



Monthly Board Meeting

Diversity & Inclusion Committee

June 23rd – 5:30 pm

Lead
Network
Learn

Inspire
Mentor
Celebrate

Advancing the success of women in finance

Monthly Board Meeting

Focus Topic: Diversity & Inclusion

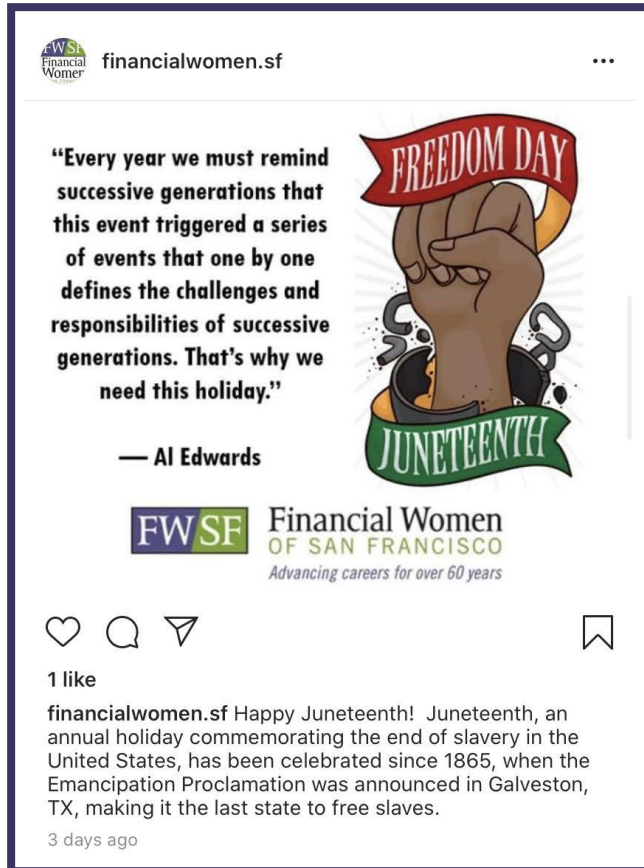
AGENDA

- Commemoration of Juneteenth
- Interconnectedness of Covid-19 and Racism
- What does this mean for us as an organization?
- Learning and growing through uncomfortable conversations
- Communicating and leading inclusively
- Group Discussion

What is Juneteenth?



We are walking the talk by educating ourselves and our community



Social Media Posts About Juneteenth:

- Facebook
- LinkedIn
- Instagram

Next Steps:

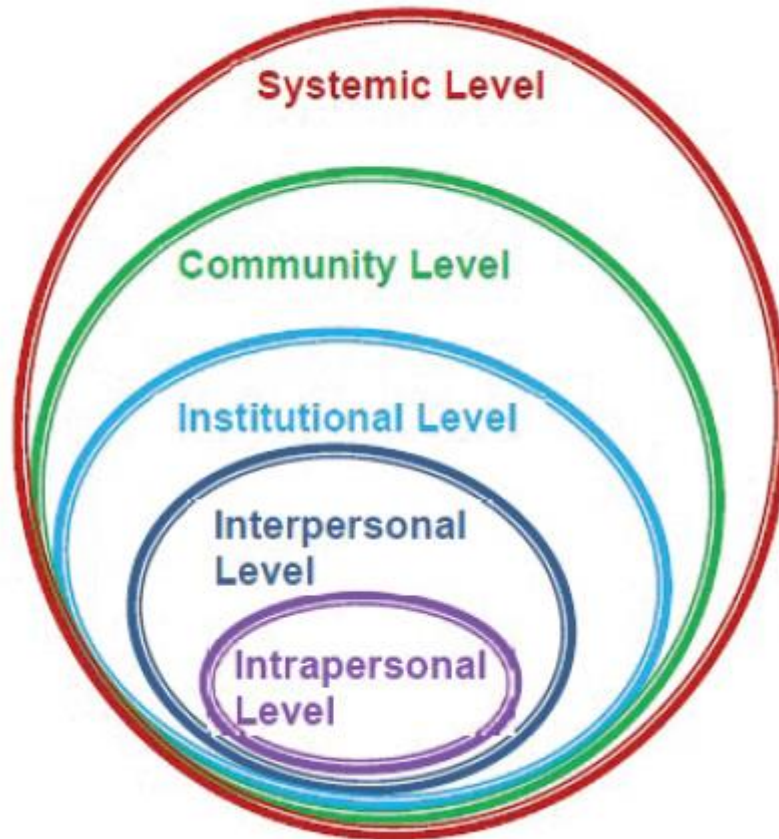
- Include educational resources for our members to access on our website – new visible tab “Inclusivity” now available to us

