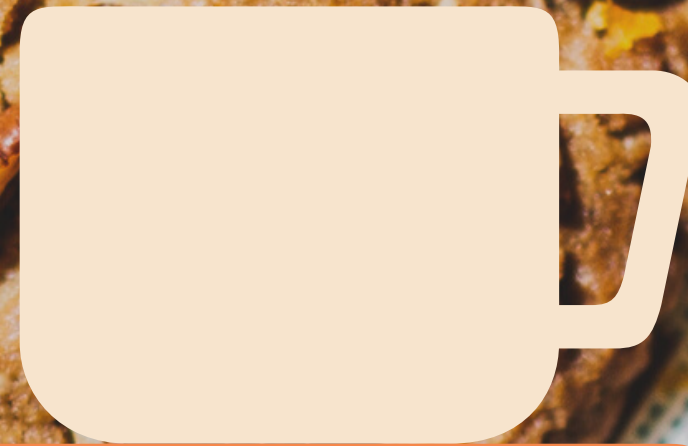
**Strategies:** 1) examine actions, 2) reevaluate environments, 3) question policies

**Freewrite:** What are some common workplace microaggressions?



UPLIFTING  
IMPACT

# ENJOY THE BREAK!



SEE YOU AT 5:00 CST FOR ARTIST ALLY LAB!

<https://www.upliftingimpact.com/summit-resources-2023>

FRIENDS AND FAMILY ARE WELCOME TO JOIN US!





FEATURED ARTIST

**DJ GEMINI  
GILLY**

@DJGEMINIGILLY



**ALLY ARTIST LAB**





UPLIFTING  
IMPACT

FEATURED ARTIST

**CHRIS CRAIN**

CHRISCRAIN1MUSIC.COM





UPLIFTING  
IMPACT



FEATURED ARTIST

**MARISAHAMA  
MOTO**

[WWW.INFINITEFLOWDANCE.ORG](http://WWW.INFINITEFLOWDANCE.ORG)





UPLIFTING  
IMPACT

FEATURED ARTIST

OPALELLYSE  
TOMASHEVSKA

[OPALELLYSEMUSIC.COM](http://OPALELLYSEMUSIC.COM)





UPLIFTING  
IMPACT



# WELCOME!

We will be getting started soon!



**DIVERSITY**



**EQUITY**



**INCLUSION**



**LEADERSHIP**



UPLIFTING  
IMPACT



WELLNESS INSTRUCTOR  
**MALKIA STAMPLEY**



@malkiastampley





UPLIFTING  
IMPACT



# WELCOME!

We will be getting started soon!



**DIVERSITY**



**EQUITY**



**INCLUSION**



**LEADERSHIP**

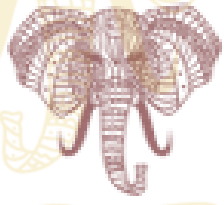




**B**BREATHE  
**R**RELAX  
**I**INTEND  
**D**DECELERATE  
**G**GROW  
**E**ENJOY



UPLIFTING  
IMPACT

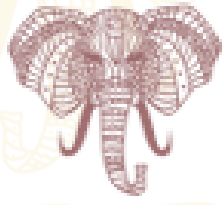


# DIVERSIFY EXPERIENCE





UPLIFTING  
IMPACT



# DIVERSITY

”

**BRINGING TOGETHER MULTIPLE  
SOCIAL IDENTITIES TO PROMOTE  
DIFFERENT THINKING**





# DIVERSITY

## RECAP AND REFLECTION

**Diversity:** bringing together multiple social identities to promote different thinking

**Strategies:**

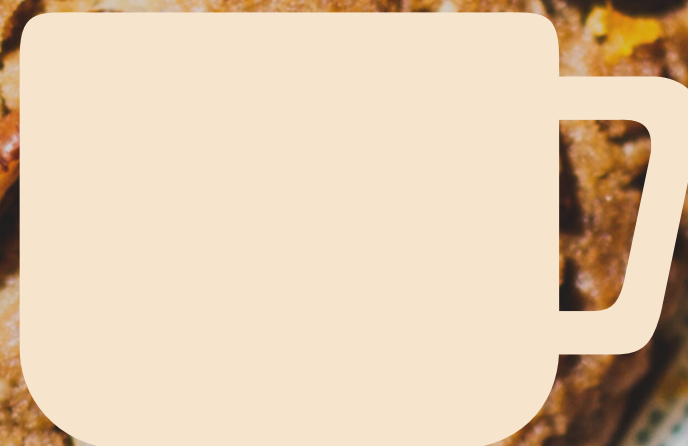
- Employee resource groups
- Mentorships
- Ambassador programs
- Media
- Personal connections
- Community events

