



10. AMPLIFY: The work of diversity, equity, and inclusion is fruitless when individuals who are part of the dominant culture refuse to cede power and space to marginalized people. Step aside so others can step forward.

Explanation of Issue: If the dominant culture within an organization/business/community takes up the vast majority of power and space, whether intentionally or otherwise, it creates a dynamic of exclusion that can be all but impossible for marginalized voices to overcome. It is vitally important to make sure that everyone within a culture or organization is enabled to speak their voice and share their stories, particularly those who have not yet had their chance to participate.

Practical Tools

- Make sure your efforts to make your workplace more diverse, equitable, and inclusive are based on best practices as established by DEI professionals. These best practices are typically established by communities most impacted by inequity and exclusion.
 - Read: [7 Examples of What Being an Ally at Work Really Looks Like](#) by Better Allies
 - Read: [Educate, Empower, Advocate: Amplifying Marginalized Voices in a Digital Society](#) by W. Ian O’Byrne
- When someone entrusts you with their experience, listen. Follow their lead on next steps; understand it may not be what you would do in their situation. Honor their trust by asking how you can help them and follow through on that support but be honest about your capabilities. Understand that they may not want your input or support.
- In meetings, encourage individuals to lead and speak that may not otherwise get the chance, especially when the subject matter impacts them or their work/livelihood directly. Give everyone a chance to speak during meetings.
- Provide credit where credit is due. When implementing ideas, concepts, and projects that are not your own or that extensively use another's work, credit the author authentically, and integrate this credit into permanent materials.
- Offer employee incentive programs for employees to become engaged in community boards, commissions, and organizations.

What Is Already Being Done in Our Community

- Horizons Specialized Services is a nonprofit in Steamboat Springs that seeks to expand opportunities for individuals with developmental disabilities. They have been successful at working to integrate a traditionally underserved and excluded population group into the greater community by helping to find employment opportunities for their clients with a variety of employers in the Yampa Valley. Through working with and alongside “typical” people, Horizons clients feel more successful and part of Steamboat Springs than they would otherwise. In addition,

these workplaces have become more diverse and inclusive by employing differently abled men and women.