

BEYOND DIVERSITY

PAMELA
NEWKIRK

AUTHOR,
DIVERSITY, INC.



PEAK
GRANTMAKING

25
years

Less Talk. More Action



JUST DO IT

50+ YEARS
LATER

THE WORK STILL
LIES AHEAD



HOW CAN INDIVIDUALS &
INSTITUTIONS EFFECT CHANGE

1 ADDRESS
RACIAL CUSTOMS

RACIAL AMNESIA



ACADEMIA
HOLLYWOOD & CORPORATE
AMERICA
PLEDGE
BILLIONS
IN TRAININGS
CAZARS, STUDIES

IGNORES THE BIGOTRY
IN EDUCATION, HIGH ART
& LITERATURE

EMBEDDED
RACIAL
ATTITUDES

MONUMENTS
POLICING
FASHION
BLACKFACE



2 **SOCIAL NETWORK**

CANDIDATE
POOLS

TEND TO
MIRROR
THE SEARCH
COMMITTEE

IGNORE THE
MINORITIES IN
THE PIPELINE

AFRICAN
AMERICAN
LAW PARTNERS

2009 2018
1.7% 1.8%

PEOPLE
HIRE
WHO THEY
KNOW
FROM
SMALL
SOCIAL &
PROFESSION
NETWORKS



MOVING THE
SAME
MINORITY
SUPERSTARS AROUND

PROGRESS
HAS STALLED
DESPITE PUBLIC
PROMISES & PLEDGES

3 **FAILED
DIVERSITY
TRAININGS**

MOTIVATION
BY FORCE TO
EVOLVE OR
BY PUNISHMENT
DOESN'T WORK

STUDIES OVER
30 YEARS
& 800 FIRMS

DESPITE WOMEN
& BLACK MEN IN
THE PIPELINE

CURRENT
TRAINING
DOESN'T
WORK OR
CAUSES HARM



MANDATORY
TRAINING TRIGGERS
BACKLASH IN
WHITE MEN

FEW DIVERSITY
PROGRAMS HAVE
BEEN EVALUATED WEL

A RISING
TIDE LIFTS
ALL BOATS

CURRENT TRAINING
CONTINUES YET
COMPANIES EXPECT
DIFFERENT RESULTS



DIVERSITY TRAINING
DOES NOT CONVINCE
SKEPTICS

INTERVIEW
NOW
EVEN IF YOU
DON'T HAVE
THE PERFECT
TEAM

BURNOUT
COMES FROM
NON COMMITTED
LEADERSHIP

• white
• leaders
• support
diversity
officers

WHAT GIVES
YOU HOPE

IT'S JUST NECESSARY
TO OVERCOME

BIGOTRY HAS
BEEN AIMED AT
EVERY GROUP

WHAT ABOUT
THOSE THAT
ARE DISCOURAGED

THESE
THINGS
CAN CHANGE
OVERNIGHT
W/ ACTION

WHAT ARE
SIGNS OF
EMBEDDED
ISSUES

LOOK AT METRICS
& CREATE PROTOCOLS
AS INTERVENTIONS

HOW DID
COKE LEADERSHIP
WORK

BUT THEIR
NUMBERS SHIP
WHEN THEY STOP
USING OVERSIGHT

OVERSIGHT HELD
MANAGERS
ACCOUNTABLE &
HELPED LOOK OUT
FOR INSTITUTIONAL
BIAS

4 **DIVERSITY
BACKLASH**



UNIVERSITY OF CALIF.
SAVED 16/100 SEATS

WILL
INTENTION
& COMMITMENT

RESISTANCE
IS GIVING
WAY TO
CHANGE

FEW STILL
CLAIM USA
IS POST RACE

INSTITUTIONS
INCENTIVIZE
PRIORITIES

NO LACK OF
SOLUTION
JUST WILL

IN 5 YRS
REAL PROGRESS

ACCESSMENT
MADE BEFORE
DECISIONS
FINALIZED

COCA COLA
DID AUDITS
TO SEE RACE
& GENDER
DISPARITIES

LEADERS
NEED TO
DESIRE
JUSTICE

5 **LEADERSHIP**

LEADERSHIP
FARMS OUT
DIVERSITY
ACTION

THIS IS NOT
ROCKET
SCIENCE

UNIVERSITIES
PREVENTED
FROM FIXES
FOR THE PAST

IT'S NOT A
ZERO SUM GAME.
WE ALL BENEFIT.

REAGAN REMOVED
MORE DISCRIMINATION
LAWS & BLACK UNEMPLOYMENT
ROSE TO GREAT DEPRESSION RATES

QUOTAS WERE REMOVED
& BLACK COLLEGE ADMISSIONS
DROPPED

RACIAL QUOTAS
WERE REMOVED

Colors
seeincolors.com



APPLE'S
FIRST
VP

DIVERSITY
& INCLUSION

12 BLONDE
BLUE EYED
WHITE MEN
CAN CONSTITUTE
DIVERSITY
BECAUSE OF
VARYING BACKGROUNDS

DIVERSITY GOALS
ARE OPAQUE

GAINS FOR
WHITE WOMEN
DO NOT MEAN
GAINS FOR
WOMEN OF COLOR

DIVERSITY, INC
FOCUS ON
RACIAL DIVERSITY

FULL TIME PROFESSOR
17% RACIAL, ETHNIC

31% OF US POP BIPOC
ONLY 3% - 4% US PROF BIPOC

DIVERSITY, INC