

**INSTITUTE FOR
SUSTAINABLE
DIVERSITY AND INCLUSION**



Setting the Pace for Equitable Change in the Pacific Northwest

www.i4sdi.org

ABOUT ISDI:

Who We Are:

The Institute for Sustainable Diversity and Inclusion (ISDI) is a charitable 501(c)(3), non-profit organization whose mission is to educate, support and collaborate on ways to leverage differences and practice inclusion to enhance individual and organizational success. Founded in 2015, ISDI assumed the management of the NW Diversity Learning Series (NWDLS) as its primary service, a 20-year collaborative program sponsored by progressive organizations in the Puget Sound Region.

What We Do:

ISDI manages and presents the NW Diversity Learning Series, an annual program. Its purpose is to expand employers' capacity to leverage education on diversity, equity, inclusion & accessibility (DEIA) to achieve their organizational goals. Each Series is comprised of six, bi-monthly morning workshops united by a theme; each workshop is focused on a specific topic with interactive/experiential learning.

The Series offers learning and development for employees, managers and leaders so that they are more effective and confident in managing their diverse workforces and practicing inclusion in their work and customer/client environments. The Series provides networking with peers and promotes Best Practices for exploring the challenges and opportunities of DEIA. ISDI sources thought leaders and world-class presenters to maximize insight & expertise from a wide range of organizations aspiring to be high-performing, inclusive, equitable, & diverse.

20th Anniversary Year:

In 2018, we celebrated the 20th Anniversary Year of the NW Diversity Learning Series. The 20th year celebration sparked a challenging question: How do those who promote diversity and inclusion respond to those who hold polar opposite views, who do not value what diversity and inclusion have to offer? We selected the theme, Inclusion Provocateur: Bridging the Human Divides, that provided a catalyst for initiating courageous dialogue and conversations, building relationships and stimulating curiosity. We chose presenters who brought the challenging concept of "polarity thinking" to the issues creating human divides.

ISDI'S Future Direction & Strategic Framework:

The Institute for Sustainable Diversity & Inclusion is expanding its scope. As the Northwest's premier non-profit focused on education and development for diversity, equity, inclusion and accessibility (DEIA), we are expanding our capacity building programs. Our goal is to provide learning opportunities for individuals and organizations to increase their capacity to create more sustainable, inclusive, and respectful workplaces and communities. Our plan is to launch the first phase of these new programs in 2019.

ISDI's Strategic Framework



Join Us:

We invite you to join us - become a Sponsor, Subscriber and Donor in supporting ISDI as we invent our diverse and inclusive future together!

Contact and Meet the ISDI Team:

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A MESSAGE FROM ISDI LEADERSHIP

We envision the Institute for Sustainable Diversity & Inclusion (ISDI) to be the go-to resource for diversity, equity, inclusion and accessibility (DEIA) in Pacific Northwest.

We know that many organizations in our region struggle with DEIA—in their workforces, in their customers, in their patients, clients and patrons, and in their stakeholders. It's okay to struggle, but it is not necessary to struggle in vain without information, without a strategy, and without tools.

ISDI's leadership and staff bring years of experience and a treasure trove of knowledge to the work of DEIA in organizations. We have developed and executed system-change strategies, tools, inclusive leadership programs, and DEIA training and education programs.

As we reflect back on 2018, the word that comes to mind is celebration! We celebrated 20 years of the **NW Diversity Learning Series**, our primary service, which provides thought-provoking, skill-based, and game-changing education on DEIA for organizations and individuals in the Pacific Northwest.

To top off this celebratory year, we offered three special events:

- The 20th Anniversary Gala Celebration of the NW Diversity Learning Series held at the NW African American Museum on July 14, 2018
- A special session on Polarity Thinking for executives and leaders with Dr. Barry Johnson on September 25, 2018
- The Anatomy of Prejudice, a special community workshop with Jane Elliott, world renowned for her Blue Eyes / Brown Eyes prejudice exercise, on December 1, 2018.

We believe ISDI has an extraordinary future in the Pacific Northwest. Our region is changing, and we have to change with it.

