



**CREATING AN INCLUSION
REVOLUTION: Best Practices
for Dismantling Racial
Inequality in the Workplace**
with Daisy Auger-Domínguez

**DIVERSITY
EQUITY
INCLUSION
BELONGING**

About the Series

Increasingly, Out & Equal's member companies recognize that, while necessary, standard DEI efforts fall short in addressing the most vital component of retention and growth: feeling like you belong. Developing an organizational culture of belonging is hard – especially right now. COVID realities, Gen Z and Y redefining the workplace, and increased racially charged bias and violence all are driving the urgency and importance of establishing cultures of belonging now. *Practitioners for Change* brings critical conversations about racial equity and mental health and wellness to the forefront of DEI praxis.

Powered by [Capital One](#), the series is designed to help sustain practitioners both as professionals, and as people by weaving together critical conversations about racial equity, mental health, and well-being.

[Visit our website to learn more about the series and to access other sessions.](#)



About the Session

As the field of Diversity, Equity, and Inclusion continues to evolve, practitioners continue to face questions about the impact of this work. Do 'diversity trainings' actually work? Are our programs making a tangible impact? What's wrong with establishing a "colorblind" workplace culture? In short, how do we produce real change?

To help answer these questions, we have an expert in dynamic, executive leadership: Daisy Auger-Domínguez, Chief People Officer at Vice Media, and author of the book, "[Inclusion Revolution: The Essential Guide to Dismantling Racial Inequity in the Workplace](#)." Auger-Domínguez gives us frank answers to why popular efforts fail and shares the definitive roadmap for revolution through her dynamic step-by-step process: Reflect, Visualize, Act, and Persist. She also offers a blueprint for creating real, lasting change in our organizations.

We encourage you to host internal viewings and discussions of Daisy Auger-Domínguez's talk using the recording and discussion questions outlined in this resource.

Daisy Auger-Domínguez



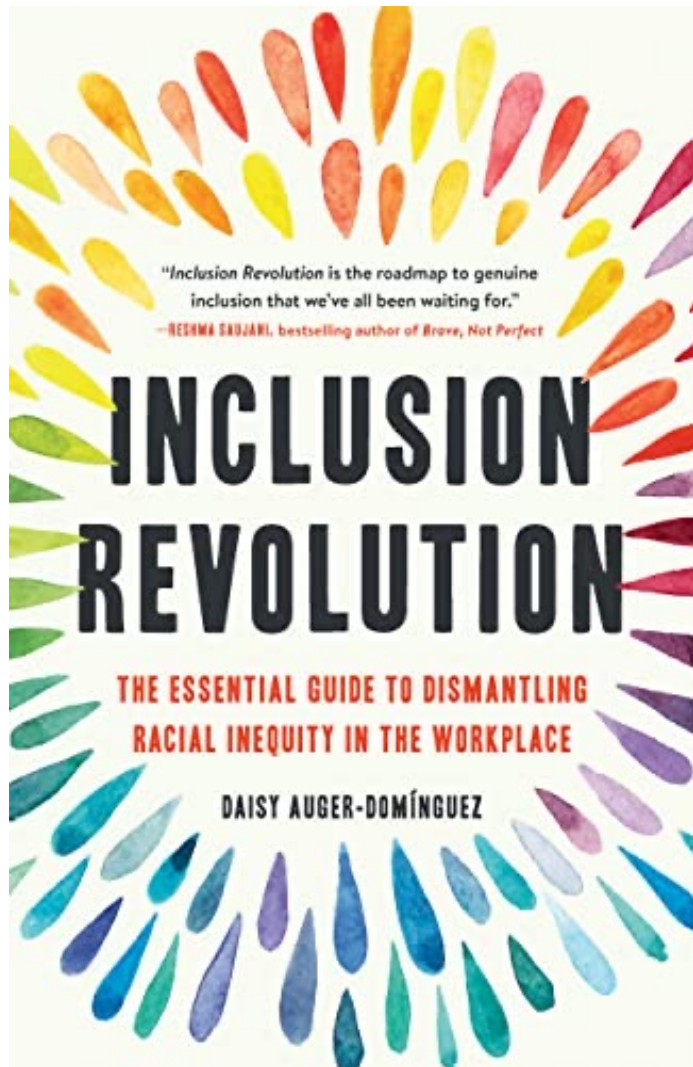
Photographer: Jeffrey Mossier

Daisy Auger-Domínguez (she/her) is an accomplished executive and dynamic leader widely recognized for her ability to lead organizational transformations on the leading edge of culture.

As Chief People Officer at Vice Media, Daisy leads a global team responsible for people operations, diversity, equity and inclusion, corporate facilities, real estate, procurement and ESG. She recently authored [Inclusion Revolution](#), a practical, inspiring roadmap for building and growing equitable workplaces.

Her professional and civic contributions have earned her recognition, including Hispanic Executive, Top 10 Leaders; 25 Most Powerful Women, People en Español and the New York City Council Leadership in Community Service Award. Daisy serves on the boards of Planned Parenthood Federation of America, Brooklyn Children's Museum, Robert Sterling Clark Foundation, and St. Ann's Warehouse.

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Small, consistent, deliberate, and sustainable actions made over time deliver the greatest impact.

Your goal is not to change your entire organization overnight; it's to make a plan that reflects your value aspirations. It's to increase the capacity of others to do good.

Source: Daisy Auger-Domínguez, *Inclusion Revolution*, Seal Press (2022).



Where to Start

Reflect



- Start with an internal lens
- Get clear on your truth and the truths of your coworkers
- Understand your motivations

Visualize



- What is possible for you and your organization?
- Define the role you want to play in making change
- Ask for collaboration

Act



- Take what you have learned and put it into action
- Fix one part of the system at a time

Persist



- Hold yourself and others accountable
- Handle discomfort
- Celebrate your wins

Source: Daisy Auger-Domínguez, *Inclusion Revolution*, Seal Press (2022).



Discussion Questions

- 1. How can we avoid feeling defensive while investigating our biases?**
- 2. What steps can we take to feel more comfortable asking “why” regarding our assumptions, policies, and procedures?**
- 3. How can you diversify your professional network? Are there diversity-focused professional organizations or programs you could join?**
- 4. What can we do to learn from mistakes instead of letting it slow down our growth?**
- 5. How can we be more intentional when communicating in the workplace?**



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