

A vibrant field of flowers, including purple and yellow daisies, with several bees flying around them. The scene is set against a bright, sunlit background with a soft glow. The text is overlaid on the left side of the image.

Driving DEIA Change Through Peer Leadership

Making change
with your hive.

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Welcome Change Makers!



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How far along are you with the DEIA initiative you're working on?



1. Just starting to explore ideas



2. Actively planning and building support



3. Launched but still in early stages



4. Established and building momentum



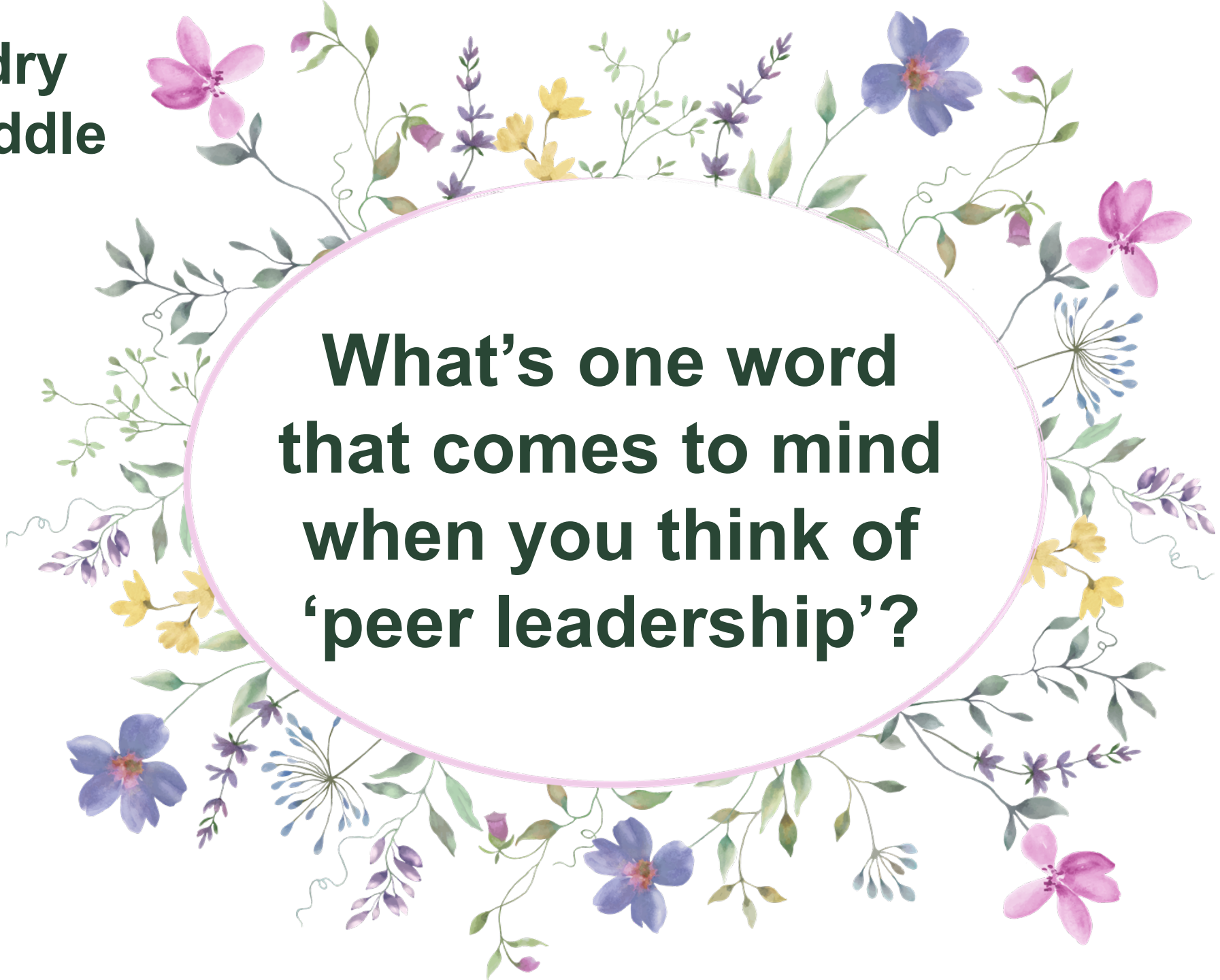
5. Well-developed with strong impact

Agenda

- Peer Leadership
- Building your Apiary (Community of Support)
- Mapping Your Allies
- Accessibility & Leadership Academy Case Study
- Building DEIA Change at an individual level
- Building DEIA Change at an Organizational Level
- Your Action Plan



**Using a dry
erase paddle
or paper:**



**What's one word
that comes to mind
when you think of
'peer leadership'?**

Why Peer Leadership?