We invite you to consider becoming a stakeholder in our future. For sure, our vision is our guide—**Setting the Pace for Equitable Change in the Pacific Northwest**.

Join us! Help strengthen the impact of our work!

ISDI Board:



Effenus Henderson, President, is an internationally recognized global diversity thought leader with extensive background in developing diversity and inclusion change frameworks. He is passionate about working with people to develop sustainable human resource and D&I strategies of 21st century organizations.



Barbara Deane, Secretary/Treasurer, is a writer, editor, trainer, consultant and coach dedicated to improving the practice of inclusion and the development of intercultural competency. She is the associate editor of the first research-based book on inclusion, *Diversity at Work: The Practice of Inclusion* (Wiley, 2014).



Amelia Ransom is Sr. Director of Engagement and Diversity for [Avalara](#). She joined the ISDI Board of Directors in January 2018. Prior to joining Avalara, Amelia held multiple leadership roles at Nordstrom and was a key partner in the success of the NWDLS.

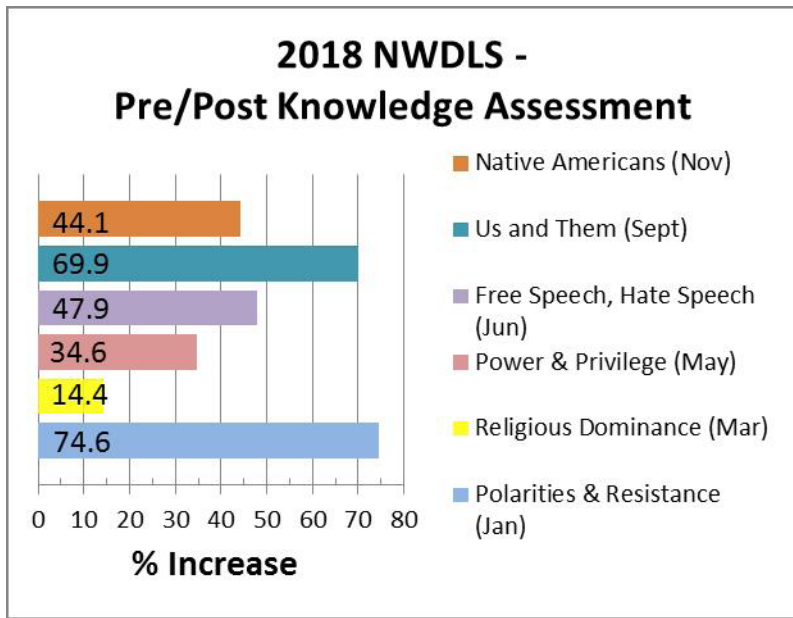


Marjorie Hillson is Principal of Amper-sand Coaching, which prepares people for career transitions and retirement. Prior to her retirement from the Port of Seattle, Marjorie held multiple diversity and HR roles over her 25-year career. Marjorie joined the ISDI Board in March 2019, and has been a champion of the Series since its inception in 1998.

PROGRAM IMPACT

How do those who promote diversity and inclusion respond to those who hold polar opposite views, who do not value what diversity and inclusion has to offer? This was the challenging question we pursued in 2018 as ISDI celebrated the 20th Anniversary of the NW Diversity Learning Series.

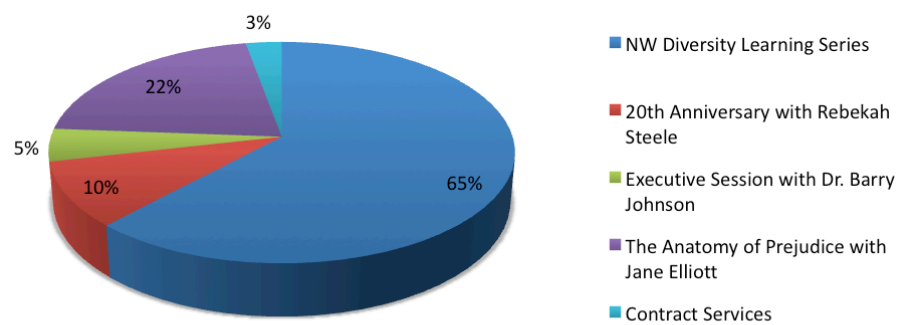
NW DIVERSITY LEARNING SERIES



Inclusion Provocateur, I leave here becoming a new Inclusion Provocateur."

