Accounting for Real: The Cost of Doing Business

Speaker: Ashley Oolman
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OUR PURPOSE

Unpack human costs of advancing DEIJ (aka quality, innovation, sustainability) by weaving in the concept of physical, social, and emotional tax. Together we will contrast current data realities, with a collective reimagining of what justice-centered organizational alignment can be.

accounting for real
OUR TIME

- OPENING GROUNDING
- PRESENT REALITIES
- QUICK CONNECT

- FUTURE POSSIBILITIES
- QUICK CONNECT
- CLOSING REFLECTION
GROUNDING levelsetting

DEIJ is being targeted, banned and sidelined.

Workplaces must respond to evolving needs.

The impact of this work falls on few shoulders.
PRESENT DAY
Lack explicit expectations or place based insights.

No norms established for enforcement of rules.

 Majority of resource expenditure on those less impacted.
3P MISALIGNMENT
# REALITIES

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(expectations, enforcement, expenditure)
BREAKOUT CHAT #1

Where are the 3Ps costing your organization the most?

- How does it show up?
- What is the impact?
FUTURE STATE
Explicit **expectations** and place based insights.

Norms and assets established for **enforcement** of rules.

Majority resource **expenditure** on those most impacted.
3P ALIGNMENT
3P ADVANCEMENT
## Possibilities

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*Expectations, enforcement, expenditure*
BREAKOUT CHAT #2

What 3P area has the greatest potential in your organization?

• How could it show out?
• What would be the impact?
CROWD SOURCE TOOLS

As we work to make our organizations more equitable and just for all, where do we build capacity?

- Policies
  - Compliance
  - Coalition Building

- Practices
  - Trauma Informed Practices
  - Ergonomic Design
  - Restorative Justice
  - Quality Assurance
  - Experiential Learning
  - Risk Assessment
  - Human Centered Design

- People
  - Consensus Building
  - Universal Design
  - Gap Analysis
  - Power Mapping
HOW WE DO THE WORK, IS THE WORK

3P ALIGNMENT: POLICIES, PRACTICES, PEOPLE

• set up DEIJ to be successful AND sustainable
• unapologetically pursue alignment
• precision and specificity are non-negotiable

HUMAN TAX: PHYSICAL, SOCIAL, EMOTIONAL

• acknowledge and affirm context and realities
• illuminate the value of evolving needs and demands
• come correct with the bag!

Thoughts or questions?
Thanks to our conference sponsors:
Thank you!

Ashley (Storm) Oolman
ashley@alliedfolk.com
alliedfolk.com