

Myths of DEI

What It's Not and
What It Actually Is

Meet the Team

ABOUT CHELSEY

- Former Department of Defense intelligence supervisor
- Former Chief of Staff & Head of HR
- Coached 2,600+ leaders
- Certified Leadership and Performance Coach
- 3-time business owner
- Specializes in communication, mindset, and performance

A portrait of Chelsey Parkinson, a woman with blonde hair tied in a bun, wearing a black blazer, looking over her shoulder.

Chelsey Parkinson
Director of Coaching
and Training

ABOUT DR. KIKI

- Ph.D. in Business Psychology
- Master's in Social Work + Positive Psychology Coaching
- Expert in resilience, leadership, and DEI
- Author of Get Courageous Now
- Podcast host of The Dr. Kiki Ramsey Show
- Regular contributor to Forbes.com

A portrait of Dr. Kiki Ramsey, a woman with long dark hair, wearing a bright pink ruffled blouse and a black belt with a gold buckle, smiling.

Dr. Kiki Ramsey
Chief Executive Officer

Meet the Team

HELLO
my name is

ABOUT DR. KIKI

- Former supervisor
- Former
- Coached
- Certified Performance
- 3-time business
- Specializes in mindset, and p

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and DEI

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INTRODUCE YOURSELF

Share your name, role, and
location in the comments

Chelsey Parkinson

Chief Operating Officer
Director of Coaching

Dr. Kiki Ramsey

Chief Executive Officer

How DEI is Often Misunderstood

Diversity = hiring based on race or gender quotas

Equity = giving unfair advantages to certain groups

Inclusion = making sure everyone “gets along”

DEI = a checkbox for HR, training, or legal compliance

What DEI Actually Is

Diversity = embracing a range of identities, backgrounds, and perspectives

Equity = identifying and addressing systemic barriers to access and opportunity

Inclusion = cultivating spaces where every person feels safe, heard, and valued

DEI = a long-term leadership and culture strategy, not a one-time fix

Myth vs. Truth: Reframing the Narrative

Common Myth

DEI is about checking boxes

DEI is only for
underrepresented groups

DEI divides people by
focusing on difference

DEI lowers standards to
increase representation

The Reality

DEI is about transforming
systems, not optics

DEI benefits everyone by creating
healthier, fairer environments

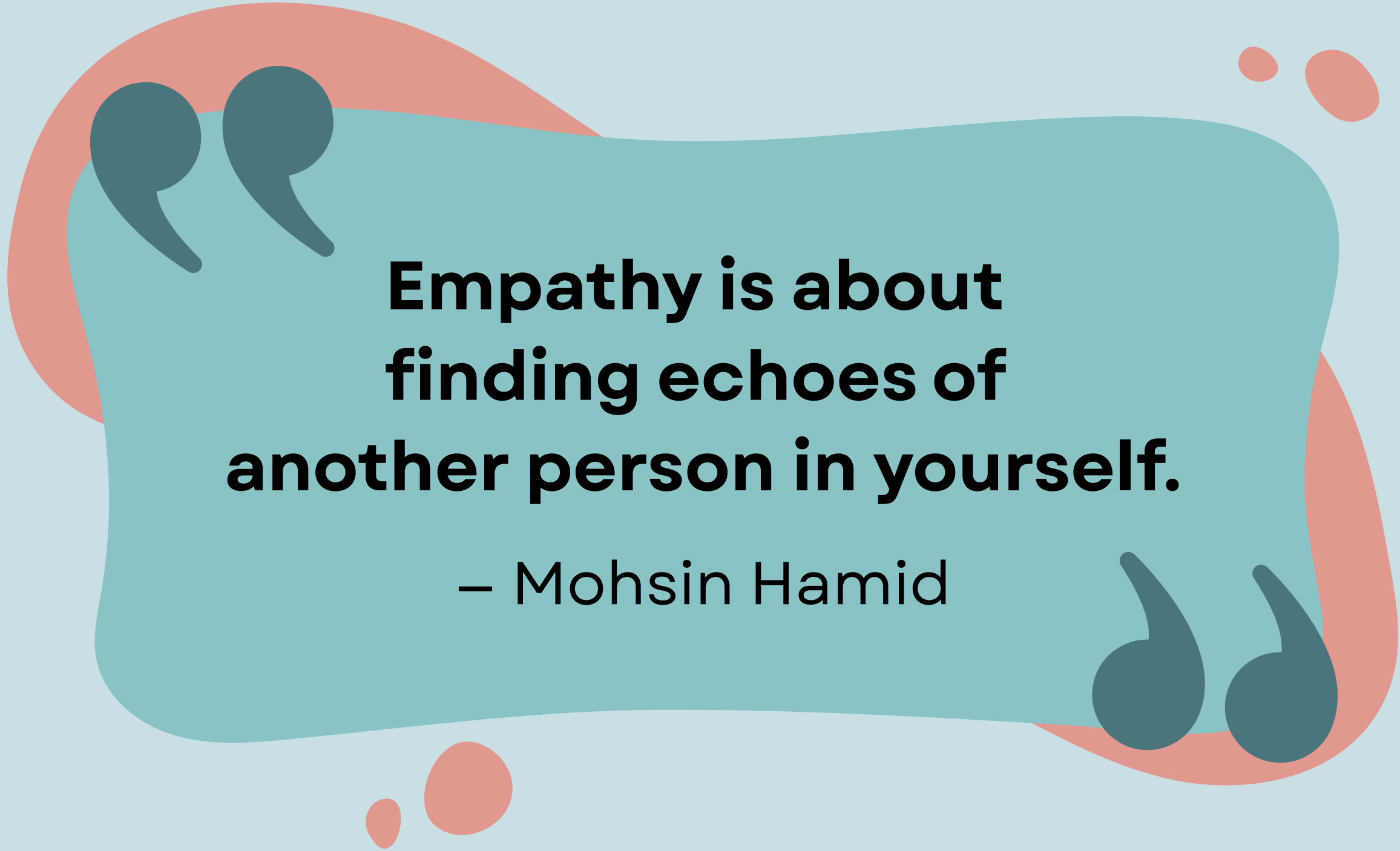
DEI builds unity by honoring
complexity and lived experience

