

# Leading With Inclusion

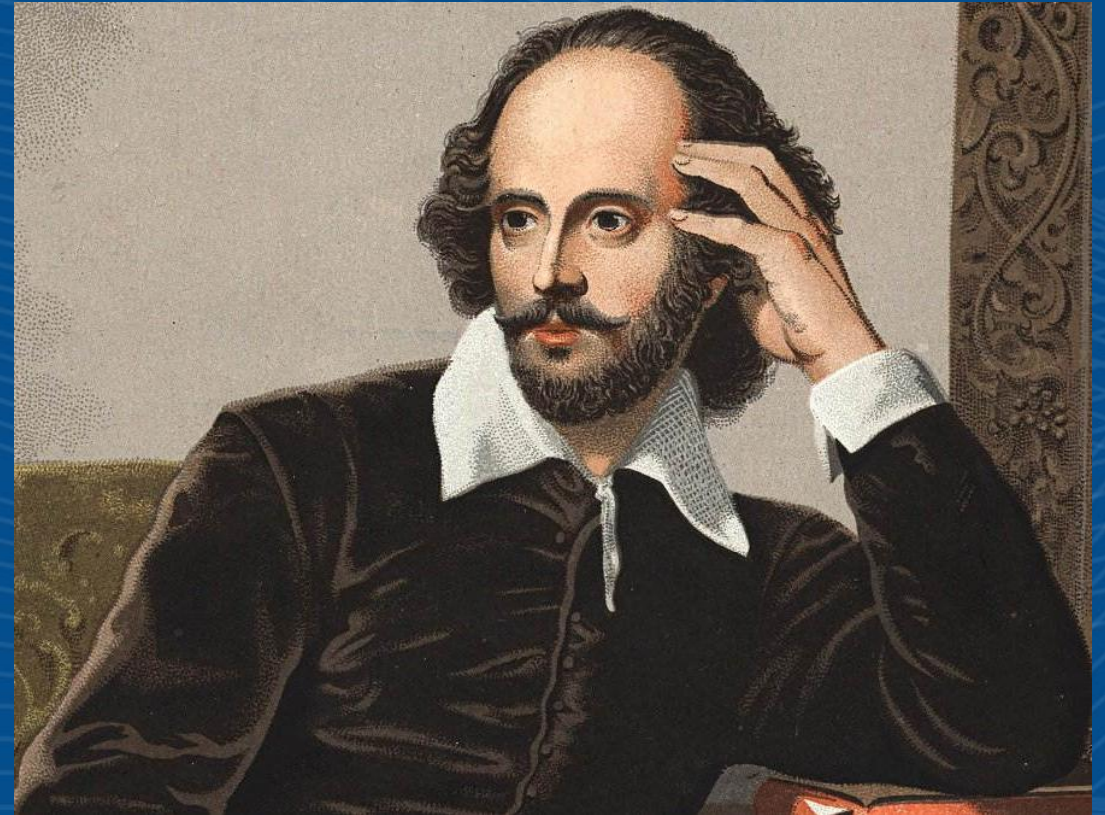
LEVERAGING AIIM'S BIPOC NETWORK TO BUILD  
STRONGER TEAMS





