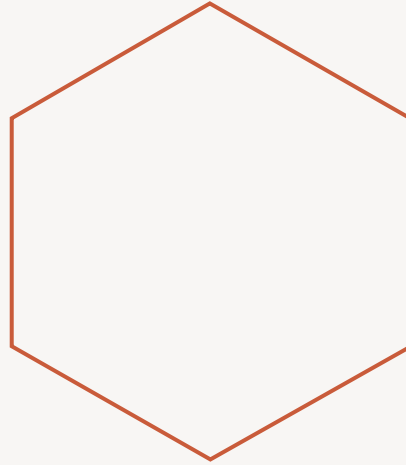


Advancing Racial Equity in the Workplace

Maileen Hamto, EdD, MS, MBA

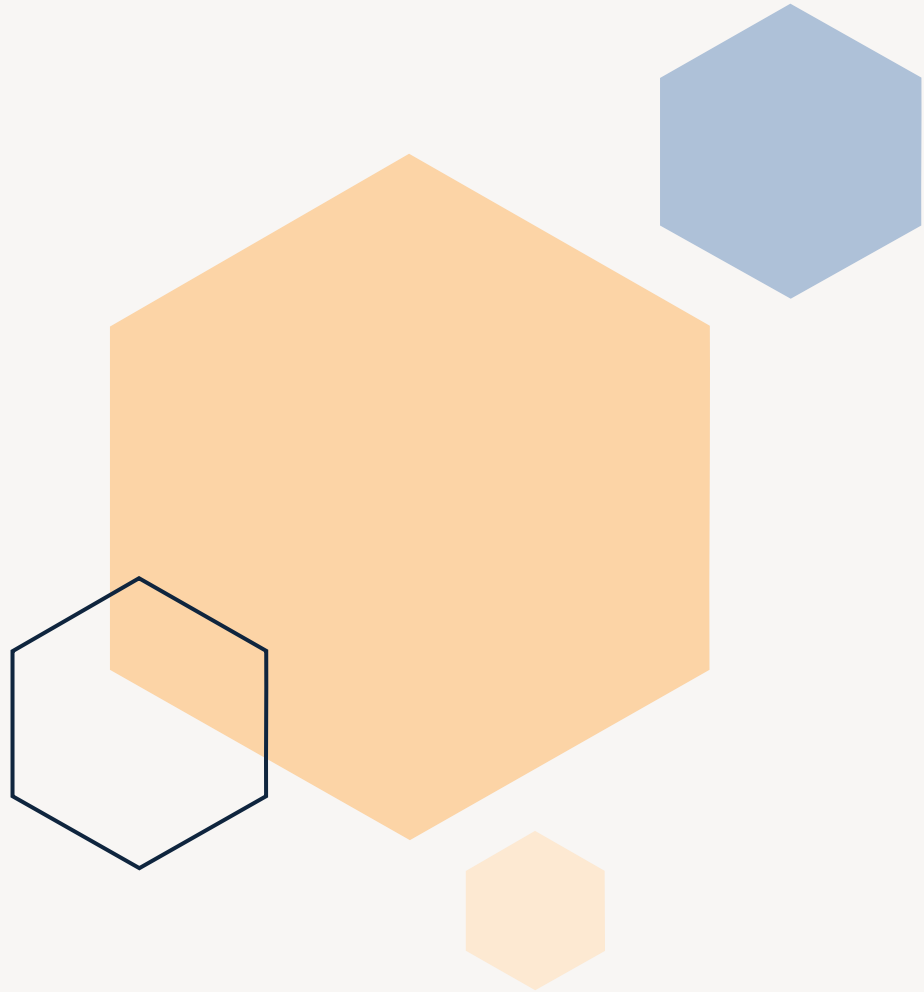




Purpose of the Study

Through this study, the researcher seeks to understand how the DEI leader's reflexivity, social identity, commitment to racial justice, ability to navigate organizational dynamics, and skill in applying change management strategies contribute to developing equity-focused cultures that are adaptable and responsive to change.