We use the Kirkpatrick Level II Model to assess the effectiveness of the training; we collect pre- and post-session assessments. Above are the average score increases between the pre/post assessments for each of the six sessions in 2018. There was a 32.6% increase in the overall average scores from the 2017 Series to 2018, from 35.9% to 47.6%, respectively.

Program Focus Areas More than 900 people served by ISDI programming in 2018



"If you haven't solved a problem, it's likely a polarity."

The NWDLS continues to be our foundational program, serving 65% of our participants in 2018 and averaging 94 people per session. We expanded our outreach to include non-profit organizations, strengthen stakeholder engagement and collaboration and developed partnerships in our community as a result of our programming efforts.

SPECIAL EVENTS IN 2018



Rebekah Steele, Keynote Speaker

20th Anniversary Celebration of the NW Diversity Learning Series, July 14, 2018
A business strategist, turning breakthrough Diversity & Inclusion strategies into business success stories.
Toronto, Canada



Dr. Barry Johnson, Presenter

Executive Session, Us Versus Them: From Polarized to Optimized, September 25, 2018
Creator and founder of "polarity thinking and polarity management"
Sacramento, CA



Jane Elliott, Presenter

The Anatomy of Prejudice, December 1, 2018
Internationally known teacher, lecturer, diversity trainer, and the world-renowned adaptor of the Blue Eyes/Brown Eyes Exercise
Osage, IA

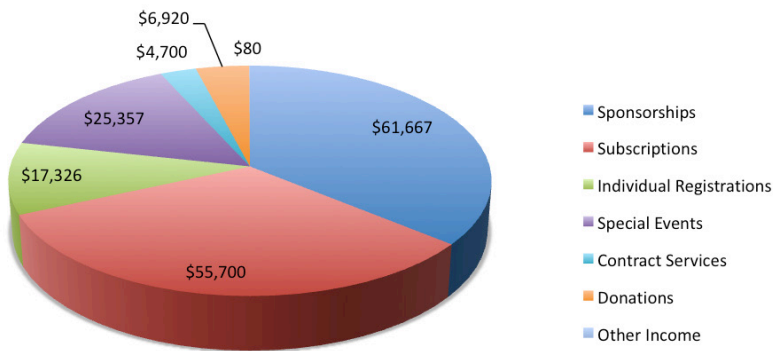
2018 FINANCIAL HIGHLIGHTS

Overview:

ISDI continues to grow its programs and services; the NW Diversity Learning Series achieved a 29 percent growth in revenue in 2018. We believe we are on an excellent path to grow that momentum in 2019. We recognize that the need for diversity, equity and inclusion education and services is being sought by organizations in all sectors. ISDI plans to respond to that need by expanding its services to a broader set of stakeholders.

