

DEI

What's missing? What's next?

With Justin Michael Williams & Shelly Tygielski

Google

ORACLE

Bloomberg



wisdom 2.0

MAKERS



HARVARD UNIVERSITY

JPMorganChase



VISA

THRIVE GLOBAL

The New York Times



THE KELLY CLARKSON SHOW

Forbes



MotherJones



BBC

People

NEWS

billboard

The Washington Post

AFROPUNK

THE HUFFINGTON POST

TAMRON HALL

yoga JOURNAL



WANDERLUST

THE WALL STREET JOURNAL.

TIME

SXSW

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WHAT WE HEAR

“We did lots of DEI training, but we’re not sure if it worked, if our employees feel it’s worked, or how to keep going?”

W

STUDY:

Even in companies with formal DEI programs, most employees feel that their DEI needs are not being met.

While 97% of HR leaders say their organization has made changes that have improved DEI programs, only 31% of employees polled nationwide feel that their organization is committed to improving racial justice or equality issues in the workplace.

**<https://hbr.org/2023/03/research-where-employees-think-companies-deib-efforts-are-failing>*

Where are we?

- Put significant resources into DEI trainings and programs over the past few years?

Have you put significant resources into DEI trainings and programs over the past few years?

- A) Yes
- B) No

Where are we?

- **Feel like those programs delivered 100% of the results you were hoping for in your organization?**
- **Feel like they, in some way, fell short?**

I feel our DEI programs...

A) Delivered 100% of the results we were hoping for in our organization

A) In some way, fell short

**There's a
disconnect.**

TODAY

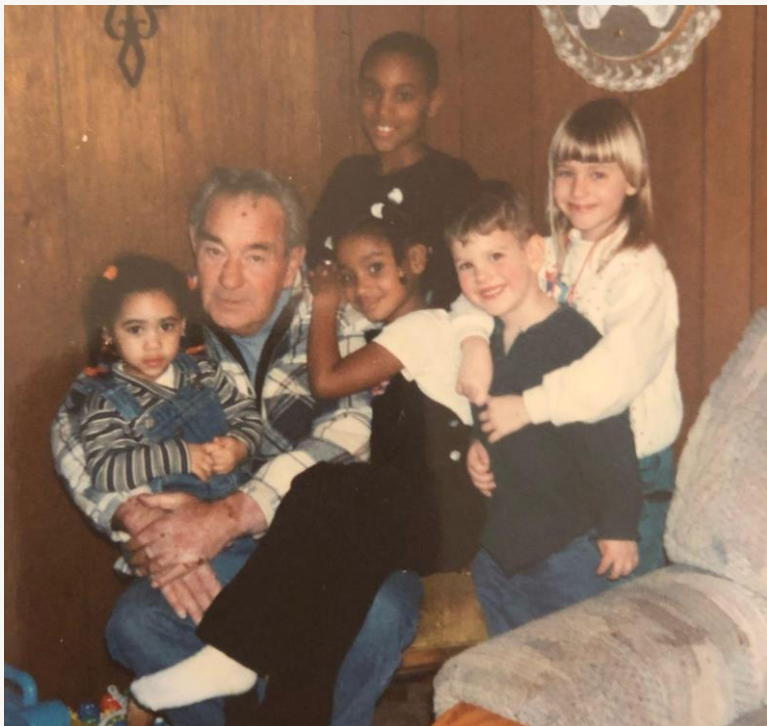
#1 tool to address the disconnect.

TODAY

#1 tool to address the disconnect.

Roadmap of research proven Pillars.

Justin



Shelly



JW

Think of a problem that's happening in your organization as it relates to DEI.

What's the primary problem you're having in your organization now as it relates to DEI?

