Relational approach to diversity, equity and inclusion

What is it?

- A relational approach to diversity, equity and inclusion strives to develop relationships across difference rather than blaming people for being racist, sexist, etc.
- This approach is built upon on an ethic of love, as promoted by Dr. Martin Luther King, Jr., Chloe Valdary, and others

What is it used for/ Purpose?

- A relational approach to DEI is used to build relationships across difference to address structures of racism, sexism, etc. and to achieve equitable outcomes

RELATIONAL
COORDINATION
COLLABORATIVE

Relational approach to diversity, equity and inclusion

"Our ultimate end must be the creation of the beloved community."

\- Dr. Martin Luther King, Jr.

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"I believe the key to fostering spaces of diversity and inclusion is to teach people how to make peace with their human condition. This requires a spiritual practice that will help people wrestle with flaws, vulnerability, fear, mortality, and the infinite gifts that human beings bring to bear in the world. It means helping people think in terms of complexity instead of caricature. It means helping people develop a capacity for empathy and compassion for both themselves and their neighbors."

Valdary, C. (2021). A hole in the heart of antiracism training. *The Boston Globe*.

- Chloe Valdary

RELATIONAL
COORDINATION
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Elevate human relationships through
- self-compassion
- ongoing coaching
- restorative justice

Valdary, C. (2021). A hole in the heart of antiracism training. *The Boston Globe*.

RELATIONAL
COORDINATION
COLLABORATIVE

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Relationships of shared goals, shared knowledge and mutual respect *create a culture that supports diversity, equity and inclusion*

Olaleye, O. (2022). Team-based care, relational coordination and worker outcomes. Brandeis University PhD Dissertation.

RELATIONAL
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"Successful implementation of the relational model of change requires engagement of relevant stakeholders in the design, planning and implementation of change. This is a challenge given the status hierarchies and the invisible work typically present in the organizations that engage in this type of change process."

Olaleye, O. (2022). Team-based care, relational coordination and worker outcomes. Brandeis University PhD Dissertation.