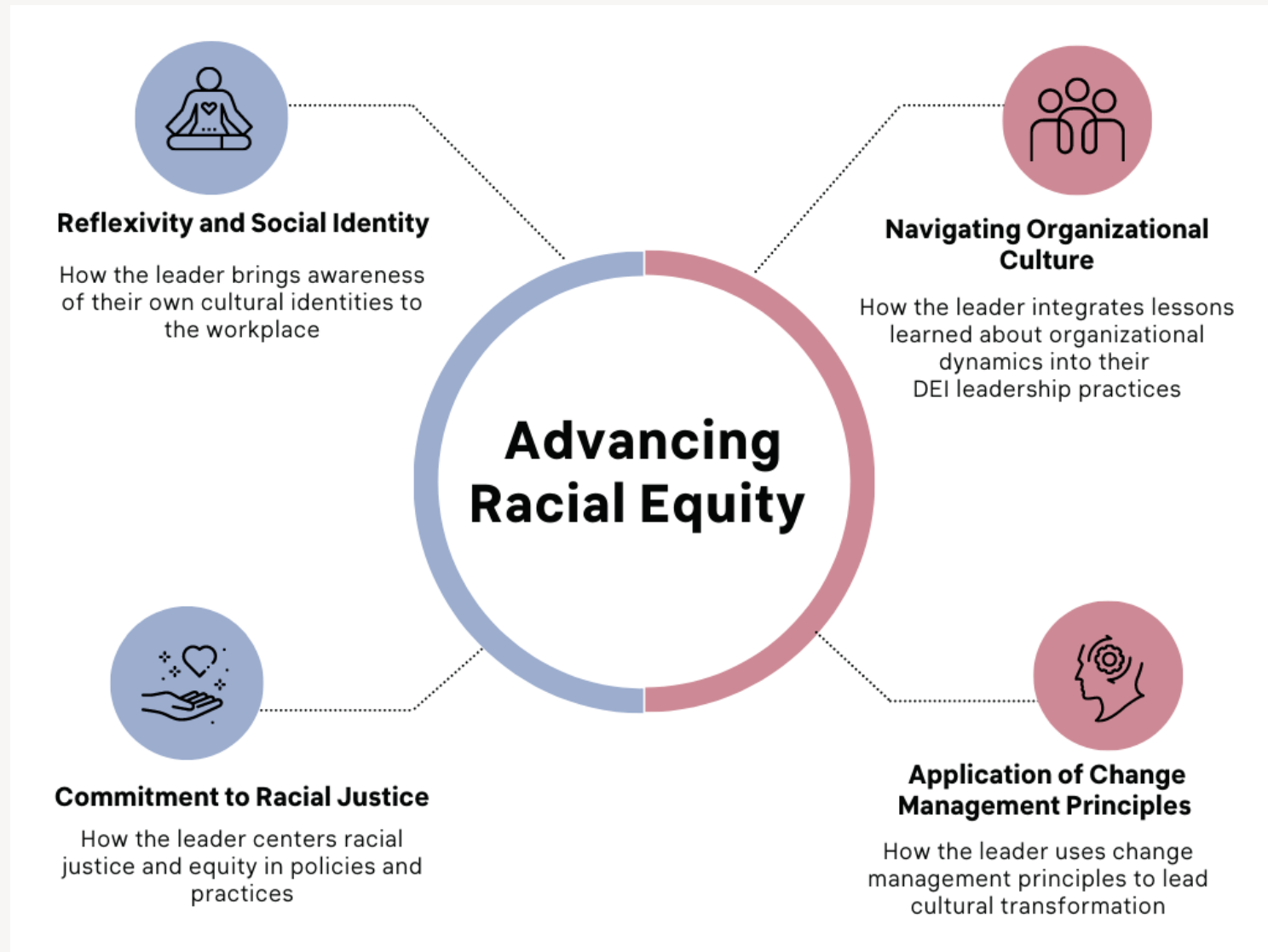


In this research study, the social problem is the application of race-conscious principles in diversity management and change leadership.

Literature Review

CRT	Diversity Management	Role of DEI Leader	Change Management	Race in Organizations
How tenets of CRT apply to diversity management practices	The function and purpose of diversity management in organizations	Responsibilities and expectations of the DEI leader	Connecting change management principles to leading DEI work	The evolving conversation in organizations about race and racial equity, and relevance to the workplace.

Conceptual Framework



Data Analysis: Core Concepts



Core Concept 1

Leveraging
Reflexivity



Core Concept 2

Factors That Affect
Leading Change



Core Concept 3

Navigating
Resistance to
Change



Core Concept 4

Promoting Racial
Equity

Opportunities



Opportunity 1:

- Keep racial consciousness top-of-mind
- Garner the support of internal leaders and colleagues
- Commit to innovative approaches that prioritize emotional well-being and self-compassion
- Explore opportunities to partner with external facilitators to lead and moderate discussions about racism.



Opportunity 2: Enhancing the Institutional Diversity Climate

- Highlighting the experiences of people of color
- Developing and deploying formal mechanisms to infuse racial consciousness into every step of decision-making processes
- Unrepentantly acknowledging the harm caused by racial inequities.
- Providing employees with training and skill-building to interrupt racial microaggressions



Opportunity 3: Strengthening Accountability for Equity

- Enlisting the support of trusted DEI allies to champion racial equity
- Leveraging data-driven approaches to change management.
- Maintaining urgency for achieving racial equity
- Celebrating wins to motivate forward momentum toward equity goals

Many thanks

Dissertation Committee

School of Education and Human Development

University of Colorado Denver

Scott McLeod, J.D., Ph.D., Chairperson

Courtney Donovan, Ph.D.

Antwan Jefferson, Ph.D.