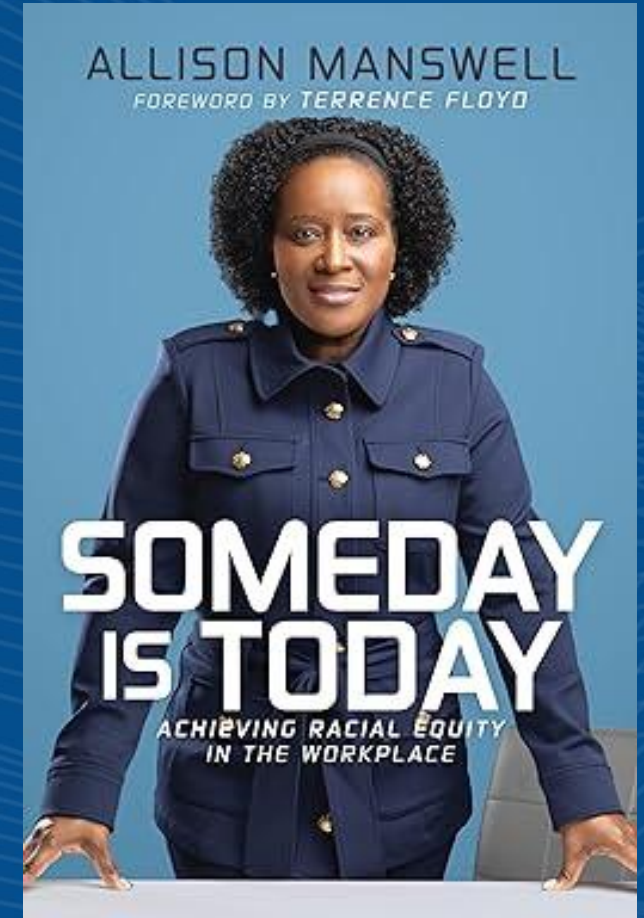
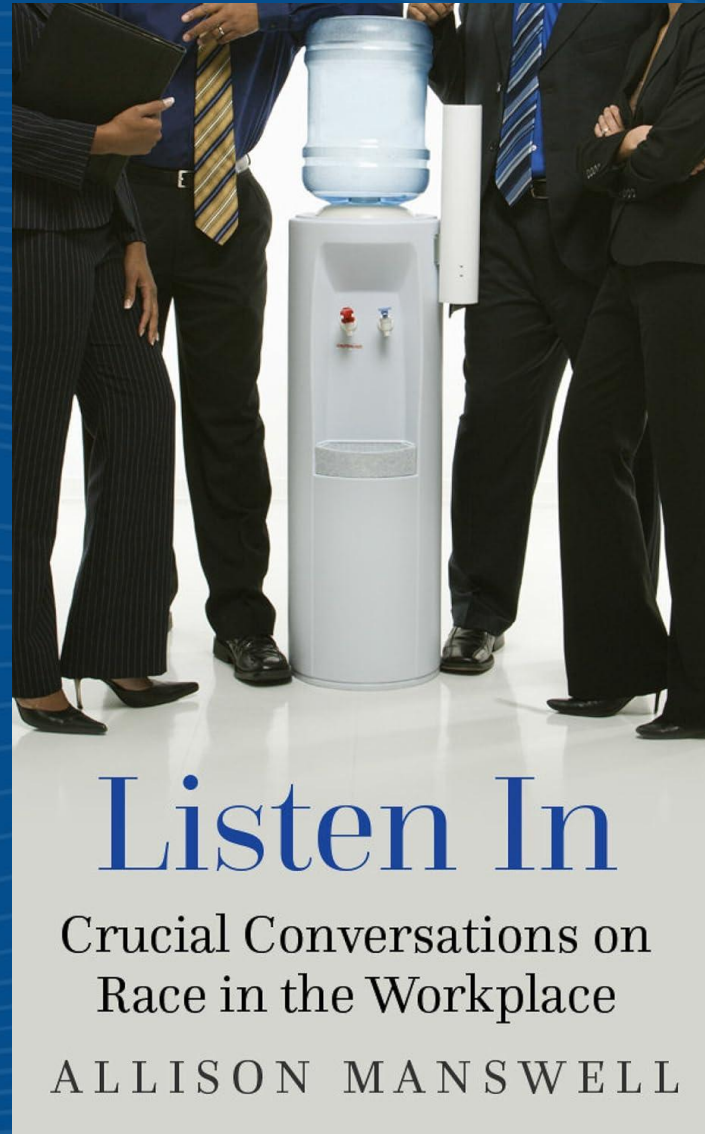
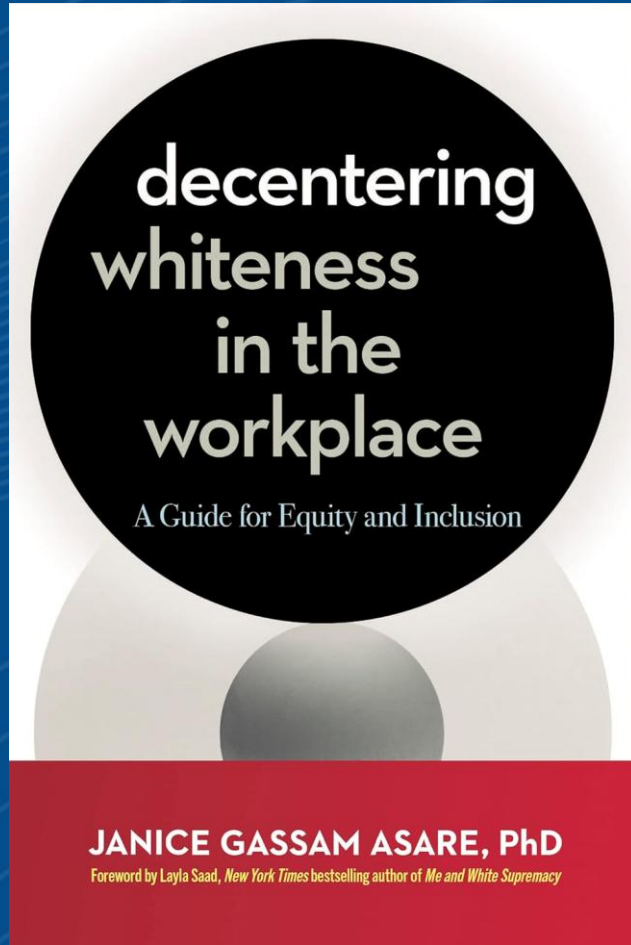
# A Little About Me

