

WIB's DEI Analysis

What we've done and how
we can improve

What DEI Has Done This Semester

1. Worked with Daisia to make **recruitment more inclusive**
2. Implemented a **recruitment outreach program** to reach a more diverse applicant pool
3. We held **4 inclusion education-oriented** DEI events
4. All of our DEI company events and workshops featured **women of color!**
5. We implemented **DEI discussion groups** to create a safe space for conversation around several topics, such as fatphobia, misogyny, racism, privilege and more.
6. We implemented a **weekly DEI resource** in the WIB weekly that links out to an educational article about a DEI topic.
7. We **researched** ways to **continue improving our DEI efforts** within the organization.

Recruitment Outreach Program

- ❑ Reached out to:
 - ❑ Scholarship programs
 - ❑ Learning Community
 - ❑ RAs passed along our message to students on their floor via email
 - ❑ Affinity Organizations
 - ❑ Identity-oriented Major and Certificate Departments
 - ❑ Language-oriented Major and Certificate Departments
- ❑ Improved WIB's exposure outside the business school
- ❑ Is **SO useful** for letting all students know what we're about and is one of the first steps towards being a more inclusive organization.

Non-mandatory Discussion Groups

- ❑ Talking about diversity can be uncomfortable, and this deters many people from engaging in these conversations in their daily lives and also prevents people from having a safe outlet in which to talk and be heard.
- ❑ Our goal is to help members **unpack privilege and bias**, while also creating a bridge to understanding different perspectives in a safe, non-judgemental space.
- ❑ The only requirement to attend is to be **participative** – whether by speaking up or actively listening.
- ❑ Each week, the DEI branch comes up with 3-4 topics and at the beginning of each session, members vote on a topic to discuss
- ❑ They are biweekly, one hour long sessions

Why aren't more members applying to leadership?

- ❑ According to a survey that 106 members took, **over half** said that competition was the primary reason why they were discouraged from pursuing leadership
- ❑ The second factor was the time commitment, which everyone perceived as extensive
- ❑ Our election process for VPs and up is **not inclusive** to our introverted members

How can we help?

- ❑ Make leadership information sessions a standard that is accessible to the entire org
- ❑ More transparency with the time commitment of each role
- ❑ Add a final page in the positions document that houses general leadership advice
- ❑ Brainstorm ways to improve the election process so it doesn't deter applicants

Leadership Selection Process

How can we make it more equitable?

- ❑ An idea we had was to have candidates pre-record their speech and air them during elections. Voting will happen as usual after.
- ❑ The recording would be due to the president a few days ahead of the elections to check for tech issues
- ❑ One thing we would have to account for is accessibility to a video camera – we have to make sure candidates won't be discriminated against based off of the quality of their video or sound.
- ❑ If we are able to insert captioning that would be ideal!

Challenges with switching up the election process

- ❑ Giving a speech is a great professional development opportunity, and given that WIB is a professional organization, we may be serving our members better by giving them that exposure.
- ❑ However, we'd still love to try and make the process more inclusive for our introverted members as professional development can be created in many different ways – maybe we can brainstorm how to do so together.

DEI Branch Amendments

New branch make-up

- ❑ SVP of DEI
 - ❑ VP of DEI (will become SVP in second semester)
 - ❑ Inclusion Director (one single position)

Responsibilities of each Role

- ❑ **SVP of DEI:** will oversee the branch, be the main point of contact for the branch, will assist and guide both the VP and the director in their responsibilities, will address any complaints and will be the main facilitator for the DEI discussion groups.
- ❑ **VP of DEI:** will take on the inclusion analyst role, along with recruitment outreach
- ❑ **Inclusion Director:** will plan 4-5 DEI events over the course of the semester under guidance of SVP

Small Business Support

How can we do this?

