



KAHILLA'S  
STEP UP, REACH  
DOWN & INNOVATE  
FORUM with

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# THE INTERSECTION OF DEI & HEALTH & WELL-BEING

## The Challenge of DE&I:

DE&I is often dealt with in episodes:

*It happened, we dealt with it, now it's done.*

**To create sustainable impact, diversity programs need to be built to deal with the system**

*Example: You can fix that 20% of women are underpaid, but there will still be an organizational gap because when you look at the annual review process, it is inherently biased.*

- Women get a lower raise
- Women's behavior is perceived as less than and held against them
- The longitudinal effect of bias is why we have this pay gap. It's systemic, not an episode.

### Surveys don't work.

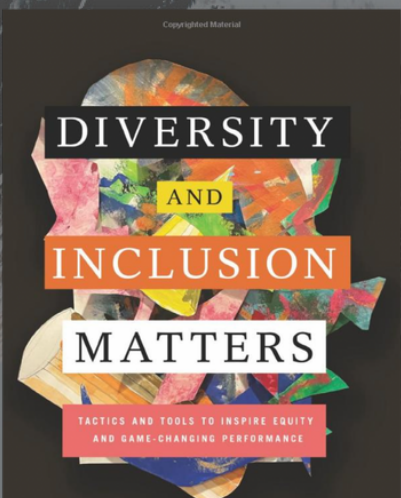
- Because surveys are supposed to be anonymous, the information can't be used to maintain confidentiality
- Survey results are based on majority rule, so problems often get ignored when they are voiced by the minority
- The reality is that if you're one of the few, you're at higher risk of leaving than being totally transparent in a survey
- What to do instead:
  - Look at the data for turnover, promotions, and terminations. Where are the gaps in the annual review process, salaries, etc?
  - Hold leaders accountable to the things they can actually control (e.g. Who gets hired and promoted vs. overall diversity)

### How companies can support their diverse talent and set them up for success:

- Rather than mandatory, one-time trainings, host training sessions regularly
- Regular training signal to employees what's important to the organizational culture
- Measure success by changed behavior vs. whether or not someone attends a training
- Create spaces where it's safe to discuss and call out behaviors that don't align with the company's desired culture and values
- Create spaces for repetition where people can practice

### Address a broad range of diversity

- Integrate definitions that affect all forms of diversity: bias, privilege, microaggressions
- Simplify concepts and use those as the basis of what you want people to do:
  - Can you see bias, privilege, or microaggressions in this process?



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