Racism and the Pandemic are interconnected – which means that covid-19 disproportionately affects BIPOCS

This is due in part to the fact that Black Americans, Indigenous Americans and People of Color:

- Less likely to be able to work from home
- Less likely to have access to quality healthcare
- Less likely to have access to technology and tools for their children's education
- More likely to have jobs that make them essential workers
- More likely to live in multi-generational homes where social distancing is difficult
- More likely to live in areas that are affected by air pollution
- More likely to experience food insecurity

Levels of Racism



Systemic Level

- Immigration policies
- Incarceration policies
- Civil rights
- Predatory banking

Community Level

- Differential resource allocation
- Racially or class segregated schools

Institutional Level

- Hiring and promotion practices
- Under- or over-valuation of contributions

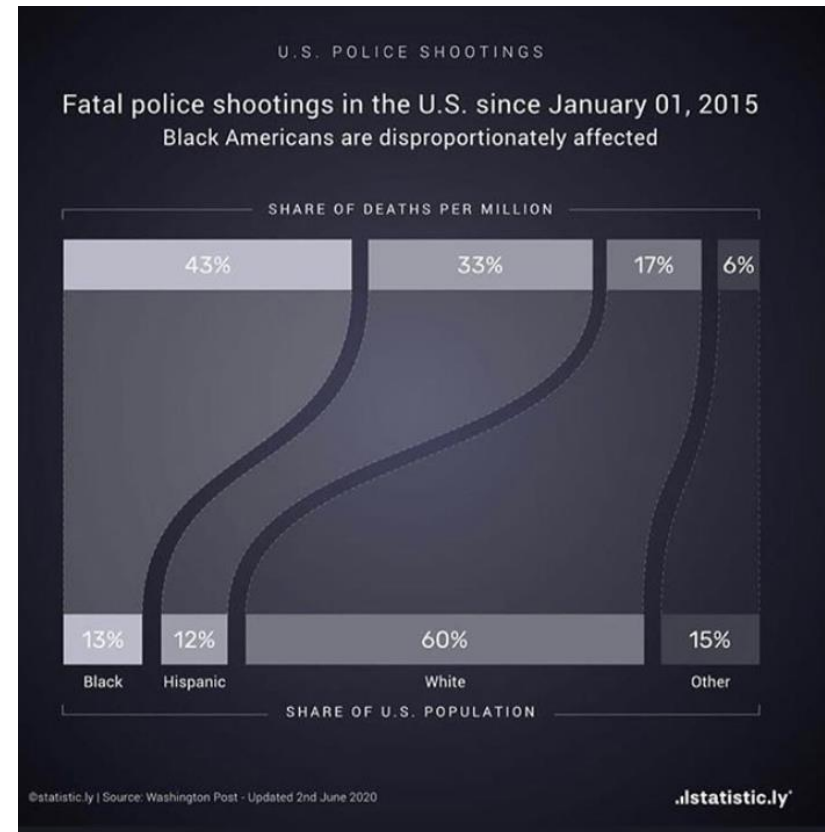
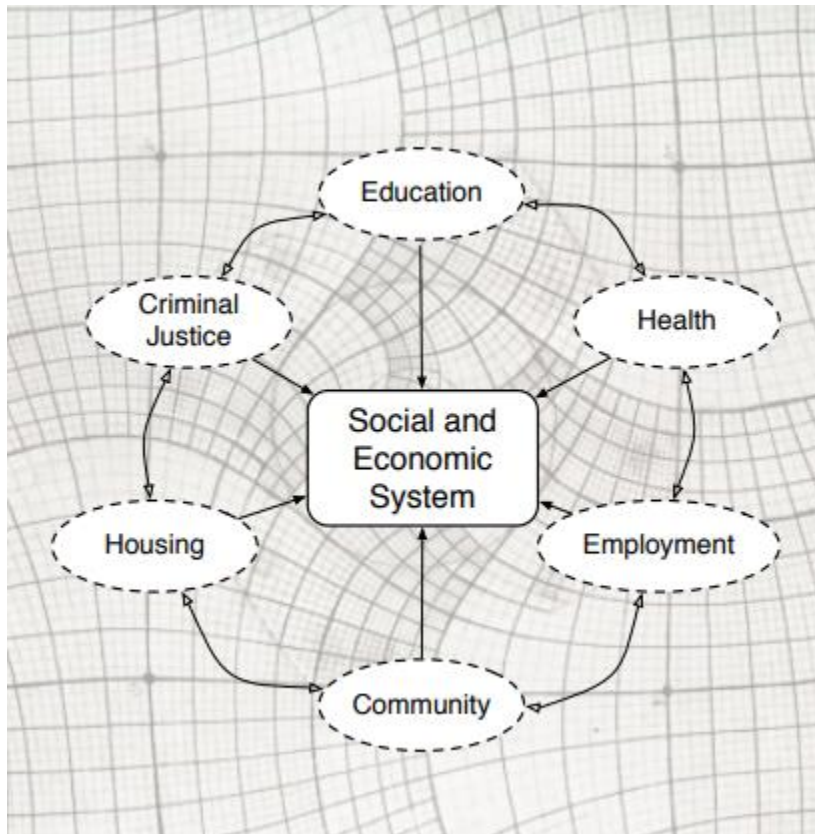
Interpersonal Level

