

Reflections on Diversity in International Development

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ABT ASSOCIATES BLACK HISTORY
MONTH

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Saraounia Mboka-Boyer

- Black
- Woman
- African-American
- Queer
- Youth
- Pan-Africanist
- Inclusion Engineer



Before we get
started...



Erin Jackson: Olympic
Gold Medalist



Cool Runnings



Lonnie
Jackson



Champions of Africa: Senegal

Black history is
American history



Black History is
African History



Themes

Diversity in our sector

How & Why most attempts are falling short or failing

Representation

Language

Allies and Accomplices



Diversity in our sector



diversity

noun [U]

US  /dɪˈvɜːsɪˌtɪ, daɪ-/

the condition or fact of being different or varied; variety:

- *genetic/biological diversity*
 - *a wide diversity of opinion/ideas*
-



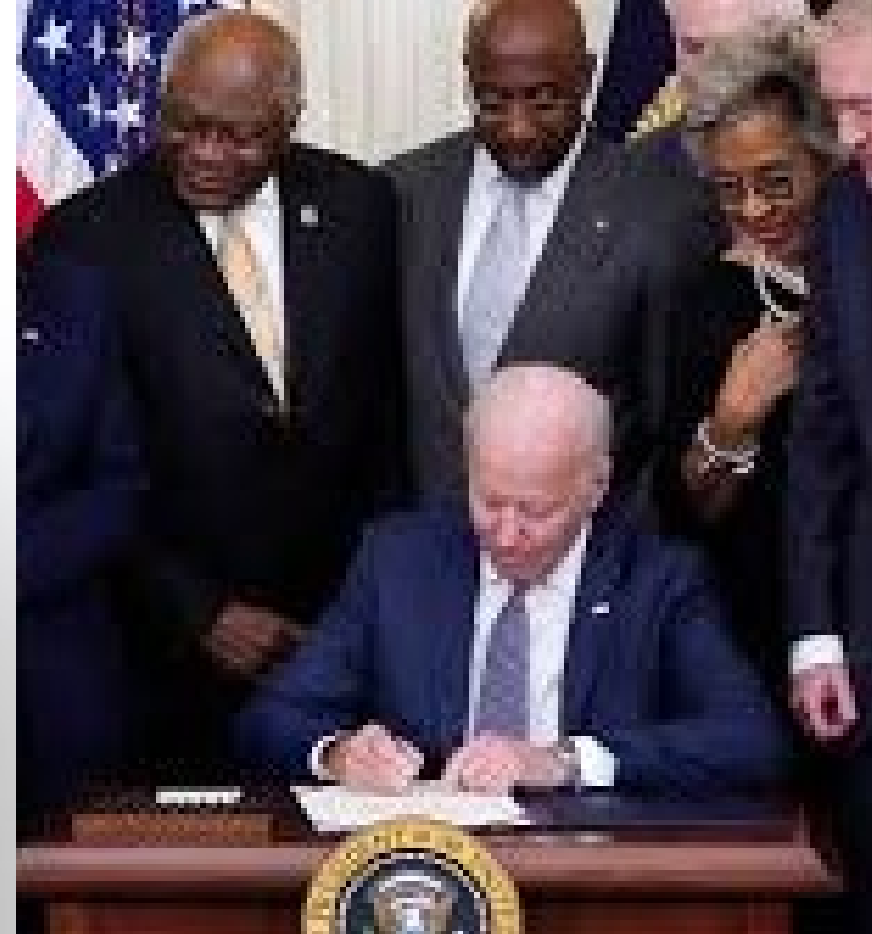
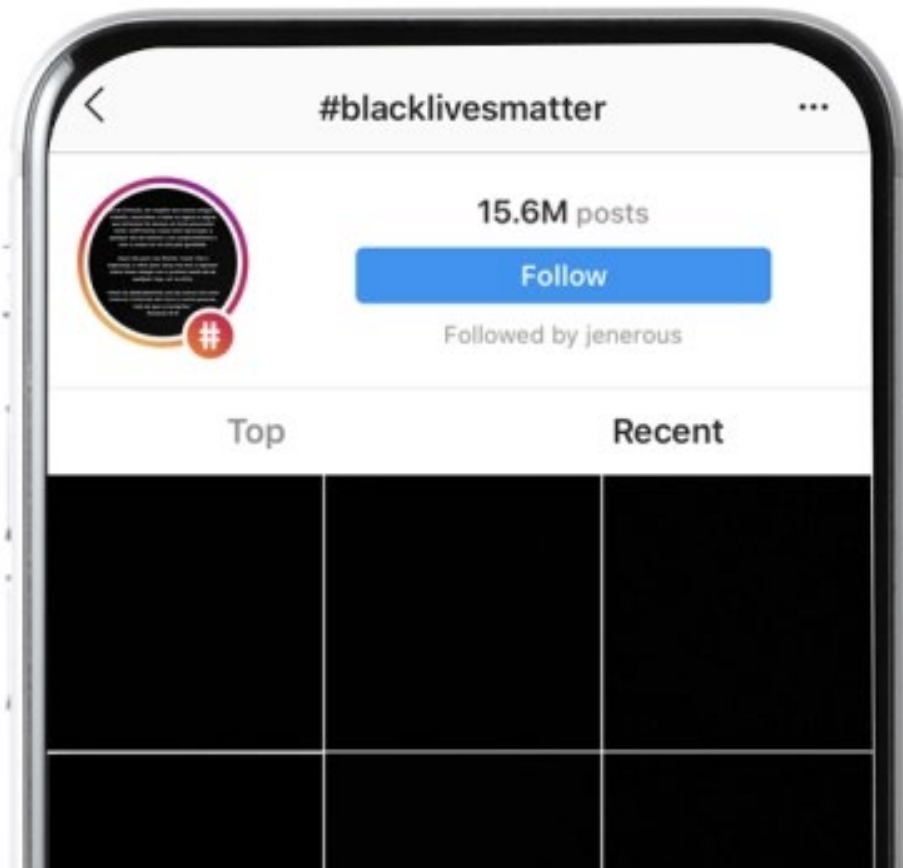
Diversity as formula