- ▶ Information Governance Manager
- ▶ AIIM Fellow
- ▶ BIPOC Network Committee





# Resources





# January 29, 2025



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- ▶ A sampling of keywords drawing scrutiny to science at NSF include:
  - ▶ Diversity
  - ▶ Biases
  - ▶ Equity
  - ▶ Inclusion
  - ▶ BIPOC



# Executive Order 4151

- ▶ "Ending Radical and Wasteful Government DEI Programs and Preferencing," this order, signed on January 20, 2025, directed federal agencies to terminate all DEI-related mandates, policies, and programs





# Executive Order 14173

- ▶ Known as "Ending Illegal Discrimination and Restoring Merit-Based Opportunity," this order aimed to eliminate DEI-related factors in federal hiring, promotions, and contracting



# Clause 52.222.21 Of Federal Acquisition Regulation

When issuing new solicitations or contracts **do not include** any of the following provisions and clauses:

- 52.222-9, Apprentices and Trainees
- 52.222-21, Prohibition of Segregated Facilities
- 52.222-22, Previous Contracts and Compliance Reports
- 52.222-23, Notice of Requirement for Affirmative Action To Ensure Equal Employment Opportunity for Construction
- 52.222-24, Preaward On-Site Equal Opportunity Compliance Evaluation
- 52.222-25, Affirmative Action Compliance
- 52.222-26, Equal Opportunity
- 52.222-27, Affirmative Action Compliance Requirements for Construction
- 52.222-29, Notification of visa denial

Any open solicitations that contain any of the provisions or clauses listed above should be amended to remove the provisions and clauses.

When issuing new solicitations or contracts **include** the following provisions and clauses, if applicable:

- 52.204-8, Annual Representations and Certifications (JAN 2025) (DEVIATION FEB 2025)
- 52.212-3, Offeror Representations and Certifications—Commercial Products and Commercial Services (MAY 2024) (DEVIATION FEB 2025)
- 52.212-5, Contract Terms and Conditions Required To Implement Statutes or Executive Orders—Commercial Products and Commercial Services (JAN 2025) (DEVIATION FEB 2025)
- 52.213-4, Terms and Conditions—Simplified Acquisitions (Other Than Commercial Products and Commercial Services) (JAN 2025) (DEVIATION FEB 2025)
- 52.244-6, Subcontracts for Commercial Products and Commercial Services (JAN 2025) (DEVIATION FEB 2025)

Any open solicitations should be amended to include these required provisions and clauses.





# Where Do We Go From Here?





# Google Agrees To Pay 28 Million Dollar Settlement For Favoring White and Asian Employees





## **Racism and AI: “Bias from the past leads to bias in the future”**

in academic and success algorithms, due to the design of the algorithms and the choice of data, the tools often score racial minorities as less likely to succeed academically and professionally, thus perpetuating exclusion and discrimination.

(From The Office Of The High Commissioner Of Human Rights at the United Nations)



# The Coded Gaze In Facial Recognition Technology





# Apple and Racial Bias



# If You Don't Go Woke, You Will Go Broke

The only way to be innovative is to have diverse ideas which leads to diverse solutions.





# Diversity, Equity and Inclusion

When You Hear DEI What Do You Think Of?



# Diversity

[https://aiimglobalsummit2025.  
eventify.io/o2/#/live-  
poll/1821515155073853](https://aiimglobalsummit2025.eventify.io/o2/#/live-poll/1821515155073853)





# Equity

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poll/1821515155073853](https://aiimglobalsummit2025.eventify.io/o2/#/live-poll/1821515155073853)



# Inclusion

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# Why Do DEI Initiatives Fail

“most organizations embark on DEI as a disease to cure without realizing that DEI is a symptom of a health or illness within an organization.”

