

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

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“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

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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*.

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

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