Tokenism: The Wrong Path to Diversity

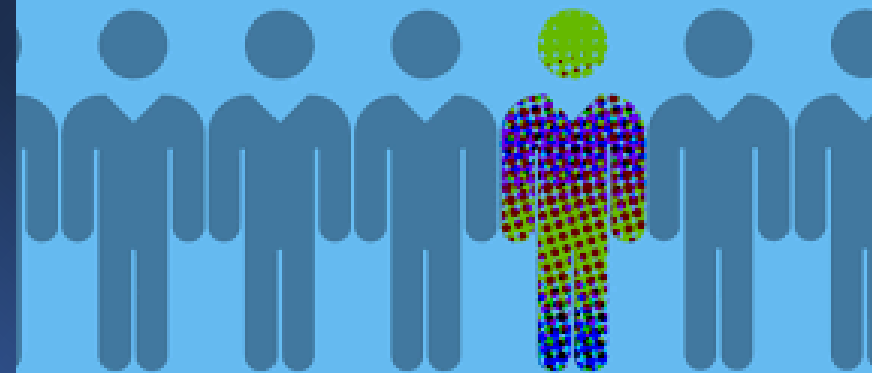


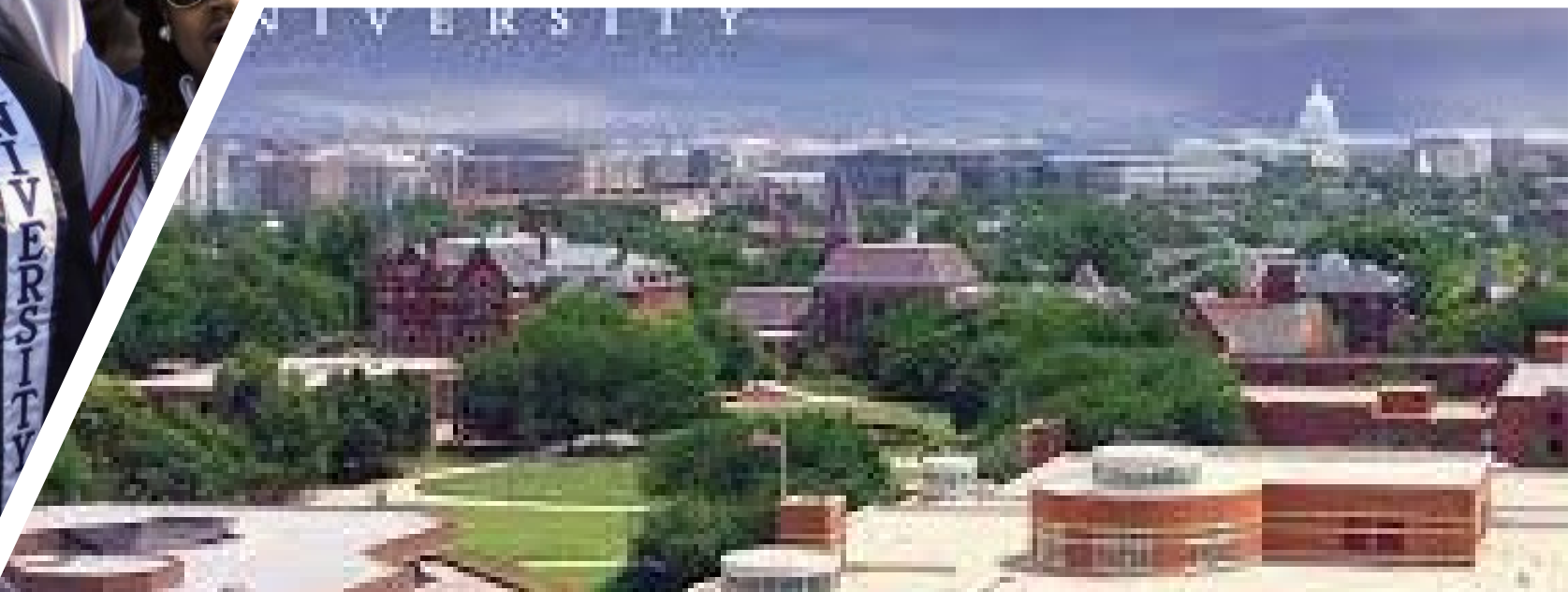