- Overt discrimination
- Implicit bias

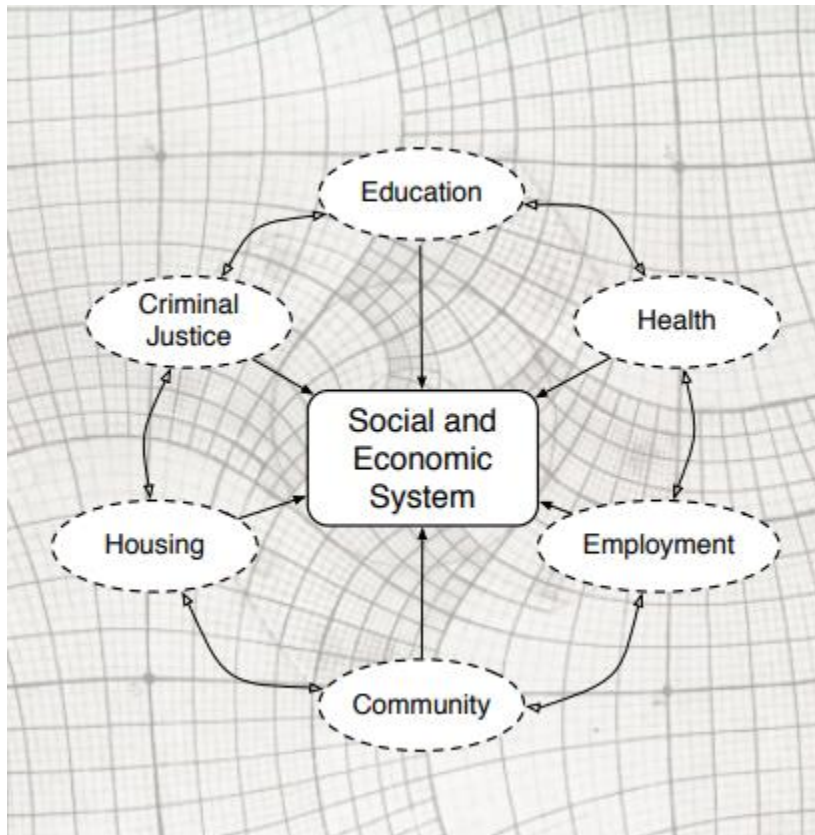
Intrapersonal Level

- Internalized racism
- Stereotype threat
- Embodying inequities

Racialization distorts are all parts of systems – Criminal Justice



Racialization distorts are all parts of systems - Healthcare



Black Women in the US are **243% more likely to die from pregnancy or childbirth related causes.**

Black mothers die at:

3-4x

the rate of white mothers, one of the widest of all racial disparities in women's health.

12x

the rate of white mothers in the state of New York during pregnancy or childbirth.

**due to racism
in the healthcare system.**

What does this mean for us?

System Racism contributes to the gender gaps and lack of representation in Finance that we are tackling as an organization.



2019:

- Fortune 500 CEOs: 98% male
- Presidency: 100% male
- Vice Presidency: 100% male
- Senate: 75% male
- House of Representatives: 70% male
- Current POTUS Cabinet: 84% male
- U.S. Mayors: 80% male
- U.S. Governors: 84% male
- Federal Judges: 87% male
- Police officers: 85% male

What does this mean for us?

The demographic of people in positions of power making decisions about how societal and cultural norms are constructed are white men.

2019

Presidency:	100% white	People who decide which TV shows we see:	93% white
Vice Presidency:	100% white	People who decide which books we read:	90% white
Senate	91% white	People who decide which news is covered:	85% white
House of Representatives:	73% white	People who decide which music is produced:	95% white
POTUS Cabinet	89% white	School Teachers:	82% white
Governors:	98% white	Full-time college professors:	84% white
Mayors:	88% white	Owners of men's pro football teams:	97% white
Military Advisors:	100% white	Owners of men's pro basketball teams:	98% white
Federal Judges:	88% white		(players: 75% black)