**Freewrite: What are some ways you can diversify your experience?**



UPLIFTING  
IMPACT

# ENJOY THE BREAK!



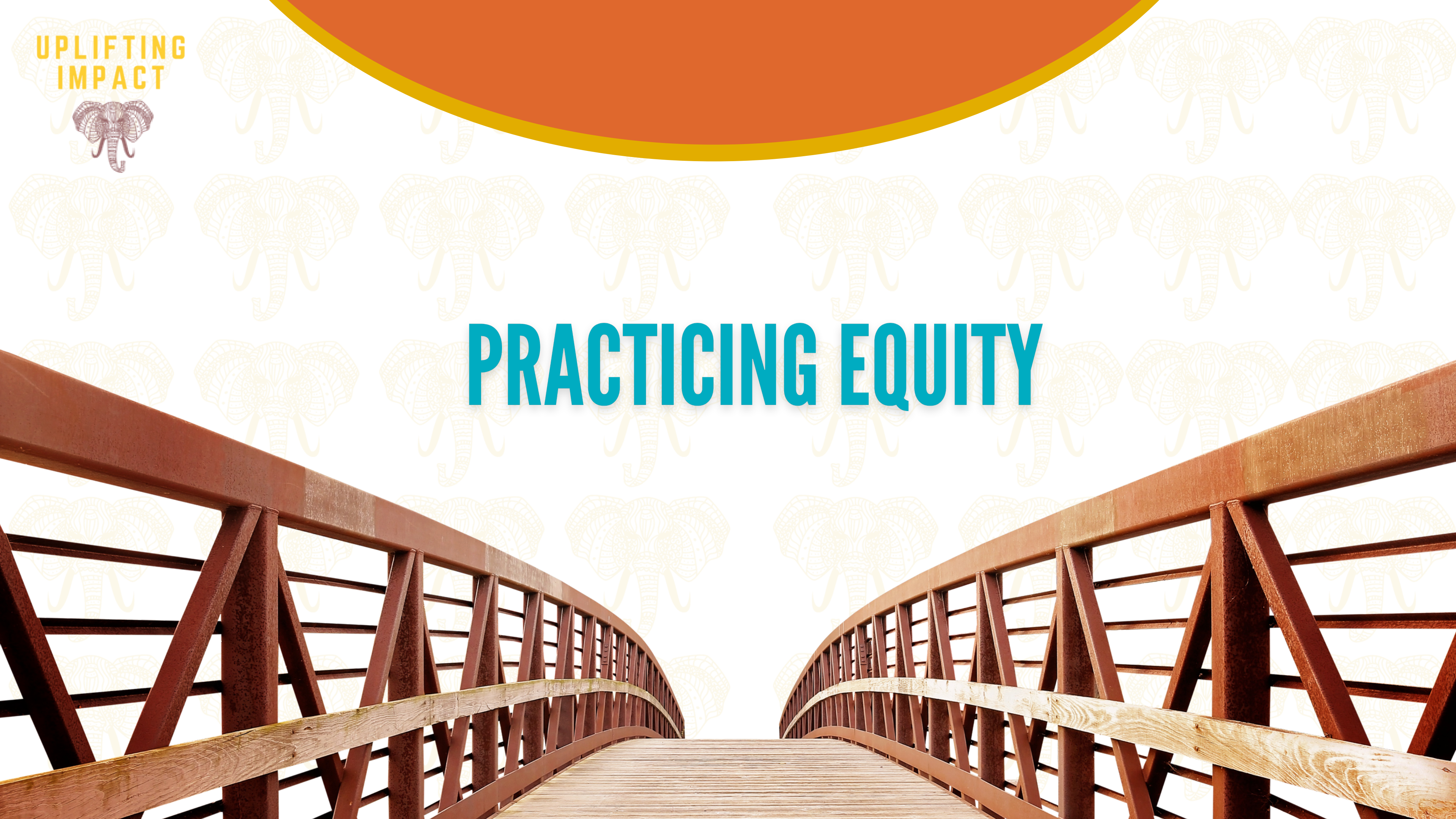
[WWW.UPLIFTINGIMPACT.COM/SUMMIT-RESOURCES-2023](http://WWW.UPLIFTINGIMPACT.COM/SUMMIT-RESOURCES-2023)



UPLIFTING  
IMPACT



# PRACTICING EQUITY





UPLIFTING  
IMPACT

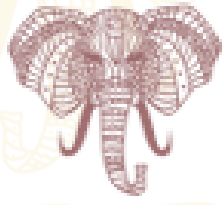


# EQUITY

”

