

GISSV // Project Days // 13-17 June 2022

Parent Night: Harnessing the Power of Diversity, Equity & Inclusion

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THE IMPACT COMPANY

We are multicultural and multilingual German BIPOC experts in policy, media, marketing, community building, operations, product and brand management.



Yolanda Rother

(she / her)

Co-Founder & Managing Director



Shawn Williams

(he / him)

Co-Founder & Managing Director

Why are we here today?

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Why are you here today?

What is Diversity, Equity & Inclusion (DEI)?

Model: 4 Layers of Diversity



- **Level 1: Personality**
- **Level 2: Internal Dimensions**
- **Level 3: External Dimensions**
- **Level 4: Organizational Dimensions**

Model: Gardenswartz & Rowe

Quelle: <https://medium.com/org-hacking/the-4-layers-of-diversity-gardenswartz-rowe-47013e42070f>

Diversity, Equity & Inclusion

Diversity

...is the presence of differences within a given environment.

→ Mutually reinforcing principles

Inclusion

...refers to how people with different identities feel as part of a larger group.

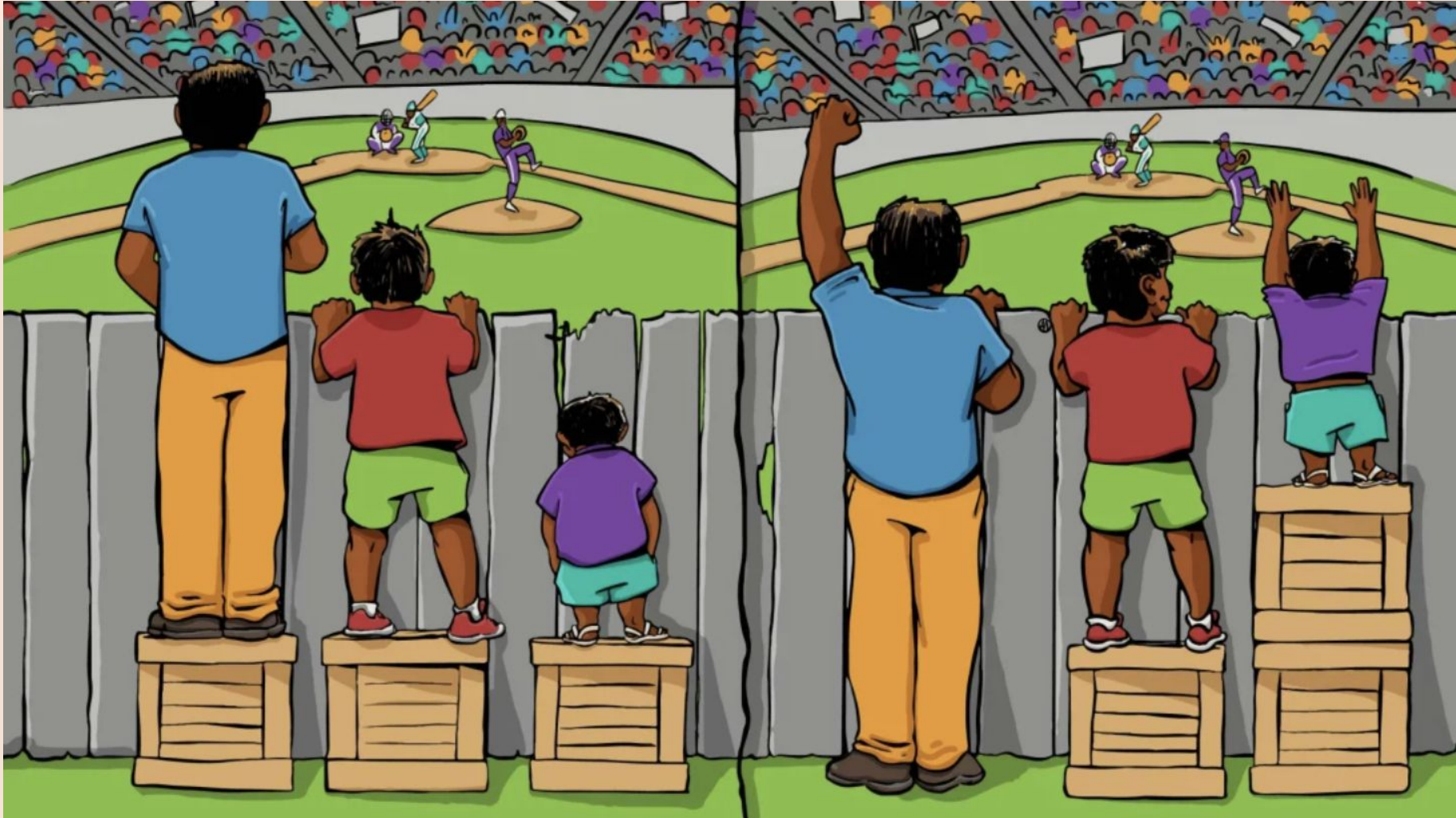
→ Not automatically mutually dependent

Equity

...ensures that each person or group has the opportunity for equal participation in all relevant areas.

→ Require effort, investment and ongoing optimization

Equity \neq Equality



What are the benefits of DEI for GISSV?

Benefits of Increased DEI

Internal Environment

- Higher Overall Satisfaction & Sense of Belonging of students
- Reduction in Conflict (within inclusive and equitable environments)
- Better Academic Performance (Closing “Achievement Gap”)
- Skill Development for Students
 - ◆ Critical Thinking
 - ◆ Cognitive Skills, Creativity and Problem-Solving
 - ◆ Empathy and Cultural Skills
 - ◆ Preparation for University, the Working World and Society

Benefits of Increased DEI

External Environment

- School Aligned with its Proclaimed Values
- Improved Public Image (Changing Understanding of “Good” Schools)
- Higher Applications & Enrollment
- Increased Attractiveness to potential donors, funding or sponsors
- Anticipation of Political & Legal Demands
- Adapting to Social & Demographic Changes

Open Discussion - What does the future hold for DEI at GISSV?

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