



September 20, 2022 | 2:00 PM - 3:00 PM



Today's Agenda

- Welcome!
- Overview
- Monthly Meetings – Third Tuesday of every month
- Today's Featured Speaker:
 - Dawnita Wilson**
Vice President, Diversity and Inclusion
 - JBG Smith
- Upcoming Events
- Networking Breakout Rooms



Monthly Meeting

3rd Tuesday of the month from 2:00 pm – 3:00 pm

Next Meeting:

Tuesday, October 18

2:00 – 3:00 pm

Speaker:

Stephanie Turner

Vice President, Inclusion, Diversity and Social Innovation

The MITRE Corporation

Best Practices in Leading Diversity, Equity, & Inclusion

Dawnita J. Wilson
Vice President, Diversity and Inclusion



JBG SMITH

Commitment and Intentionality

Ensure that DEI is a top priority.

Inclusive Leadership

- Do leaders walk the talk/role model behaviors?
- Is DEI important to your leaders? Do you/they know why it's important?
- Do you have a clear, consistent DEI communication strategy?

The long-term investment

- Do you have dedicated DEI resources?
- Is your DEI budget aligned with your expectations?
- Are you taking a comprehensive, multi-year approach?



Strategy and Execution

Ensure that DEI is integrated and sustainable; not performative.

Structure and alignment

- Is your DEI strategy aligned to your overall business strategy?
- Can you clearly articulate how any DEI work being done is aligned to the DEI strategy?
- Where is the “low hanging fruit”/immediate areas of opportunity?
- Have you identified your most significant areas of impact?

Change readiness

- Do you know how your employees, at all levels, experience your organization?
- Do you know how people describe your culture?
- Are you fostering a culture of learning first, rather than making bold statements and short-term goals?



Metrics and Accountability

Ensure you can specifically and accurately measure results.

Goals and aspirations

- Have you established baseline measures?
- Have you defined your goals and aspirations?
- Are you aligned on what progress looks like for your organization?
- Do you have a scorecard?

Accountability

- How are people across your organization held accountable for DEI results?
- Are your DEI expectations tied to performance in any way?
- Are there consequences when DEI expectations are not met?





A phased approach to progress



Awareness

Increasing education and awareness; building D&I competency; a focus on learning, self-awareness, and introspection

Engagement

Bringing others along; role modeling inclusive behaviors; leaning into change; proactively identifying opportunities to implement more inclusive and equitable systems, practices, and processes

Commitment

Walking the talk; driving accountability; being a catalyst for change within your area(s) of influence; leveraging your power and privilege to remove barriers

Questions?

Dawnita Wilson

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Breakout Rooms

Suggested conversation starter:

- Introduce yourself
- What is your role at your organization as it relates to DEI?
- What do you see as your biggest challenge in implementing or advancing DEI in your organization?

If you'd like to switch rooms there should be tools at the bottom of your screen to choose a different room (or you can go back to the main room and Homaira can help you.)



Thank you

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