ASK VCIC

VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

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SETTING NORMS

R - *to be Respected*

I - *to Inform others about your own opinions and experiences*

G - *to ask Good natured questions and share Genuine thoughts*

H - *to Have feelings and express them fully*

T - *to Try, make mistakes, and be forgiven*

S - *to Select when and how to challenge yourself and others*

and…

not to achieve your rights by violating the rights of others

Source: Adapted from Donald R. Woods

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THEME #1

Navigating the current anti-DEI climate in terms of Executive Orders, legislation, and funding changes

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THEME #1 QUESTIONS

- How is VCIC navigating new legislation and anti DEI initiatives coming from the federal level?

- In our current climate, how are organizations continuing to invest in diversity, equity, inclusion, and belonging efforts? I'm particularly interested in learning more about what strategies are proving effective in navigating the changing landscape, specifically for nonprofits (both within their organization and how they are supporting their communities).

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THEME #1 RECOMMENDATIONS

- Lead with your mission and values

- Focus on communicating <u>what you do</u> more than debating the use of specific words

- Focus on "<u>Leveling</u> DEI," not "<u>Lifting</u> DEI"
  - No explicit preferences based on identity
  - Open to all
  - "Mitigating bias" instead of "only for one group"
  - "We strive to…" instead of "We will ensure…"

(<u>Source</u>: Kenji Yoshino & David Glasgow)

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THEME #1 RECOMMENDATIONS

- "Nothing about us without us"

- Avoid the "3 P's"
  - Confer <u>Preference</u> of identity (race/ethnicity, sex, gender, age, etc.)...
  - to <u>Protected</u> groups...
  - so they receive <u>Palpable</u> benefit
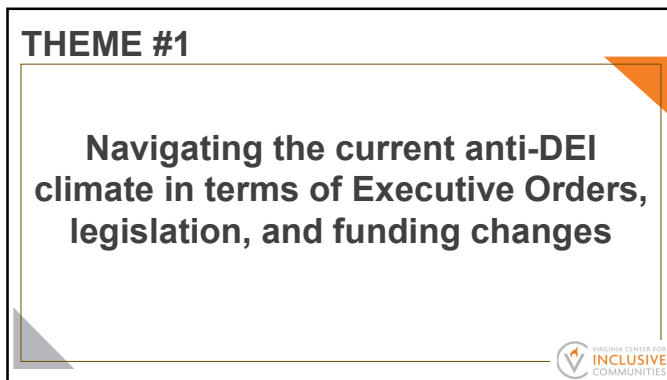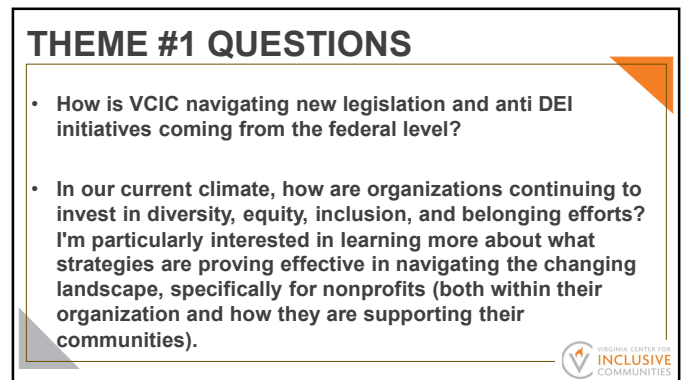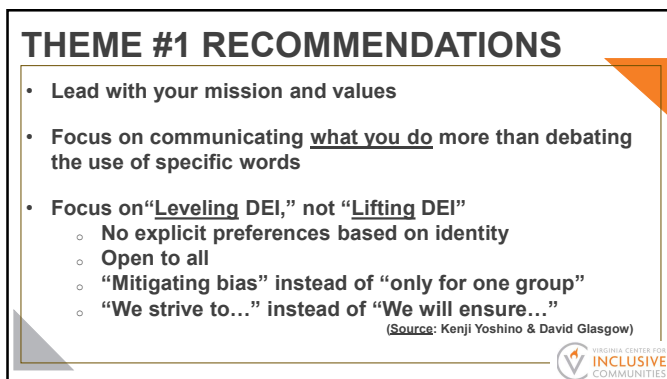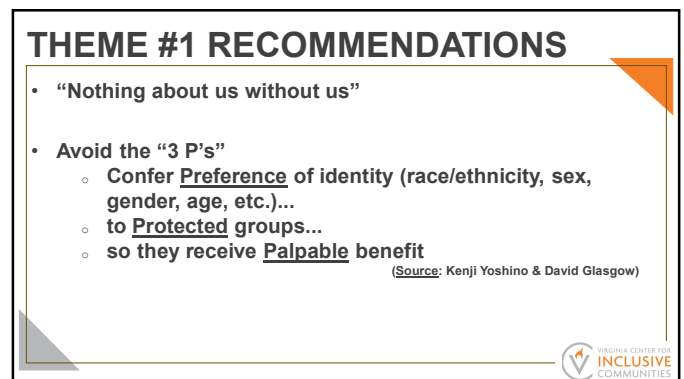
(<u>Source</u>: Kenji Yoshino & David Glasgow)

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THEME #2

Equity and inclusion considerations related to AI usage

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THEME #2 QUESTIONS

- What are promising or concerning trends you're seeing around AI being used for equity work?

- Are there ways AI can support inclusive community engagement without losing the authenticity of human-to-human dialogue?

- What is VCIC's perspective on preparing the next generation of leaders and practitioners to navigate the intersection of AI, ethics, and equity?

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THEME #2 RECOMMENDATIONS

- Co-create guidelines and have clear expectations around usage related to privacy, work product, editing, etc.

- Consider environmental impact, with disproportionate harm to already marginalized communities

- Be mindful of bias in responses
  - Related to biases in inputs
  - Related to when inputs cut off

- Be aware of bias in reactions to AI usage

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DISCUSSION / Q&A

What are other _questions_ you have or _topics_ you would like to discuss?

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POWER SESSION EVALUATION

www.inclusiveVA.org/PSI

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