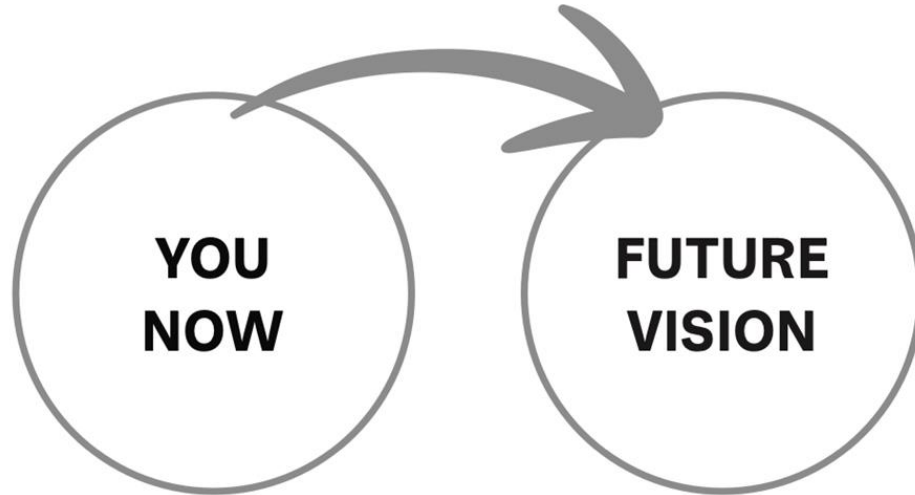
ENTER INTO POLL



» **Creating from the
Future**

PROBLEM SOLVING

What **SHOULD** I do now
to make this vision come true?