Police Officers:	80% white		

To learn and grow we have to be open to having uncomfortable conversations



Communicating and Leading Inclusively

- **In Community:** We gather together to learn and support one another, so do your part to ensure a safe environment for all.
- **Empathy First:** Listen with your heart and be open to feedback. We're all learning and navigating this together.
- **Self-Awareness:** Be mindful of the words and tone you use to make a point or frame the conversation. Remember to avoid centering the narrative around yourself if you're not a member of the identity group most affected right now.
- **Privacy Matters:** Keep the conversation confidential, and examples or stories anonymous.
- **Speak Up:** If you hear something problematic, call it out with kindness and good intention.
- **Invest in the Practice:** Our goal is to ignite conversations. We aren't looking to provide all of the answers or resources in one session – anti-racist work is a practice.

Source: Latinas in Tech Guidelines

Polling Questions for Group Discussion

1. Did this key data and context bring anything up for you? Was it helpful in terms of creating awareness?
2. What is your greatest concern for your communities (i.e., FW SF, team members at work, other)?
3. Do you have ideas about how we can best support our members or are there things you have already been doing to engage or support members of your community?
4. How can we be a resource for our most vulnerable members (i.e., students, unemployed members, BIPOCS)?
5. **CALL TO ACTION:** Analyze our own committees for areas of growth and improvement in our processes, policies and bylaws
6. **Amplifying Voices of BIPOCS:** Please visit our website where we will be posting resources such as books, articles, videos, movies, businesses that have been vetted by our D&I Committee