**THE PROCEDURES THAT  
MANAGE BIASES**





# EQUITY

## RECAP AND REFLECTION

**Equity:** the procedures that manage biases

**Strategies:**

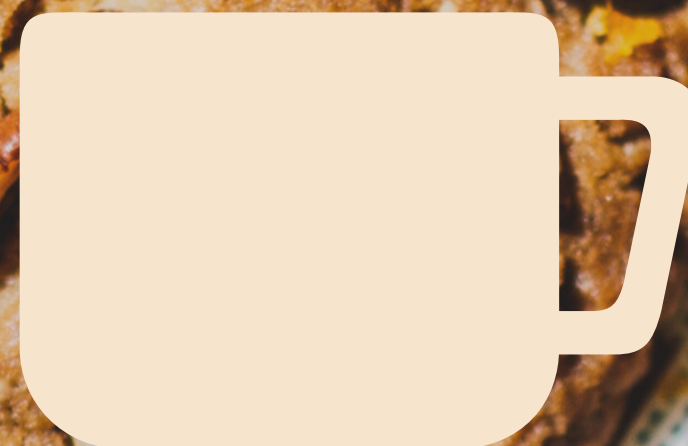
- Create processes
- Interrogate criteria
- Narrow focus
- Multiply evaluators
- Give explanations
- Challenge yourself

**Freewrite:** What are specific things you can do to practice equity?



UPLIFTING  
IMPACT

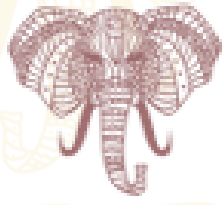
# ENJOY THE BREAK!



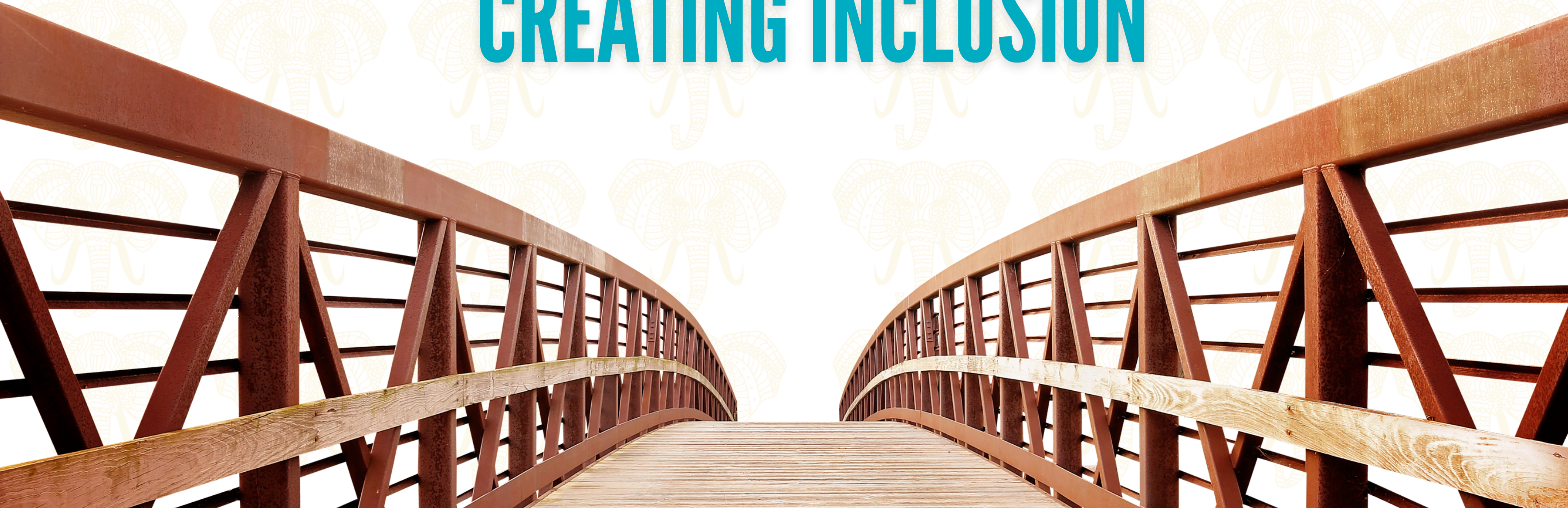
[www.upliftingimpact.com/summit-resources-2023](http://www.upliftingimpact.com/summit-resources-2023)