PROBLEM SOLVING

**Define
the
problem**

**Brainstorm
ideas**

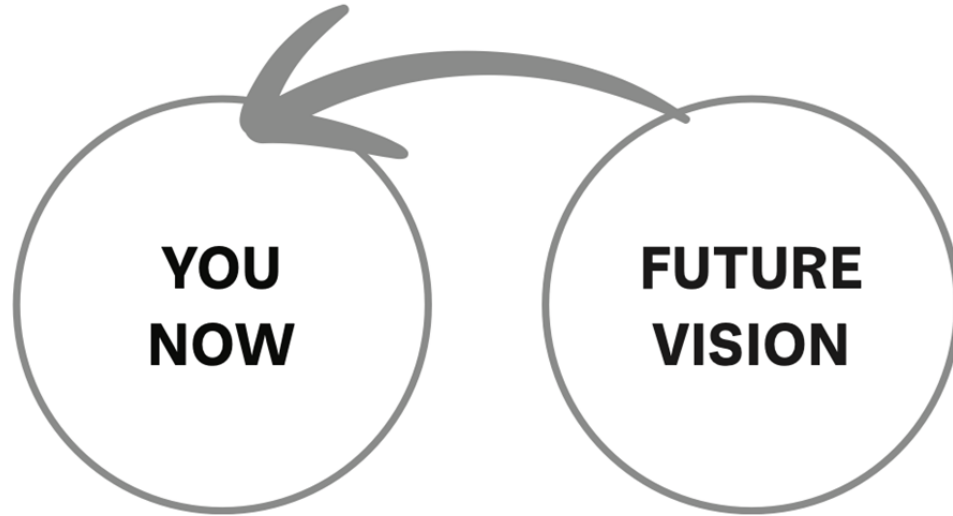
**Decide on a
solution**

**Implement
the solution**

**Review the
results**

CREATING FROM THE FUTURE

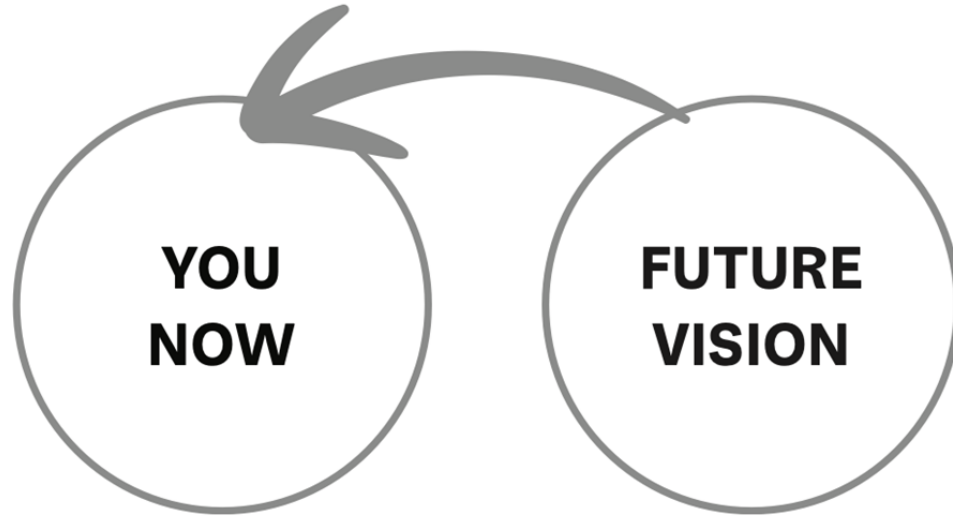
What **DID** I do now
to make this vision come true?



Let's practice.

CREATING FROM THE FUTURE

What **DID** I do now
to make this vision come true?



CREATING FROM THE FUTURE

Identify the ideal future

Identify the ideal future outcome you want to see realized in your organization.

What's missing?

What tools, or resources are you missing to help set the stage for the Ideal future to arise?

Identify one step

Identify one step you or your team can take to solve for what's missing or despite what's missing to create the ideal future.

Take action

What is one action you **personally** can commit to taking, however small, toward the step to create momentum toward the ideal future.

**For our full free guide on
Creating From the Future &
excerpt from our book:**

HowWeEndedRacism.com/future

8 Pillars of Possibility

01 ✦

Vision

02 ✦

Truth

03 ✦

Emotions

04

Intraconnection

05 ✦

Shadow

06 ✦

Forgiveness

07 ✦

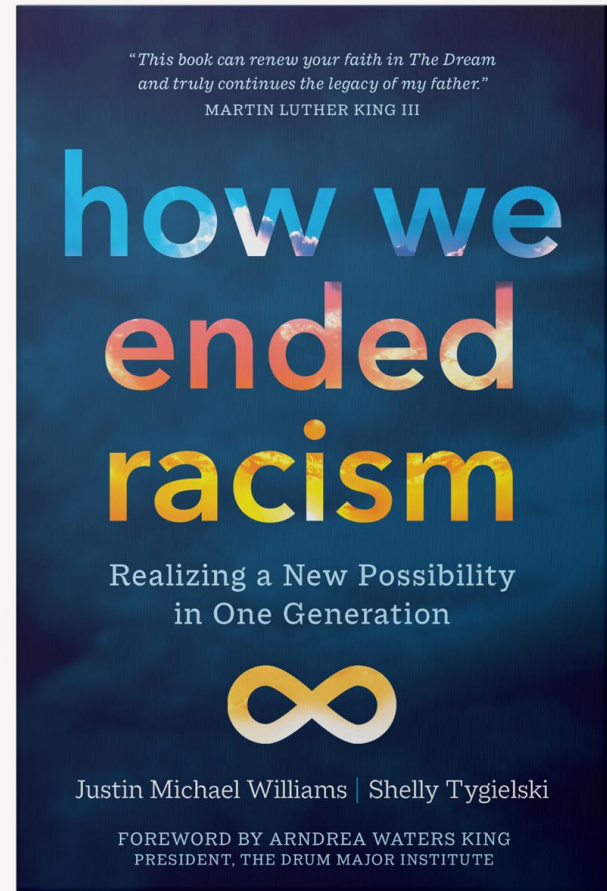
Conversations

08

Action

“This book can
renew your faith in
The Dream and
truly continues the
legacy of my
father.”

