

THE DEI BLUEPRINT: STRUCTURING YOUR DEI STRATEGY FOR SUCCESS



More Than a Façade: Building an Internal Structure for Diversity

#

(she/they)

Anouska Bhattacharyya

Vice President | Programs | YW Boston

(they/them/theirs)

Samuel Ellison

Senior Manager | Partnerships | YW Boston



Community Practices

SPEAK
YOUR
TRUTH

LEAN INTO
DISCOMFO
RT

COMMIT TO
NON-
DISCLOSURE

EMBRACE
AMBIGUIT
Y

BE PRESENT (MUTE
DOES NOT MEAN
DISENGAGED)

RESPECT PEOPLE'S
PRIVACY

KEEP THE
CONVERSATION HERE

SEEK INTENTIONAL
LEARNING



#

Agenda

Welcome & Introductions

Solo Build

Group Build

Share Out

Q&A

Closing





Icebreaker

Legos

Build the strongest structure you possibly can in two minutes.

#

f

@

in

🐦

#

Table Share Out

As a group, decide whose structure is strongest?
Be ready to report out.





Reflect

For which part of your
“house” do you have
responsibility?

#

f

@

in

🐦



Group Build

Legos + Beads

Make a structure that will hold 40 beads.

#

f

@

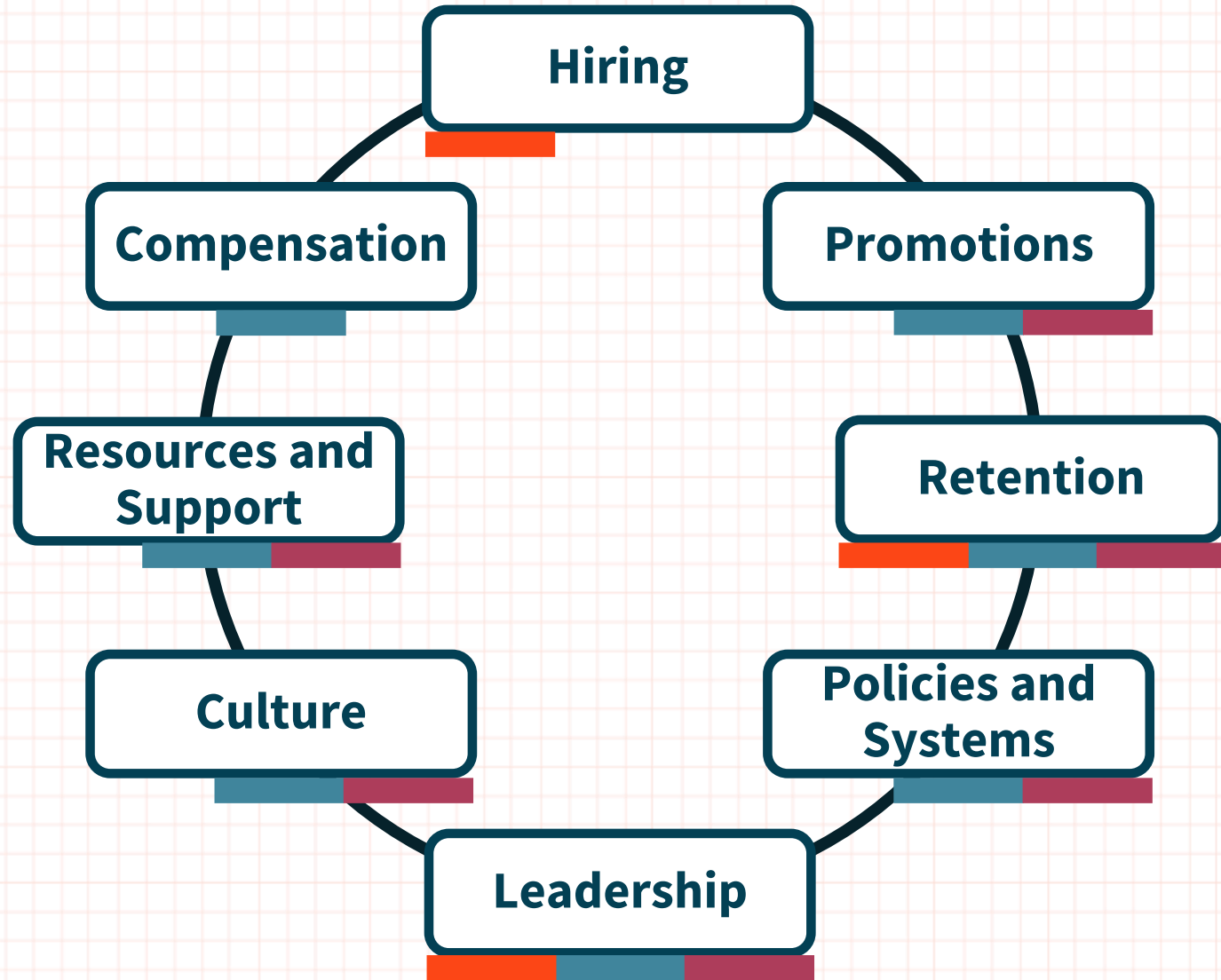
in

🐦

 diversity

 equity

 inclusion



#



What makes you
feel included?





www.ywboston.org



(617) 585-5400



140 Clarendon St., Ste. 300,
Boston, MA 02116

Thank you