- ❑ Catering with small businesses
 - ❑ Supporting local restaurants through socials and fundraisers
 - ❑ Instead of buying gift cards to bigger corporations as prizes, could we offer gift cards to small businesses?
 - ❑ Different kinds of small businesses - food, cosmetics, clothing, etc.
 - ❑ Leaning into community involvement to support both the business and their cause!
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- ❑ **Always considering how we can incorporate DEI into EVERY branch of WIB!**

Rebalanced-Life Wellness Association



[HOME](#) [ABOUT](#) [MEN'S HEALTH & EDUCATION CENTER](#) [RESOURCES](#) [EVENTS](#) [AWARDS](#) [CONTACT](#)

A Haircut

Free Preventative Health Screening

Blood Pressure Monitoring

Diabetes Testing

Flu Shot

Mental Health Screening

Insurance Enrollment

Nations' 1st Men Health Center Inside a Black Barbershop



Other feedback we received

- ❑ More diversity in terms of presenters – we **NEED** to make this a priority, and will not happen unless we actively advocate for it
 - ❑ The only presenters of color this semester were during DEI events – let's work together to communicate our priorities to companies so they can uplift BIPOC voices as well.
- ❑ Several members wanted the opportunity to speak with someone from the business school who could take note of challenges, concerns, or suggestions and bring them back to the administration.
- ❑ Potentially renaming our organization to Womxn in Business.

We originally discussed updating our name to “Womxn in Business”...here’s why we shouldn’t

- ❑ *Womxn* is an term **intended** to signal the inclusion of those who have traditionally been excluded from white feminist discourse: Black women, women of color, and trans women. More recently, the term has also been used to include nonbinary people. With the removal of *man* or *men* at the end, *womxn* is empowering to some as it’s not defined in relation to men.
- ❑ There are many valid and important reasons people may choose to use the word *womxn* to describe themselves. It’s when the term *womxn* is ascribed to trans women or nonbinary people **without their consent** that it becomes problematic.

We originally discussed updating our name to “Womxn in Business”...here’s why we shouldn’t

- ❑ **Trans women are women.** There is no special distinction that should be made,. As Jennie Kermode, former chair of Trans Media Watch, stated, “We would generally just write women in the usual way because we feel it’s important for people to recognize that trans women are women. Trans women aren’t a special, separate category.”
- ❑ **Nonbinary people aren’t women (or men).** It can actually be pretty dysphoric to be referred to as a *womxn*. When we use this term, we are still placing someone within the gender binary, which is antithetical to the nonbinary identity itself.
- ❑ Often the biggest proponents of the word *womxn* are cis women who have decided on behalf of trans and nonbinary folks that this word includes them. As with any community, the best way to ensure representation and accuracy is to ask actual members of that community what terms they use.

So how can we show our allyship?

- ❑ Because the use of the term “womxn” is still contentious – some organizations and companies use the x, while some members of the trans community dislike it – we think it **would be best to avoid using it** until a more clear consensus has been drawn as to whether or not the term is truly inclusive.
- ❑ To signal that **trans women are welcome and safe** in our space, we need to be vocal about the issues that affect trans women in America.
- ❑ When we see issues that affect trans women—especially trans women of color, who experience a heartbreakingly high rate of violence—speak on them. Not because it looks good, but because it’s the right thing to do.
 - ❑ We need to modify our social media plan to include regular and consistent posts in support of marginalized communities.

Information on this slide was taken from this website: <https://www.girlboss.com/read/womxn-meaning>

So what can we do moving forward?

1. Review recruitment materials to highlight that we are a safe space for women of all identities
 - a. Create a brief bio for our social media and website that concisely shows that we are inclusive of all identities
2. Brainstorm more ways to improve the election process without losing the professional development aspect
3. Implement changes to be more transparent for those interested in leadership
4. Encourage more members to apply for leadership
5. Advertize the feedback tab on our website

What do we have to do moving forward?

1. Emphasize that we would like to hear from presenters of color – whenever possible – everytime we interact with a company for an event
2. Prioritize working with locally owned minority owned organizations first before expanding into corporations
3. Be proactive about speaking out on issues that are pertinent to marginalized communities consistently
4. Review all our social media and make sure all the photos are relevant and accurately reflects who we are today
5. If we continue having zoom events, making a conscious effort to rename ourselves so anyone who is comfortable can share their pronouns and we can normalize sharing pronouns

Thank you!

Any questions?