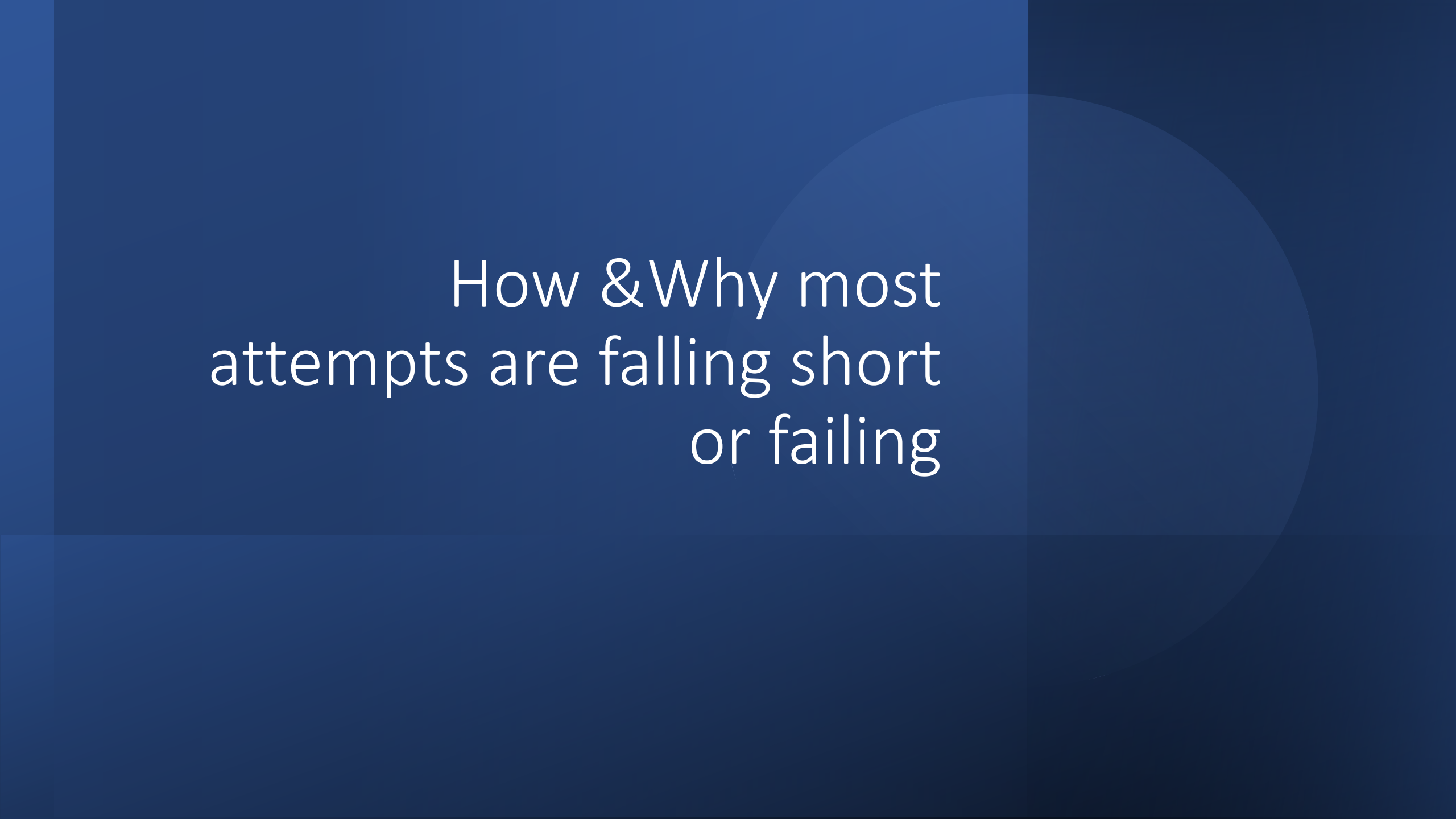
Global reckoning: Murder of George Floyd



Our response?





