

# Making Your Values Visible

**Exploring the Connection Between Diversity, Inclusion, Equity,  
and Transformational Change**

**Chrissy Deal - WESTAF - Denver, CO**

**Amir Jackson - Nurture the Creative Mind - Ogden, UT**

**~ Welcome ~  
Who's in the room?**

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Diversity  
Inclusion  
Equity  
Equality  
Intersectionality  
Multicultural  
POC  
IDEA

JEDI  
Accessibility  
Minority  
Bias  
Privilege  
Power  
ALAANA  
Cultural Competence

## This session IS NOT about...

- Defining terminology
- Making the case
- Reviewing @ demographics, statistics, data

# What it is

- Exploring potential pathways to discovery
- Stretching our thinking
- Personalizing the work
- Revealing the secret sauce ➤ ??????????????

# Diversity, Inclusion & Equity

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**What are we striving for?**

# Equity

**Collectively, a step toward recognizing past exclusion  
and acting to achieve genuine inclusion.**

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**WESTAF**  
**Emerging Leaders of Color**





Nurture the Creative Mind



# A culture of questioning

Michael Marquardt

*Leading with Questions*

Edgar Villanueva

*Decolonizing Wealth*

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## ***Leading with Questions*** - Marquardt

1. Be willing to admit when you don't know.
2. Encourage questions.
3. Develop questioning skills in a positive way.
4. Embrace empowering questions and avoid disempowering ones.
5. Emphasize the process of questioning and not just finding the “right answer.”
6. Accept risk taking and reward it, even when it doesn't work.

# *Decolonizing Wealth* - Villanueva

- **Grieve:** Stop and feel the hurts we've endured.
- **Apologize:** Apologize for the hurts we've caused.
- **Listen:** Acknowledge the wisdom of those excluded and exploited by the system, who possess exactly the perspective and wisdom needed to fix it.
- **Relate:** Share our whole selves with each other and understand we don't have to agree in order to respect each other.
- **Represent:** Build whole new decision-making tables, rather than setting token places at the colonial tables as an afterthought.
- **Invest:** Put all our money where our values are.
- **Repair:** Use money to heal where people are hurting and stop more hurt from happening.

We must take a long gaze in the mirror to see how colonization is showing up in our institutions, and be prepared to work through uncomfortable conversations about who we are, what we believe, and how we can adapt our approaches to be more equitable. ~ *Edgar Villanueva*

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Connection

Vulnerability

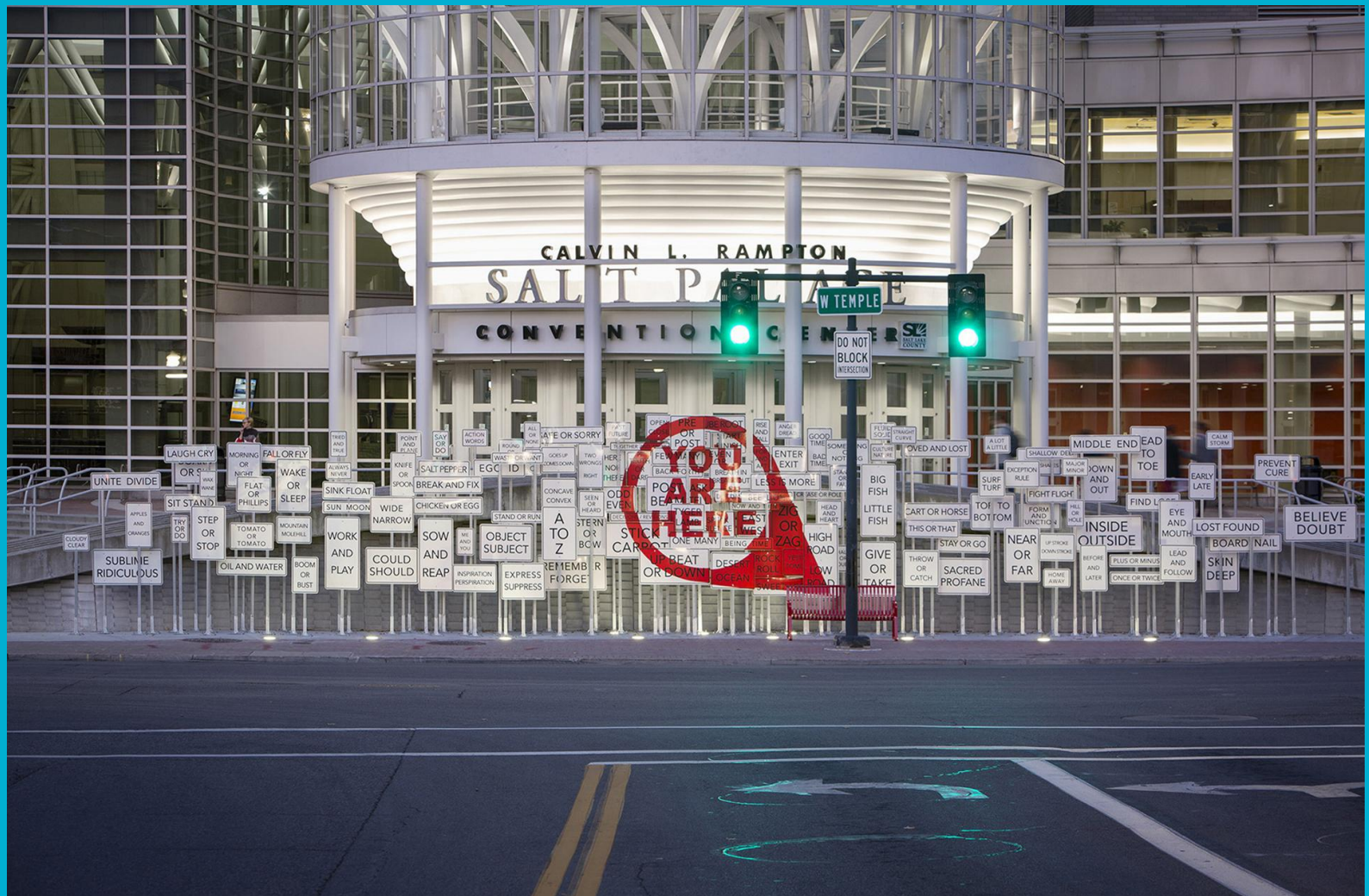
Authenticity

Reciprocity

Appreciation

Community





I AM



# Good stuff...

- [Nonprofit AF](#) - Exploring the fun and frustrations of nonprofit work
- [FAKEEQUITY](#) - Fakequity=Fake Equity
- [Not Just Money](#) - Equity Issues in Cultural Philanthropy
- [Race to Lead](#) - Confronting the Nonprofit Racial Leadership Gap
- [OFBYFORALL](#) - Community-informed cultural spaces
- [Facing Change](#) - American Alliance of Museums DEIA working group
- [RE-Tool: Racial Equity in the Panel Process](#)
- [Nurture the Creative Mind](#)
- [WESTAF](#)

Thank you!