DEI reveals & removes hidden biases
that keep standards exclusive



DEI Is About How We Communicate

- Clear, respectful, and inclusive communication builds psychological safety
- Active listening, open dialogue, and feedback loops are essential DEI tools
- Silence, avoidance, or performative language undermines real inclusion



**Empathy is about
finding echoes of
another person in yourself.**

– Mohsin Hamid



DEI Is More Than Policy

- Empathy means recognizing other people's realities even when they differ from your own
- It drives more thoughtful decision-making, feedback, and leadership
- Without empathy, DEI efforts stay transactional, not transformational

A group of diverse professionals are gathered around a table in a meeting. A semi-transparent white text box is overlaid on the image, containing the title and a bulleted list. The background shows people in business attire, some looking at documents and others looking towards the camera.

Inclusive Leadership in Practice

- Inclusive leaders lead with curiosity, vulnerability, and accountability
- They create cultures where it's safe to speak up and be seen
- DEI leadership is about using your influence to amplify others

Belonging is the Destination

Diversity Asks:

Who's in the room?

Inclusion Asks:

Who's voice matters?

Belonging Means:

You are welcome here, just as you are and your presence matters.

What About the Pushback?

Is this just about being politically correct?



No, it's about respect and accuracy

Are we prioritizing some groups unfairly?



No, we're correcting unequal conditions

Isn't everyone treated the same here?



Equality isn't the same as equity

Isn't this making things more complicated?



DEI addresses the complexity that's already there

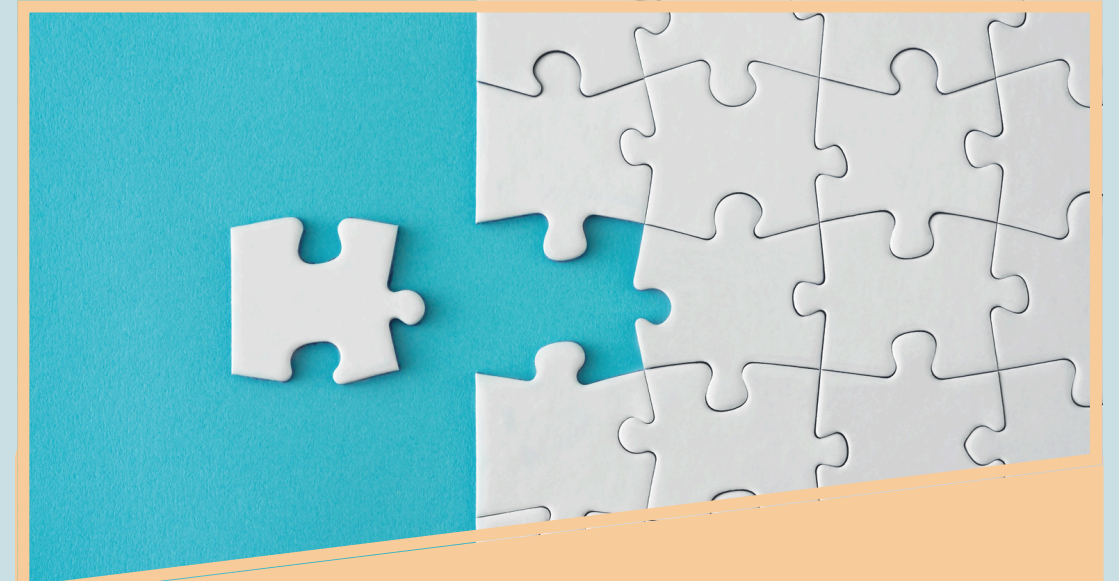
Everyone Has a Role



Leaders set the tone
and model the values



Teams build the
daily experience
of inclusion



You influence
culture through
everyday actions
and conversations



What's one DEI myth I've believed or heard and what's changed my thinking?

What's one mindset or behavior I can shift this week to support real inclusion?

Key Takeaways

DEI is not a one-and-done initiative,
it's a practice

Continue learning, listening, and
leading with intention

Let's Keep the Conversation Going



Scan the QR Code to **follow Positive Psychology Coaching and Diversity Institute on LinkedIn** for more insights on leadership & workplace culture

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& coaching by emailing (info@pppcadi.com)