UPLIFTING  
IMPACT

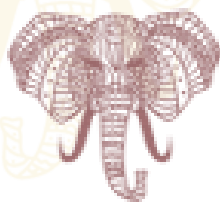


# CREATING INCLUSION





UPLIFTING  
IMPACT



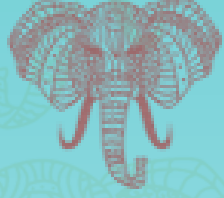
# INCLUSION

”

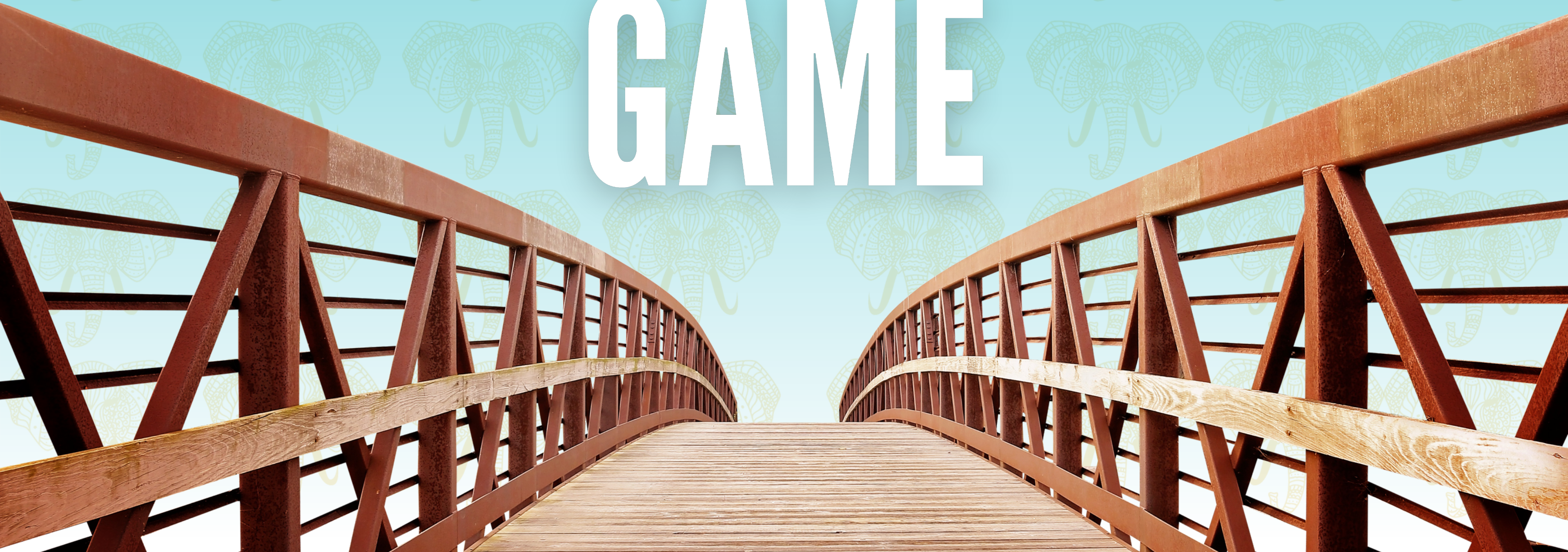
**ENSURING UNDERREPRESENTED  
GROUPS HAVE INFLUENCE**



UPLIFTING  
IMPACT



# BRIDGE GAME





# THE BRIDGE BUILDER GAME

---

Generic Industries builds bridges, and you're their new architect. You'll connect different places across water, valleys, and roads. But you'll also have to connect crew members with different personalities, perspectives, and backgrounds.

Each round, you'll tackle habits that shut people out and brainstorm ways to build bridges between people that benefit everyone.

