



Diversity & Inclusion

Navigating the sensitive but relevant conversations on racial inequality

A NAVSO Community Discussion

June 19, 2020



NAVSO[®]

National Association of Veteran-Serving Organizations

Rules of Engagement

- We encourage participation of all forms; feel free to chime in via audio or by using the Chat Box which is open to questions & comments
- In order to accommodate everyone, please raise your hand, especially when another is talking to notify us you'd like to speak next.
 - Click on Participants
 - In the bottom right hand corner, click "Raise Your Hand."
 - We will call on you and unmute you to ask your question or share your comment.
- For tech support, please email support@navso.org or 843-936-1562 to troubleshoot your technology problem



Rules of Engagement for Today

We turned the recording off for today.

Be open. Listen. Learn. Feel free to share.

If you hear something today that offends you or makes you uncomfortable, please contact us and we can address it together.

Awareness of unconscious bias is the first step to growth.

kelly@navso.org



June 19th

**CELEBRATING
AFRICAN AMERICAN
INDEPENDENCE
DAY**

Juneteenth



Juneteenth

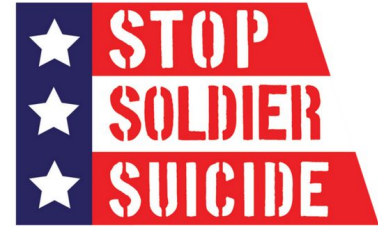
- The commemoration of the ending of slavery in the US.
- Dates back to **June 19th 1865** stating the war was over & the enslaved now free
- Not the end of the fight for equality - but a step in the right direction



Meet the Team



Stop Soldier Suicide



1. Listen: Hosted employee Townhall Session
2. Review Board Diversity
3. Prioritize Veteran-Owned and Minority-Owned vendors/partners
4. Make a Public Statement (approved/bought in by the internal team)
5. Analysis: How is our issue (suicide) affecting the black community?

NAVSO Survey Results - Annual Training

Does your organization conduct diversity training for all employees?

Yes - 35%

No - 65%

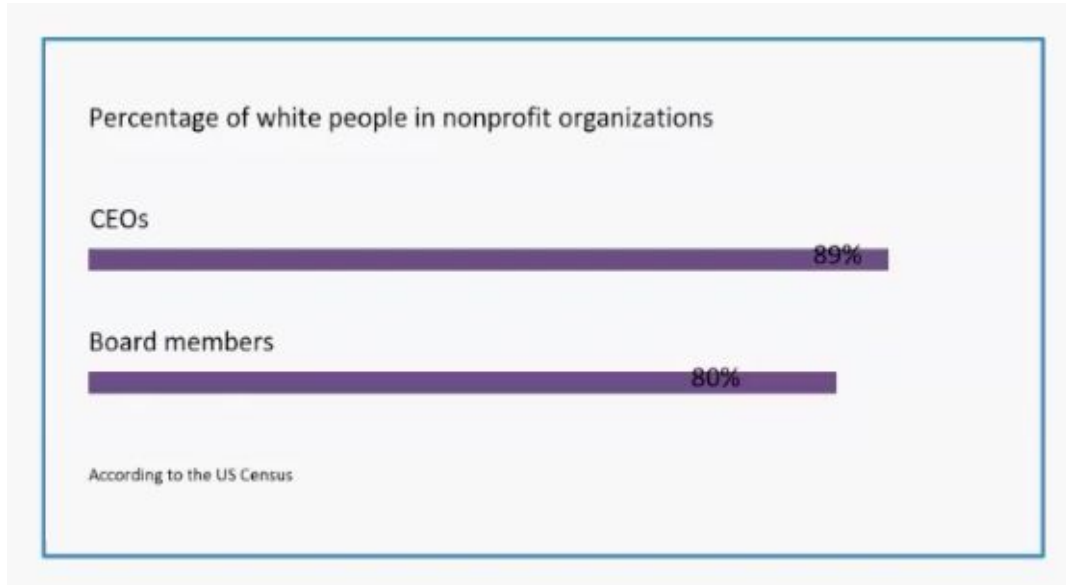
Are you interested for your organization to have access to commonly accepted annual training? (Diversity & Inclusion, HR Compliance, etc.)

Yes - 80%

No - 20%

Most interested: Diversity & Inclusion, Unconscious Bias, Having Difficult conversations

Is the VSO community immune?



Food for Thought

“Statements are external. They’re performative indicators. People are releasing those statements to say something to the world but also to be perceived as saying something to the world.

The question going forward from here is, what will they do in the days ahead to live into those values? Because as of today, the overwhelming majority of organizations that released statements with those words in it do not have a culture where the black people who work there feel that they are valued as equal to white people.”

-Kerrien Suarez, Executive Director of Equity in the Center



Suggested Reading

- **"So You Want to Talk About Race"** by Ijeoma Oluo
- **"The New Jim Crow: Mass Incarceration In The Age of Colorblindness"**
by Michelle Alexander
- **"White Fragility: Why It's So Hard for White People to Talk About Racism"**
by Robin DiAngelo
- **"Racism without Racists: Colorblind Racism and the Persistence of Racial Inequality in the United States"** by Eduardo Bonilla-Silva
- **"How to Be an Antiracist"** by Ibram X. Kendi

What can you do now?

- Keep Listening and Learning
- Read books together as a team and discuss
- Advocate for funders to remove “invite only” selection process
- Advocate to make Juneteenth a holiday for your organization.

Diversity & Continued Inclusion

We recognize that diversity will continue to be an opportunity for growth in our personal & professional lives.

While the current climate allowed for further discussions on race, June is also recognized as Pride Month.

Consider ways in the future how you can continue growth at your organization - always striving for an inclusive culture.



Share & Ask Questions in our collaborators group:

<https://www.facebook.com/groups/NAVSOMembers/>

The screenshot shows the Facebook interface for the "NAVSO Member Organizations Group". On the left is a navigation menu with options: About, Discussion (highlighted), Members, Events, Videos, Photos, Files, Units, Group Insights, Watch Party, Moderate Group, and Group Quality. The main header area features a cover image with the NAVSO logo (a star with wings) and the text "Members Group" and "You Serve Them. We Serve You.™ Find Funding, Faster & Serve Veterans, Better". Below the header are buttons for "Joined", "Notifications", "Share", and "More". The main content area shows a "Post" section with a "Write something..." prompt and a "GROUP BY" section for "National Association of Veteran-S" with 1,175 likes. At the bottom, there are buttons for "Photo/Video", "Ask for Reco...", "Check in", and "POPULAR TOPICS IN POSTS".



NAVSO Webinar Mini Series

Getting Your Board on Board Part 1: What Matters Most?

Thursday, June 25, 2020

2:00 PM-3:00 PM EDT

Presenters: Jim Knotts, President & CEO of the Vietnam Veterans Memorial Fund (VVMF) & Tim Farrell, President & CEO of NAVSO

Register at NAVSO.org/events





Thank you for being here.
Thank you for serving.



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