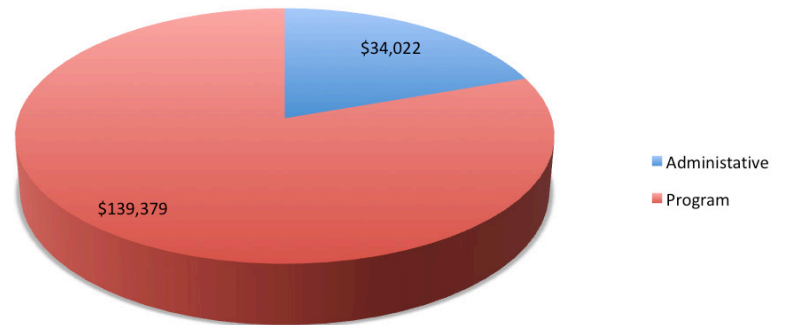
2018 Revenue

\$171,750

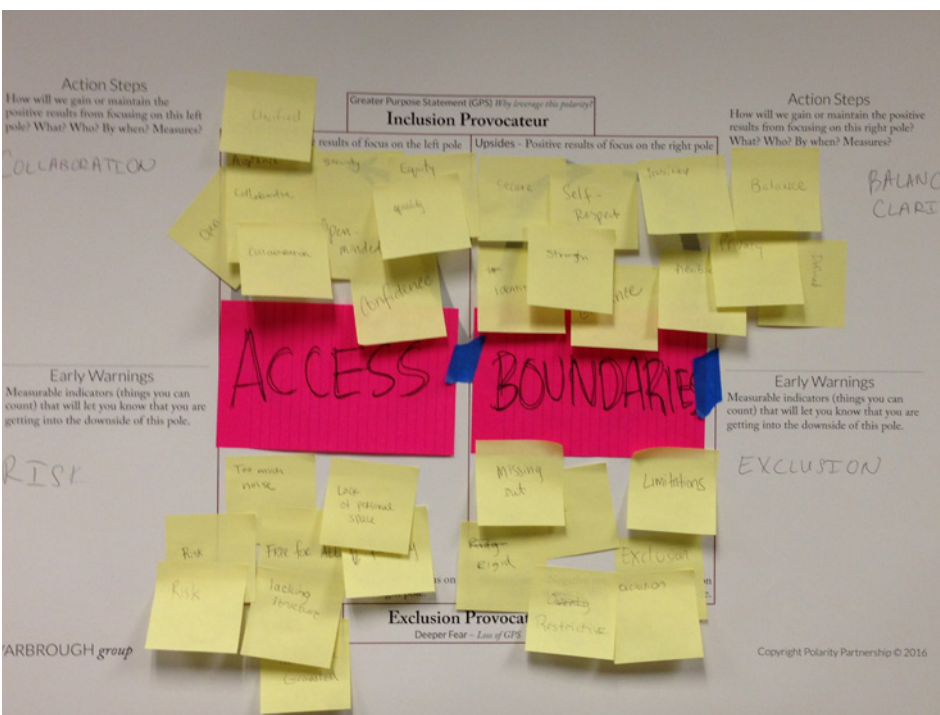


2018 Expenses

\$173,401

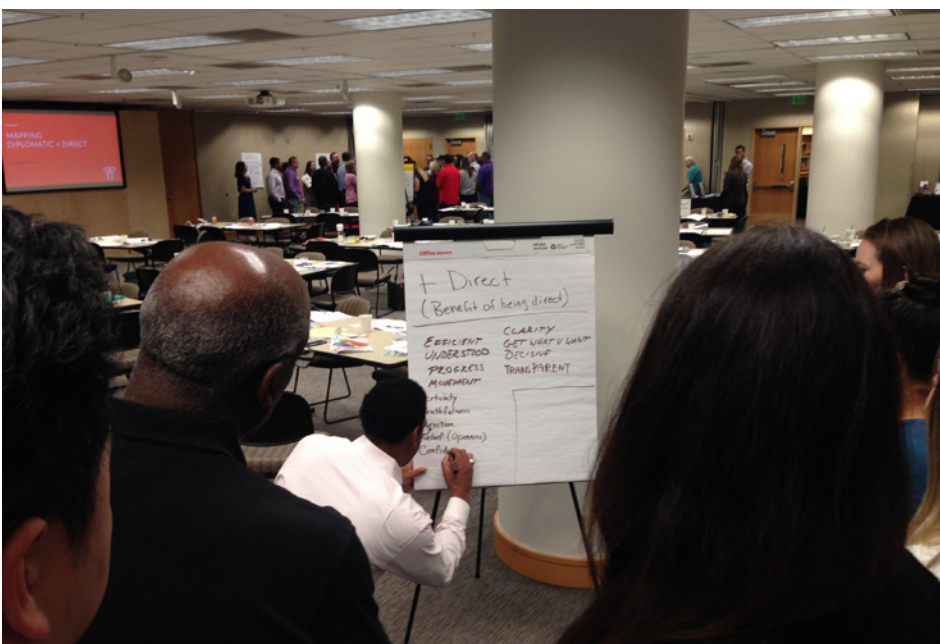


Snapshots of the NW Diversity Learning Series:



"Values come in pairs; it isn't easy as we will be more predisposed to one [side of the] polarity."