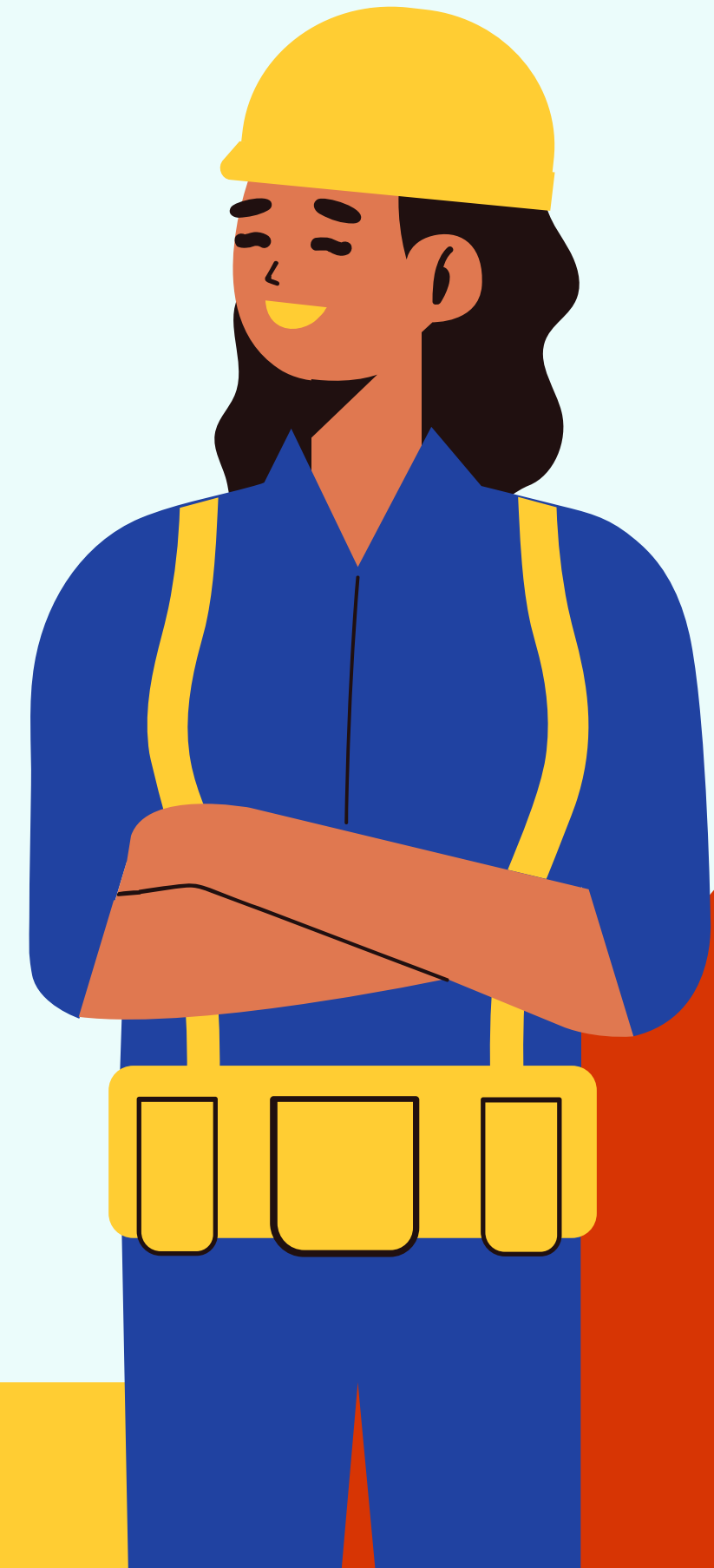




# STRONG BRIDGE BUILDING

---

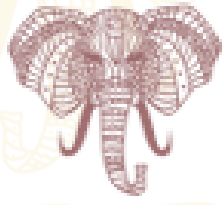
1. Acknowledges difference
2. Adapts behavior
3. Overcomes groupthink
4. Benefits everyone
5. Inspires support





- Read the scenario that details an obstacle.
- Overcome the obstacle by brainstorming plans to build bridges.
- Ensure plans meet the criteria of strong bridge building:
  - Acknowledges difference
  - Adapts behavior
  - Overcomes groupthink
  - Benefits everyone
  - Inspires support
- Push yourselves to also have plans that build in specifics:
  - Measurements
  - Timelines
  - Accountability
- Type up your ideas.
- Have fun!





# INCLUSION

## RECAP AND REFLECTION

**Inclusion:** ensuring underrepresented groups have influence

**Strategies:**

- 1) Mentorships
- 2) Performance Reviews
- 3) Meetings



UPLIFTING  
IMPACT

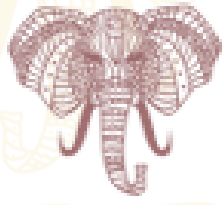
# ENJOY THE BREAK!



