RETHINKING OUR APPROACH

The world is changing, and it’s time we all f*cking caught up. The traditional models for diversity and inclusion aren’t working. The tactics of the past must be left in the past. Only with an arsenal of new mindsets at our disposal can we shift from checking boxes to creating a human-centric approach to diverse, inclusive communities and organizations.

We humbly offer three new mindsets here.

**Radical Relationships**

How do we cultivate truly Radical Relationships? It means reaching across the typical boundaries that separate people to come up with game-changing, human-centric solutions. It means recognizing that we can’t change the game on our own, that we have to gather a diverse community of people who aren’t afraid to have real conversations that set aside egos, biases, and previous constructs of the world in order to create something new together.

**Authenticity before Action**

Honoring truth and authenticity over policy and processes is the key understanding Authenticity before Action. Blowing up traditional models of diversity and inclusion isn’t about another program, training, or initiative. It’s about designing a new normal by creating space for people to safely live and work as their authentic selves.

**Embrace the Mess**

Fear, pain, and discomfort. These are all elements of the mess that can accompany a new approach to diversity and inclusion. Relationships are messy. Growth and change are messy. We have to be prepared to navigate the mess in order to move together as a community into a reimagined future. Embracing the Mess that comes with the first two mindsets will be an essential part of growing.

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THE TIME IS NOW

At MOFI we are choosing to take the hard road in rethinking our engagement with diversity and inclusion as a moral obligation. We challenge you to join us on the journey. In no way do we claim that we have all the answers, but we do know that the traditional model for diversity and inclusion is ripe for disruption. We know that blowing up this traditional model demands new mindsets and a renewed commitment to designing with all voices represented at the table.

RADICAL RELATIONSHIPS

1. Think about a problem in your organization or community that can only be solved by blowing up traditional models of diversity and inclusion. What radical relationships do you need to form to move towards a solution? Around the table shown here, add at least three people or types of people a solution would require.

2. How might building these relationships change your current way of thinking?

3. What might be preventing you from adding these new people to your team?

4. ACTION PLAN: List three things you need to do to get started creating these radical relationships.

OUR CHALLENGE TO YOU:

1. Download our full Catalyst Paper, Humanizing Our Community: Blowing up Traditional Models for Diversity and Inclusion, as well as the accompanying resources.

2. Test the remaining two mindsets (Authenticity before Action and Embrace the Mess) and share your feedback online using the hashtag #disruptorconnection.

3. Become a catalyst in your ecosystem(s) for blowing up traditional models for diversity and inclusion and gathering your community to rethink a better way forward.

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