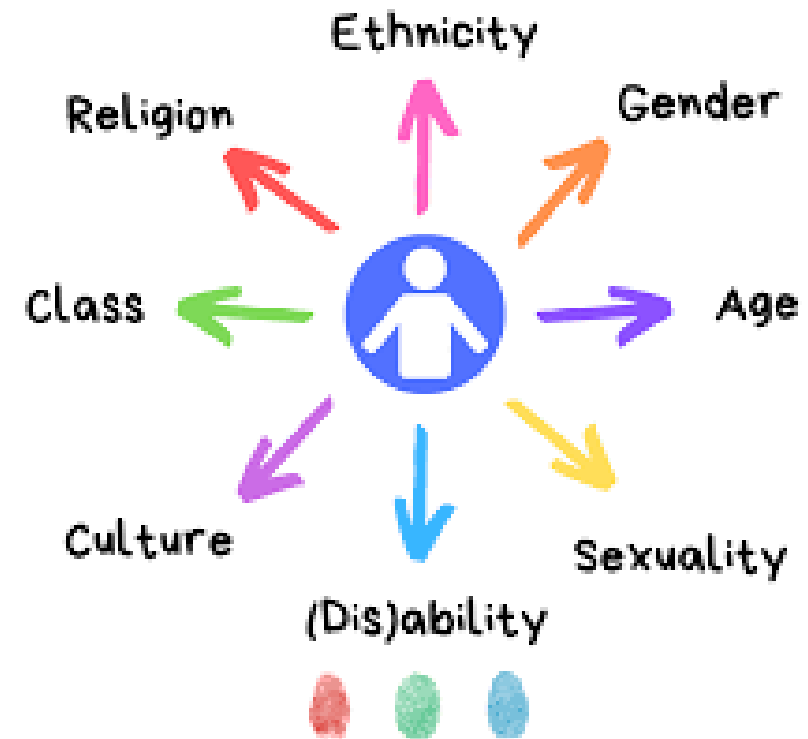
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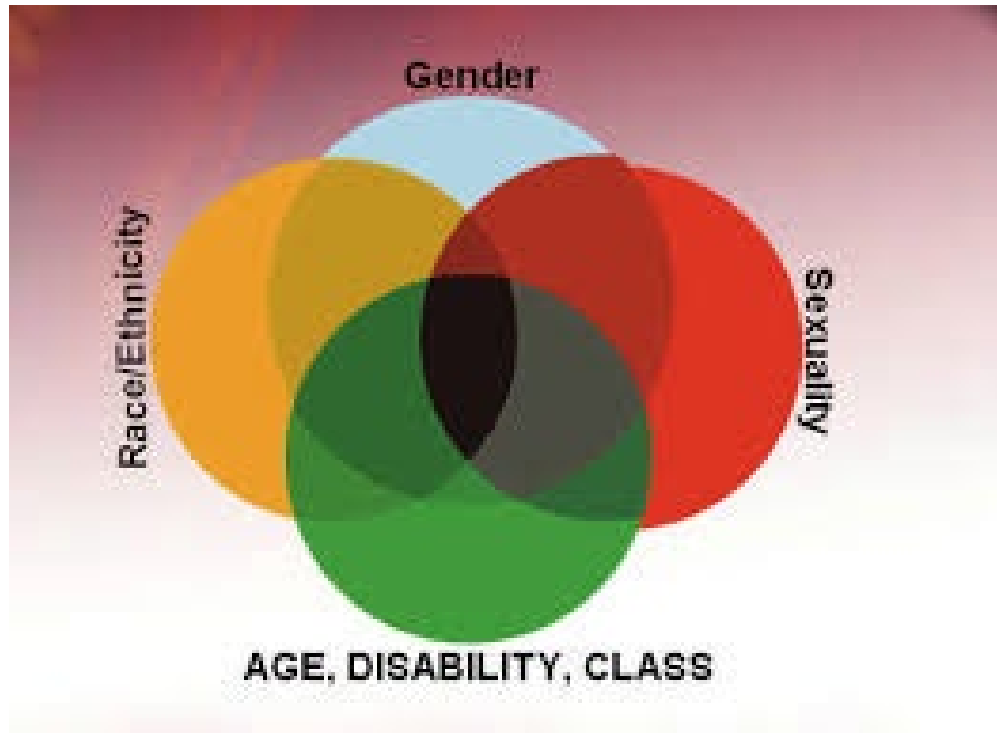
How & Why most
attempts are falling short
or failing



Surface level

Diversity within groups





Intersectionality



Home and Away

**Where
Are
We?**



Context specific DEI



Performance



1

Agile teams thrive with diversity of experience, skills and thought.