[www.upliftingimpact.com/summit-resources-2023](http://www.upliftingimpact.com/summit-resources-2023)

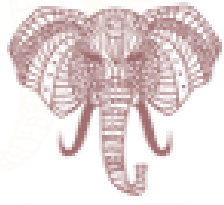


UPLIFTING  
IMPACT



# PERSONALIZING YOUR ALLYSHIP





# PERSONALIZING YOUR ALLYSHIP!

## Strategies:

- Tasks
- Skills
- Goals

## How can you fold bridge building into them?

- Measurements
- Timelines
- Accountability



UPLIFTING  
IMPACT



**Find your unique approach to building bridges!**  
**Bridge Builder Institute**



**E-learning**



**Assessment**



**Coaching**



**Reflections**



**Workshops**



**Community**

**...All at your pace!**

**Visit Here for more details: <https://bbi.upliftingimpact.com/institute>**



UPLIFTING  
IMPACT

# ENJOY THE BREAK!



SEE YOU AT 5:00 CST FOR ASK US ANYTHING SESSION!

[www.upliftingimpact.com/summit-resources-2023](http://www.upliftingimpact.com/summit-resources-2023)



UPLIFTING  
IMPACT



**ASK ME  
ANYTHING!**



UPLIFTING  
IMPACT



# WELCOME!

We will be getting started soon!



DIVERSITY



EQUITY



INCLUSION



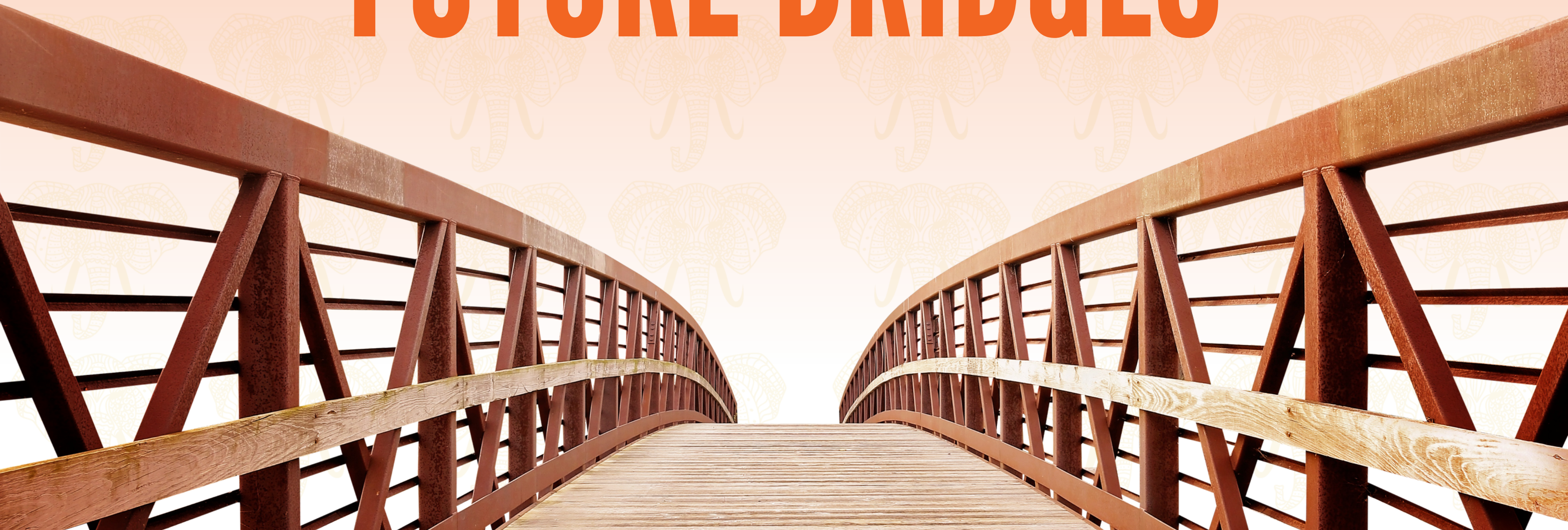
LEADERSHIP



UPLIFTING  
IMPACT



# FUTURE BRIDGES





**POSITION**



## **SPONSOR**

**High Position/Low Experience**

Organizational Leaders new to DEI



## **PRACTITIONER**

**High Position/High Experience**

DEI Leaders looking to give their team the tools to do DEI work.



## **LEARNER**

**Low Position/Low Experience**

At the beginning of their DEI journey



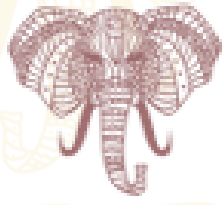
## **INFLUENCER**

**Low Position/High Experience**

Experienced in DEI, looking to persuade/engage others.

**EXPERIENCE**





# WHAT DO I NEED TO BUILD MY FUTURE BRIDGES?

- Time
- Confidence
- Clarity
- Support
- Authority



UPLIFTING  
IMPACT

# ENJOY THE BREAK!



SEE YOU AT 5:00 CST FOR ASK US ANYTHING SESSION!

