

ATHLETIC

PERSPECTIVE

HONEST STEADY

OPEN
MINDED

CONFIDENT

VISIONARY



LIVELY
PARADOX

Diversity and Inclusion Plan

2022-2025



Message from the Founder

People expect organizations to play a role in creating a more equitable, inclusive, and socially just society.

We believe that people-leaders have a critical role in that endeavor. As such, we aspire to build leadership capacity inside organizations in order to exponentially increase our impact on the world.

Dr. Nicole Price



INTRODUCTION

This D&I plan reflects Lively Paradox’s strategic initiatives related to access, diversity, equity, inclusion, and sustainability which are shared responsibilities of all employees.

The D&I strategy builds on our mission which is to help differences get along. Lively Paradox is dedicated to help organizations develop courageous leaders who understand and elevate the power of difference.

Through an empathetic, human-based approach to workplace culture, we help develop inclusivity in leaders, preparing them to lead every member of their teams to succeed.



D&I DEFINITIONS

D&I is an acronym which stands for:

Diversity

Diversity, broadly defined, refers to all of the characteristics that make individuals different from one another; that is, diversity represents the collective mixture of differences around race, color, religion, sex, gender identity, national origin, age, ability, sexual orientation, values, beliefs, experiences, backgrounds, and cultural norms that makes each person unique.



D&I DEFINITIONS

Inclusion

Inclusion is how an organization leverages diversity to create a work environment in which all employees are treated with equity and respect, have equal access to opportunities and resources, and can feel fully engaged to contribute to the organization's mission and organizational goals.

For simplicity, we believe diversity & inclusion must rest on a foundation of **equity** which is the practice of creating a level playing field for individuals or groups according to their respective needs. We value equal access and opportunity for all people regardless of their phenotype.

Sustaining these efforts is imperative in order to meet the needs of the present and create a more equitable, just, and inclusive world than the one we inherited whereby people who interact with Lively Paradox feel a sense of responsibility and **belonging**.



D&I VISION

To create a world that is more equitable, more inclusive and more just than we found it.

We define our success by our ability to inspire leaders to adopt the aspirational idea that we can cultivate culture by embracing difference, employing radical empathy, and by uplifting our shared humanity.

We embrace and encourage staff, client, and stakeholder differences in ability, age, color, ethnicity, gender expression, gender identity, height, language, national origin, marital status, political affiliation, race, religion, sex, sexual orientation, socio-economic status, veteran status, weight and other characteristics that result in inequitable access and other characteristics that make us unique. We believe that doing so improves Lively Paradox, our community and our world.





D&I COMMITMENT

Lively Paradox commits to:

- Leading with empathy - understanding the positions of others and responding appropriately to people.
- Prioritizing people-needs over policies.
- Elevating everyone's lived experiences in decision-making.
- Honoring diversity of thought each team member possesses.

All staff at Lively Paradox have a responsibility to treat others with dignity and respect at all times. All individuals associated with the organization are expected to be open. Instead of calling people out, we are curious and we “call people in” when their behaviors impact others in negative ways. We expect support and advocacy for these ideals.



Key D&I Strategic Outcomes: Standards, Strategies, and Actions



Standard I:

Workforce Diversity & Development

Lively Paradox embraces the range of similarities and differences each individual brings to the workplace, including thought, experience, and background in addition to ability, age, color, ethnicity, gender expression, gender identity, height, language, national origin, marital status, political affiliation, race, religion, sex, sexual orientation, socio-economic status, veteran status, weight and other characteristics that result in inequitable access and other characteristics that make us unique. The organization attracts, develops, and retains a diverse and agile workforce to advance the mission.



Standard I: Workforce Diversity & Development

◆ STRATEGY 1: TALENT ACQUISITION

Actions:

1. When hiring, Lively Paradox will always search for a diverse candidate pool
2. The interview process will include D&I related questions
3. LP will seek to have teammates at every level who represent diverse communities
4. LP will seek recommendations from local and national partners to identify candidates from diverse backgrounds to join the team

◆ STRATEGY 2: PROFESSIONAL DEVELOPMENT

Actions:

1. Onboarding includes D&I training
 - Basics of diversity and inclusion
 - Cultural responsiveness
 - Racial equity
2. Career pathing and developmental models help staff plan their careers

Standard 2:

Creating an Inclusive Workplace Culture

At Lively Paradox, we believe that an inclusive culture honors our community and is essential to meeting its needs. We value people’s lived experiences as they provide the diversity of perspectives necessary for us to deliver on our mission. Employees at Lively Paradox can be their authentic selves at work and are valued.