Underlying Issue Must Be Addressed



# What Is The Underlying Issue:

White – Centering :

“Actions and behaviors that prioritize, uplift, amplify and venerate white people and the dominant white culture above other cultures and communities...”





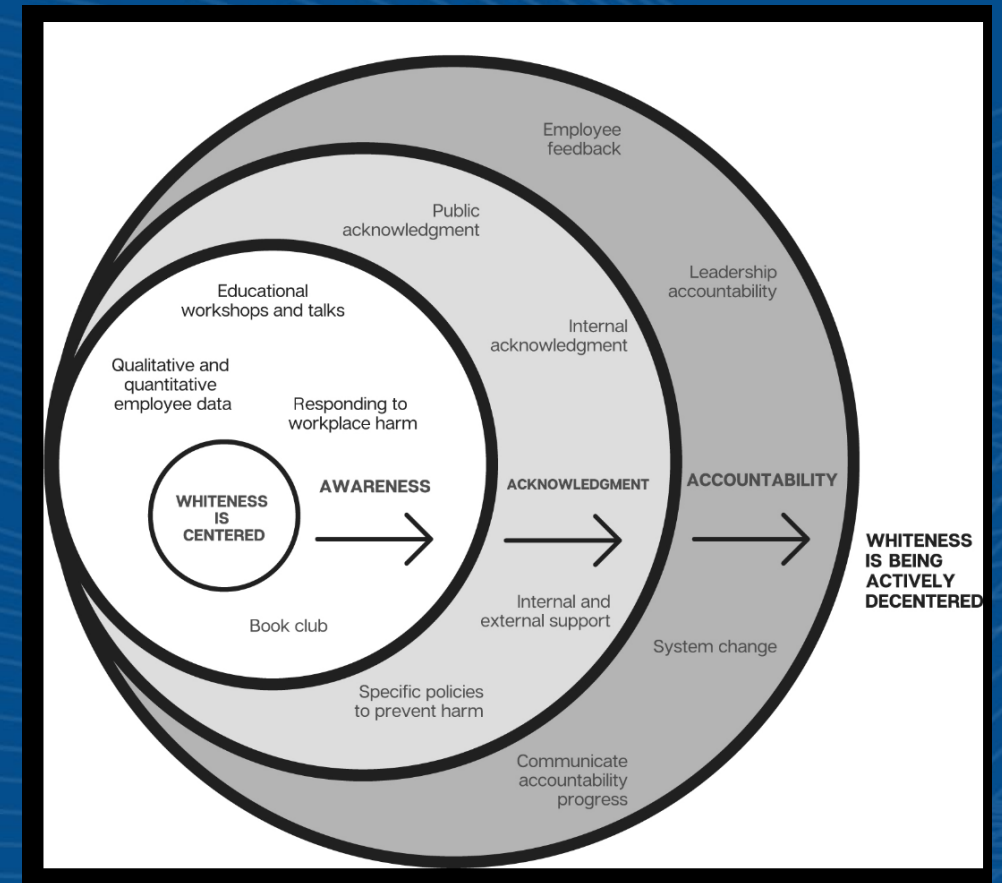
# Who Can Be Guilty Of White Centering?

- ▶ Anyone because white centering is not about a person, but a system



# Three A's Of Decentering Whiteness

- ▶ Awareness
- ▶ Acknowledgement
- ▶ Accountability





# Awareness

- ▶ Qualitative and quantitative employee data
- ▶ Educational Workshop and Talks
- ▶ Responding To Workplace Harm



# Acknowledgement

- ▶ Public Acknowledgment
- ▶ Internal Acknowledgment
- ▶ Internal and External Support
- ▶ Specific Policies To Prevent Harm





# Accountability

- ▶ Employee Feedback
- ▶ Leadership Accountability
- ▶ Systemic Change
- ▶ Communicate Accountability Progress



# BIPCOC Mission Statement

The mission of AIIM's BIPOC Network is to empower and represent information management professionals from diverse backgrounds, fostering an inclusive and equitable industry landscape.





# BIPOC Vision Statement

Our vision is to cultivate an industry ecosystem where BIPOC information management professionals are valued, respected, and provided with equal opportunities for leadership, innovation, and success. We envision a future where diverse leaders and visionaries in information management shape the industry with their unique perspectives and expertise. We strive for a global impact, where AIIM's BIPOC Network serves as a model for inclusivity, collaboration, and excellence in information management communities worldwide.



# THANK YOU!



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