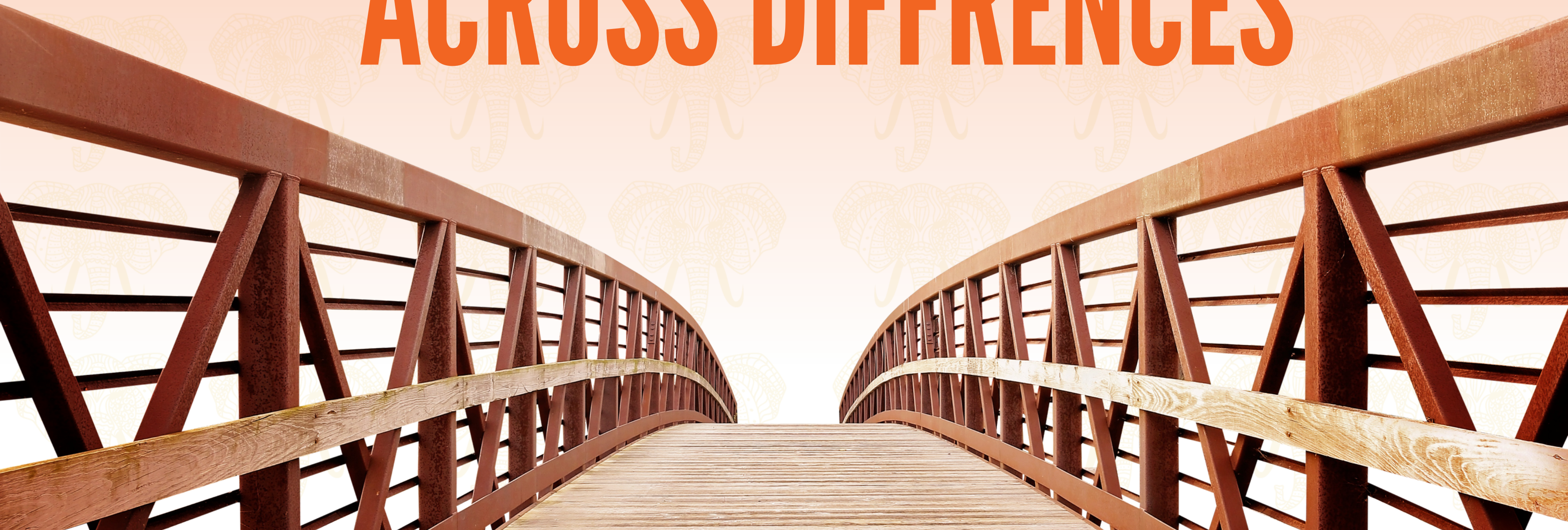
[www.upliftingimpact.com/summit-resources-2023](http://www.upliftingimpact.com/summit-resources-2023)



UPLIFTING  
IMPACT



# HOW TO TALK ACROSS DIFFERENCES





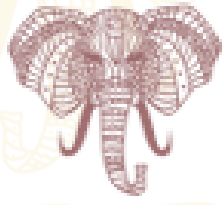
# CALLING OUT

in the moment  
public  
argumentative

# CALLING IN

after the moment  
private  
reflective





# HOW TO TALK ACROSS DIFFERENCES

## RECAP AND REFLECTION

### Strategies:

- 1) Extend an invitation
- 2) Seek to understand
- 3) Connect to common goals
- 4) Expect the unexpected
- 5) Be proactive

**Freewrite:** What are some other things you can do to talk across differences?



UPLIFTING  
IMPACT

# ENJOY THE BREAK!



SEE YOU AT 5:00 CST FOR ASK US ANYTHING SESSION!