"Mapping [a polarity] as a group, seeing other's perspectives and having to analyze sides of a conversation I usually wouldn't take."



Participants at Session 4: Free Speech, Hate Speech, Political correctness: Struggling with Civility & Respect, June 19, 2018

"The facilitators were awesome and such a great team. Cherie was so funny and Lindsay was incredibly eloquent and knowledgeable."

SOME D+I POLARITIES...



- ∞ Confidence + Humility
 - ∞ Candor + Diplomacy
 - ∞ Risk + Safety
 - ∞ Protected/Safe + Vulnerable
 - ∞ Self + Other
 - ∞ Access + Boundaries
 - ∞ Expert + Learner
 - ∞ Stability + Change
 - ∞ Survive + Thrive
 - ∞ Protect + Challenge
 - ∞ Differences Matter + Differences Don't Matter
 - ∞ Masculine + Feminine
 - ∞ Conditional Respect + Unconditional Respect
 - ∞ Inclusion + Autonomy
 - ∞ Inclusion + Discernment
 - ∞ Discernment + Acceptance
- Others? And many more...**

Lindsay Burr, presenter for Session One, 2018, developed this list of polarities relating to diversity, equity and inclusion. During the session we mapped two polarities: Candor and Diplomacy, and Confidence and Humility.

"The first exercise of diplomacy and candor, understanding what I value and how that folds into what I argue (my upside, their downside)...excellent!"



Effenus Henderson, ISDI Co-Director, Cherie Buckner-Webb, Co-Presenter, Session 3, Barbara Deane, ISDI Co-Director, Lindsay Burr, Co-Presenter, Session 3; presenters represented The Yarbrough Group, Boulder, CO.

2018 NW DIVERSITY LEARNING SERIES

Theme: INCLUSION PROVOCATEUR: Bridging the Human Divides

The theme provided a catalyst for initiating courageous dialogue, discussions, conversations, relationships and curiosity. Participants explored Polarity Thinking and were exposed to a new way of thinking about the issues and tensions of diversity, equity and inclusion in the workplace. Interactive and engaging sessions delivered amazing opportunities to be exposed to highly respected D&I thought leaders locally and nationwide.

2018 SESSIONS & DATES

SESSION 1: TUES. JANUARY 23, 2018

Polarities & Resistance: Creating an Inclusive and Sustainable Approach to Change
Lindsay Burr and Cherie Buckner-Webb, The Yarbrough Group, Boulder, CO

SESSION 2: WED. MARCH 14, 2018

**Religious Dominance — Religious Pluralism:
Understanding Un-Discussed Polarity**
Paul Kivel, Social Justice Educator, Activist and Writer, Oakland, CA

SESSION 3: WED. MAY 9, 2018

Power & Privilege: Addressing Loss, Striving for Equity
Lindsay Burr and Cherie Buckner-Webb, The Yarbrough Group, Boulder, CO

SESSION 4: TUES. JUNE 19, 2018

Free Speech, Hate Speech, Political Correctness: Struggling With Civility & Respect
Lindsay Burr and Michelle Diggles, The Yarbrough Group, Boulder, CO

SESSION 5: WED. SEPTEMBER 26, 2018

Us and Them: Navigating the Multicultural Divides
Dr. Barry Johnson, Peter Whitt, Elizabeth Welch, Polarity Partnerships, Sacramento, CA

SESSION 6: WED. NOVEMBER 14, 2018

Native Americans: Undoing the Last Acceptable Racism
Barbara Aragon, MSW (Laguna Pueblo, Crow and French Canadian heritage),
Sacramento, CA, and Jay LaPlante, Co-Founder, Native Wellness Institute
(member of Blackfoot and Cree Nations), Seattle, WA