- Traditional hierarchies are rigid and **limit agility.**
- Peer leadership fosters **collaboration** and **shared responsibility.**
- A networked approach enhances **communication** across all levels.
- Empowers employees to lead, fostering **engagement** and **innovation.**
- Aligns with AHS values of **service, transparency, and integrity.**



Peer Leadership Process

- Decision making and influence are shared among individuals and teams rather than concentrated in a hierarchical structure.
- Focus on collaboration, trust and mutual respect.
- Fosters innovation and problem solving by leveraging diverse perspectives.





Key Practices of Peer Leadership

- Collaborate,
- Trust and
- Be Flexible
- Listen



Building your Apiary

- Leaders & Change Agents
- Supporters & Allies
- Influencers & Advocates
- Decision Makers & Sponsors
- Community members, customers, and people with lived experience.

Building your Apiary Activity

Using the worksheet take about **one minute per category** to think about:

- Leaders & Change Agents
- Supporters & Allies
- Influencers & Advocates
- Decision Makers & Sponsors
- Community members, customers, and people with lived experience.





Accessibility Committee

- Building cross agency and department collaboration and co-conspirators.
- Creating, sharing and supporting resources.
- Building relationships: Collaborating across departments and with external partners.
- Creating space to listen to people impacted, and to the members of the group.

Accessibility Key Outcomes

- Formed an Accessibility Committee
- Created an agency wide policy
- Set clear Standards & Goals
- Created Shared Resource Site
- Collaborated with Statewide Partners
- Build a Learning Community (Teams)
- Run an Accessibility Conference





VAHSLA
Leadership
Academy

Vermont AHS Leadership Academy | Case Study

- Collaborative Skill Building
- Decentralized Learning with a DEI Focus
- Fostering DEI Beyond the Program
- Space for Collaboration, Innovation and Inclusion

Leadership Academy Key Outcomes

- Cross Department Collaboration with DEI Emphasis
- Empowered Leaders with a DEI Mindset
- Implementation of DEI Strategies
- Mentor and Job Shadow Opportunities





Building DEIA Change | for the individual

- Form or Join a peer led community
- Celebrate Success Stories
- Amplify Underrepresented Voices
- Foster partnerships and relationships
- Share Knowledge & Resources
- Make DEIA part of every process
- Model Inclusivity & Accessibility
- Provide Feedback & Accountability
- Support other DEIA Initiatives

Group Discussion

- What ways do you personally model Diversity, Equity, Inclusion and Accessibility?
- What do you spend your time and money on?
- What relationships and connections do you build?





Building DEIA Change | for the Organization

- Form a Peer DEIA Group or Employee Resource Groups
- Advocate through storytelling of Underrepresented Voices
- Build Psychological Safety
- Review existing processes, systems and services with a DEIA Lens.
- Design for inclusion & accessibility.
- Be open to and ask for Feedback & accommodations
- Engage community members in decision making
- Adopt Inclusive Hiring Practices

How do you promote Diversity, Equity, Inclusion and Accessibility at an organizational level?



Your Action Plan Activity



- What does a more DEIA organization look like?
- Who are the leaders, allies, influencers, decision makers, and community members you need to engage?
- What are some strategies that you want to try advance your DEIA goals?
- What is one thing that you will do personally to live and model DEIA?





Your Action Plan Follow Up

What actions, next steps or initiatives do you want to work toward?

Resources

- **Holding Change** – adrienne maree brown
- **Peer to Peer Leadership** – Mila N. Baker
- Driving DEIA Change Through Peer Leadership: Presentation Slides
- Presentation Worksheet