2

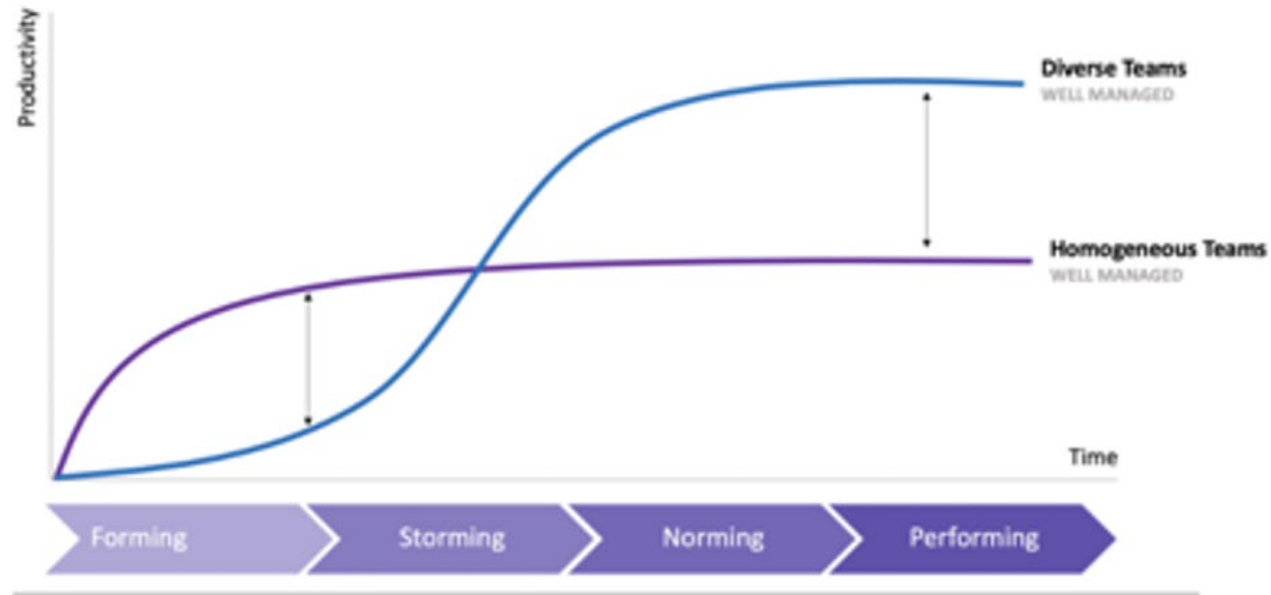
Diverse teams are better able to innovate



3

Teams that provide different view points can often “get” the customers/client, partner point of view to create “with” not for.