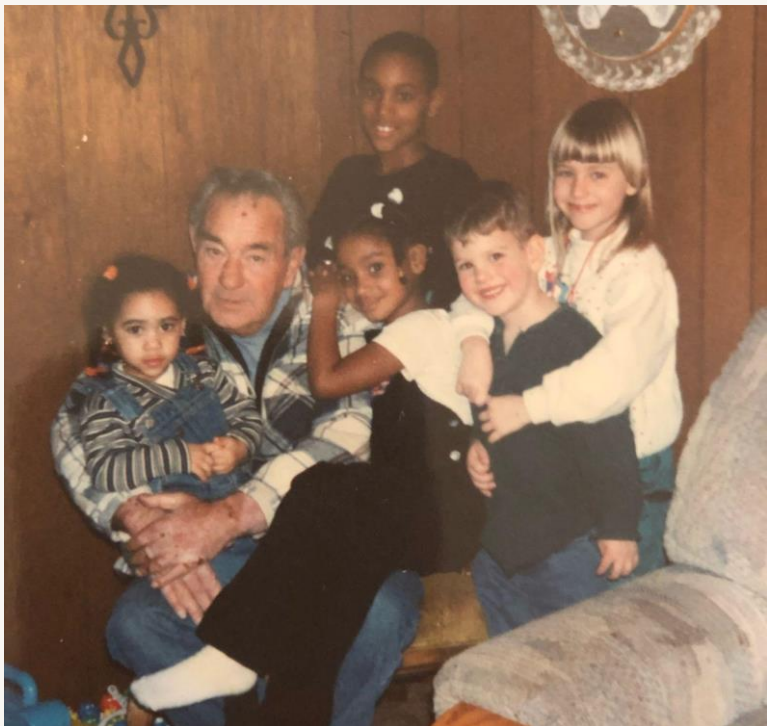
- Martin Luther
King III



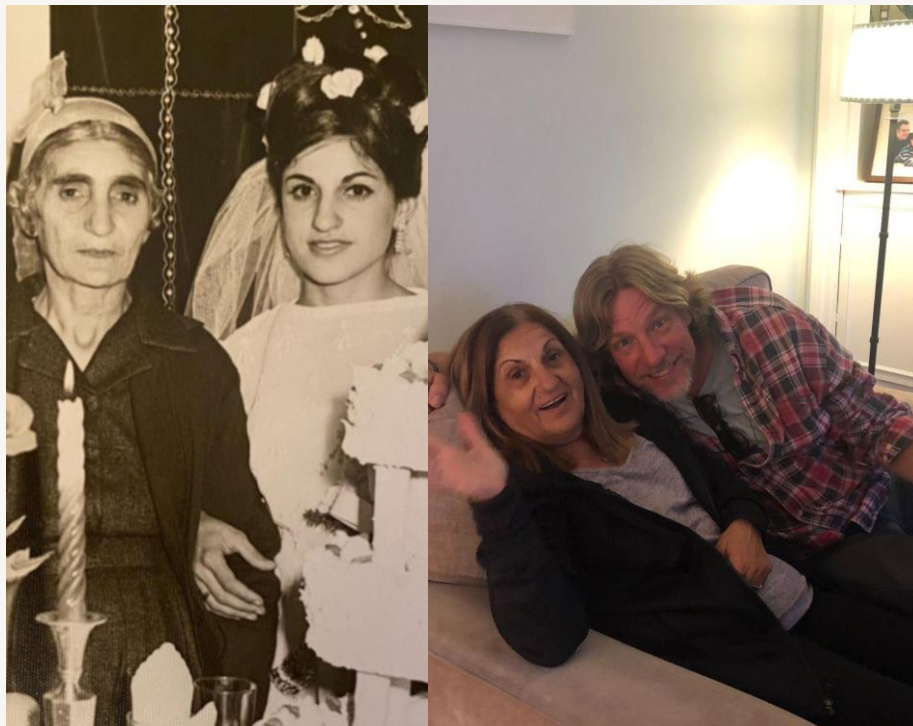
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Immune System

Justin



Shelly



JW

Questions?

HowWeEndedracism.com

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