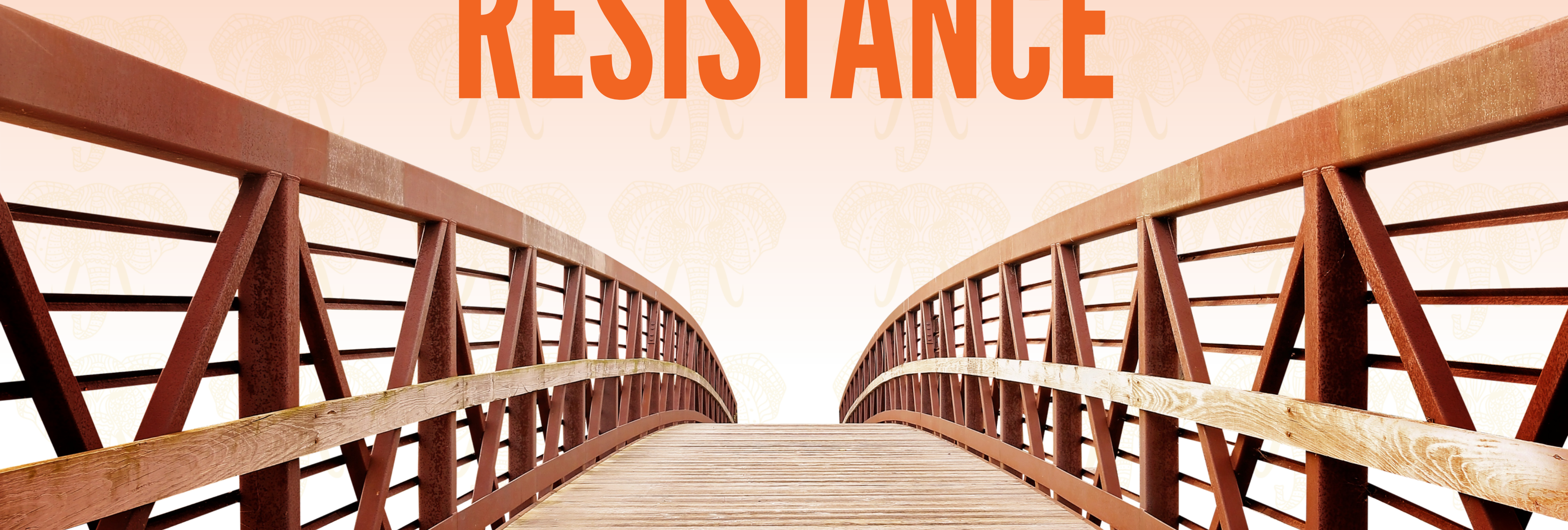
[www.upliftingimpact.com/summit-resources-2023](http://www.upliftingimpact.com/summit-resources-2023)




UPLIFTING  
IMPACT



# OVERCOMING RESISTANCE







**B**BREATHE  
**R**RELAX  
**I**INTEND  
**D**DECELERATE  
**G**GROW  
**E**ENJOY

**Freewrite:** What are some strategies  
for overcoming resistance?





# DAY 1

- Privilege
- Bias
- Microaggressions
- Ally Artist Lab



# DAY 2

- Diversity
- Equity
- Inclusion
- Personalizing Allyship

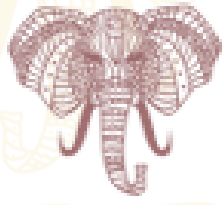


# DAY 3

- Future Bridges
- Talking across differences
- Overcoming Resistance



UPLIFTING  
IMPACT



# WHAT IS DIFFERENT ON DAY #3?

What do you want to be different in one year?





UPLIFTING  
IMPACT



# BRIDGE ARCHITECT



Quad 



UPLIFTING  
IMPACT

# BRIDGE LEARNER



**Associated  
Bank**



**bakertilly**



**MOLSON  
COORS**

beverage  
company



UPLIFTING  
IMPACT



# VENUE PARTNER

Quad ®



UPLIFTING  
IMPACT

# VENDORS



PWRFWD MEDIA  
(AUDIO & VISUAL)



WHY HERE MATTERS  
(PRODUCTION SUPPORT)



MARIA – GRAPHIC DESIGNER  
ANJPAMORADA@GMAIL.COM

**UNDERWOOD  
EVENTS**

**UHURU**   
UHURU  
(CREATIVE MARKETING)



UPLIFTING  
IMPACT

# THANK YOU!



## STAY CONNECTED!



[www.UpliftingImpact.com](http://www.UpliftingImpact.com)



[connect@upliftingimpact.com](mailto:connect@upliftingimpact.com)



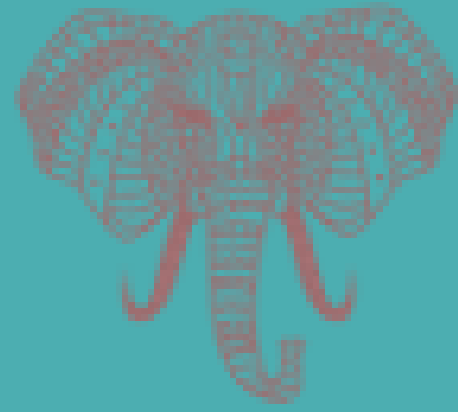
(631) 533-2662



Deanna Singh & Justin Ponder



# UPLIFTING IMPACT



**DIVERSITY**



**EQUITY**



**INCLUSION**



**LEADERSHIP**