Impact of diversity on team performance



The Bottom line:
Diversity makes
you Agile

Representation



Representation

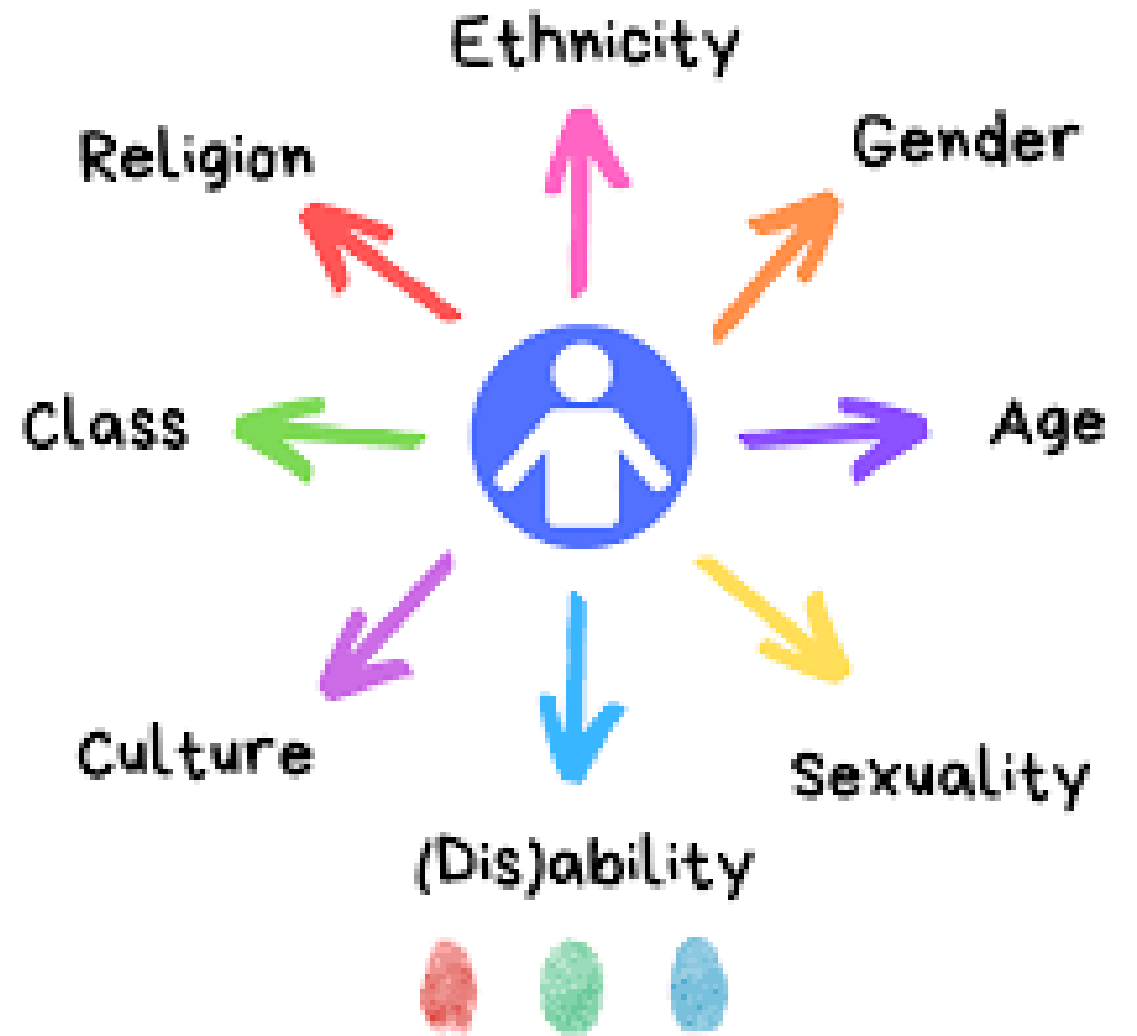


Diversity needs to reflect reality

Representative Diversity

Framing of diversity that centers sustainability, resilience and local/existing knowledge

