

# Justice, Equity, Diversity, and Inclusion

## **Just, Equitable, Diverse and Inclusive (JEDI)**

companies make for highly adaptive environments. A more diverse workforce expands creative solutions and approaches. Equitable processes and structures ensure that diversity is fully accessed and helps create a more just world. Integrating the practices, principles, and policies into core priorities of the company can make for more inclusive institutions and interactions. Placing one's company into broader justice movements attracts powerful and value-based staff.

## **Valuable Endeavor**

Working to become a JEDI company can feel daunting. Addressing underlying issues that challenge JEDI can be highly personal. The current movements toward racial and gender equity, while groundbreaking and timely for some, may put others in a defensive stance. Organizations who push through the discomfort and face these issues head-on not only display boldness and commitment but also benefit:

- A workforce that brings their whole selves to the table
- Teams that are more cohesive and adaptable
- Organizational cultures that are more meaningful and person-centered
- Customer service, products, and programs that are more relevant

## **Integrated Approach**

Placing JEDI transformation within other organizational priorities such as strategic planning, leadership development, or team-building supports staff, board, and volunteers at every level to apply the perspectives and practices gained into existing priorities. We have found that intentional integration of JEDI builds a stronger foundation for sustained progress, rather than segmenting JEDI practices as "stand-alone" or "additional" to what is already happening. An integrated JEDI approach that brings race and gender together with other identities like class, sexual orientation, different abilities, geographic background, etc. makes for a fuller and richer analysis and transformation.

**AdaptNation** coordinates services for organizations in the process of becoming more just, equitable, diverse, and inclusive. We will support you to:

- Clarify your goals and articulate your vision
- Assess your current organizational culture
- Identify existing priorities that could be met in the journey of becoming more JEDI
- Connect you with existing training opportunities
- Design tailored approaches for your unique setting

## **Everyone Engaged**

We take a very invitational approach, providing time for people to sift through and adopt perspectives that may be new to them while not requiring those who experience these realities on a daily basis to educate or guide that process. Our JEDI coaching, consultancy, and workshops are grounded in principles of organizational development, intergroup dialogue and relations, education reform, and social change. Concepts and skills gained through these processes are applicable in professional, community, and personal settings.

Throughout the process, participants gain new approaches to communicating, planning, facilitating, and evaluating shared work that strengthens the diversity, equity, and inclusion of organizations working toward a more just world.

## **Adaptive Planning**

Finally, we find that integrating JEDI transformation into organizational long-range strategic planning can be a powerful pairing. We offer an integrated JEDI/Adaptive Planning process. Adaptive Planning is an approach to strategic planning for organizations and programs that recognizes the world is in a constant state of change. Rather than trying to build three- to five-year plans based on how the world looks today, adaptive planning turns your company's mission, vision, and values into decision-making criteria and helps you map course, get feedback, and make adaptations in real time.