Standard 2: Creating an Inclusive Workplace Culture

◆ STRATEGY 1: COMMUNICATION AND ENGAGEMENT

Actions:

1. Celebrate at each staff meeting
2. Revisit the styles and personalities of each team member
3. Each staff member leverages their strengths and works to ensure deficits are not liabilities
4. We use asset based language instead of deficit language with all stakeholders

◆ STRATEGY 2: LISTEN AND ACT

Actions:

1. We practice and model empathetic listening
2. We practice and model saying what you are going to do, doing what you say, and communicating when you cannot do what you said (SAY DO CO)

◆ STRATEGY 3: OFFSET THE IMPACTS OF OPPRESSION

Actions:

1. Lively Paradox will demonstrate courage balanced with political savvy to address microaggressions and outright bigotry and hatred
2. We work to address individual acts driven by bias and actively work to dismantle inequitable systems

Standard 3:

Commitment to our Clients

Lively Paradox fosters opportunities for richer and deeper dialogue and learning. We believe ashamed adults are not learning adults and therefore work to create optimal learning spaces. Our programming strategy includes opportunities to respond and help meet people where they are today. As such, we are relentless to our commitment that “inclusion” does not mean everything. We draw a firm line against bigotry and hatred.



Standard 3: Commitment to our Clients

◆ STRATEGY 1: NO SHAME

Actions:

1. We lead with empathy
2. We conduct shameful exercises in private
3. We provide scaffolding for new D&I learners
4. We invite experienced D&I practitioners to assist bringing others along

◆ STRATEGY 2: NURTURE EXISTING AND GROW PARTNERSHIPS WITH DIVERSE COMMUNITIES AND PROFESSIONAL PARTNERS.

Actions:

1. Develop strong and long lasting relationships with vendors who represent historically marginalized communities
2. Actively work to create a pipeline of vendor relationships with diversity being a primary determinant of approvals

Standard 3: Commitment to our Clients

◆ STRATEGY 3: MAKE CONSCIENTIOUS CHOICES ABOUT WHO WE WORK WITH THAT THEY UPHOLD OUR VALUES

Actions:

1. We actively commit to procuring goods and services from Black and women owned businesses
2. We hold all partners to the highest ethical standards and accountability related to diversity
3. We reserve the right to retract doing business for ethical violations

Standard 4: Accountability

Lively Paradox recognizes our responsibility to implement and sustain diversity and inclusion efforts. We are committed to finding solutions and creating continuous improvement through dedicated resources, data sharing and anti-regression strategies.

Celebrating incremental change as well as massive shifts is critical to sustaining the effort.



Standard 4: Accountability

◆ STRATEGY 1: CELEBRATION

Actions:

1. Track the history and tell the stories of inclusion efforts that have been done and accomplishments with stakeholders
2. Find opportunities to share these stories
3. Develop ways to inform Black and women-owned businesses of procurement opportunities

◆ STRATEGY 2: MISSION DRIVEN

Actions:

1. Share our purpose clearly
2. Define Lively Paradox as a resource at the center of community activism
3. Communicate Lively Paradox's role as an advocate in furthering social justice and promoting equity, inclusion

Standard 4: Accountability

❖ STRATEGY 3: CREATE REAL, ACHIEVABLE AND SUSTAINABLE CHANGE THROUGH CLEAR DEFINITION AND METHODS FOR D&I WORK, NOW AND IN THE FUTURE.

Actions:

1. Update our actionable three-year plan annually
2. Create an aspirational 50 year plan for the organization and team

We help difference get along.

Diversity. Equity. Inclusion. Leadership. Never have these principles been more important to our success as organizations, as individuals, as a society. We understand that effective leadership means getting the most out of a diverse group of individuals. At the same time, getting all kinds of people to work together comes with challenges.

Through a compassionate, human-based approach to workplace culture, we help develop leaders who are prepared to lead every member of their teams to succeed. We inspire leaders to reach for ridiculous heights by leveraging our different, yet shared humanity, one action at a time.

WWW.LIVELYPARADOX.COM



Leading Through Difference™