Real people



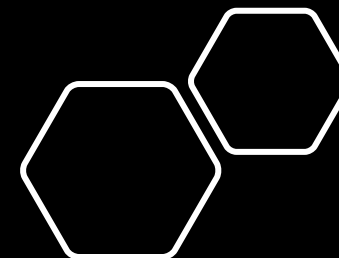


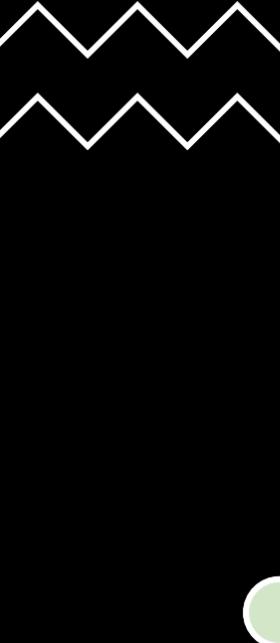


Rule #1

Do No Harm

Language and Knowledge





**Racism in the
International
Development Sector**

Abt Associates

2021 BHM @
Abt content....





Historical Context of International Development



Slave



Enslaved

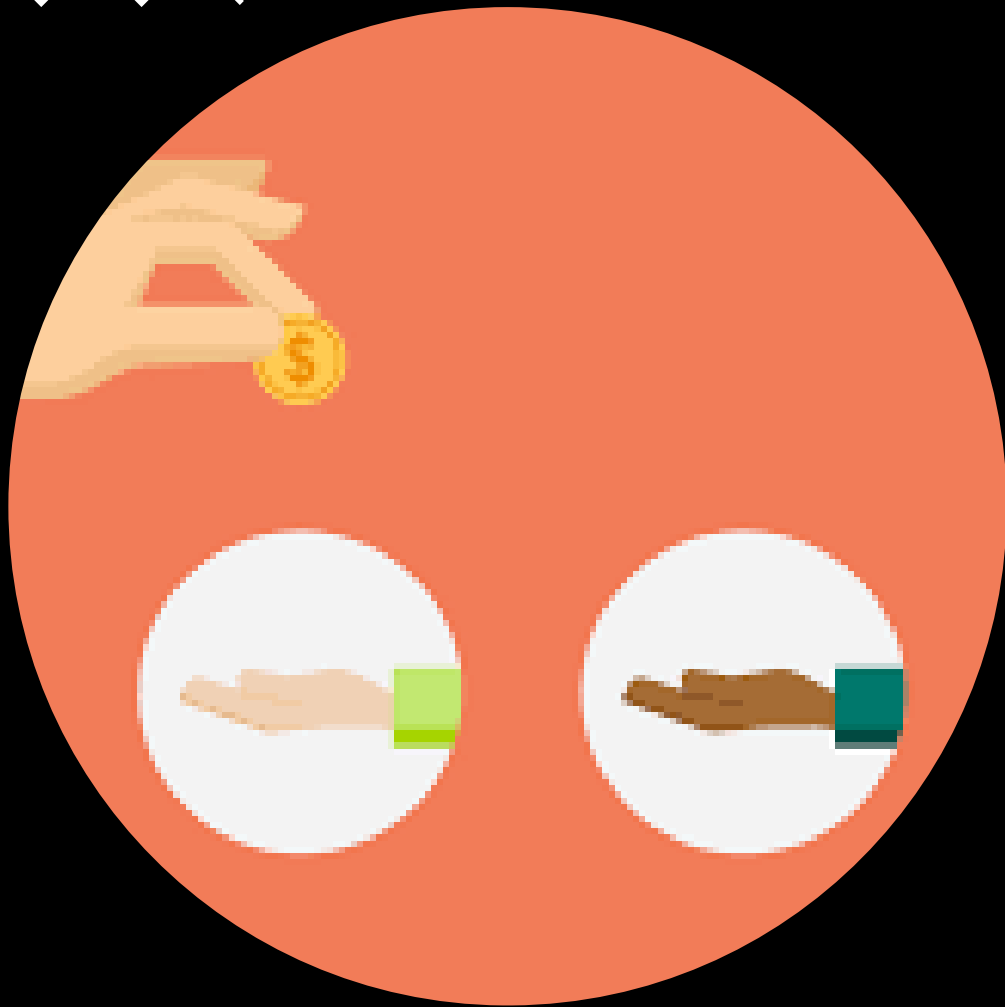
839]

Anti-Slavery Almanac.



A NORTHERN FREEMAN ENSLAVED BY NORTHERN HAND

Beneficiaries





Clients & Partners



Historically
Underrepresented groups

Historically
Excluded groups



Negative Effects

Can perpetuate stereotypes

Creates false truths

Disempower



There are no such things
as historically
'underrepresented' groups

Yet, the structure and
practices of our industry
replicate colonialism
in many ways.

- Majority white leadership based in another country
- In-country leadership majority white or locals that have learned how to navigate our systems
- Leadership stays in better living conditions, has access to better healthcare, and are paid more than locals and can be evacuated in the event of unrest

The background is a solid dark blue. A large, lighter blue circle is positioned on the right side, partially cut off by the edge. A vertical line of a slightly different shade of blue runs through the center of the image.

Allyship must go further



Allyship is
helpful

Opt in/opt
out culture



When 'simple'
allyship can be
harmful





The Accomplice

GET IN LOSER

WE'RE TACKLING RACIAL INEQUITY AT WORK

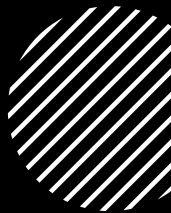




Personal values and principles



As simple as
LinkedIn



Like my post

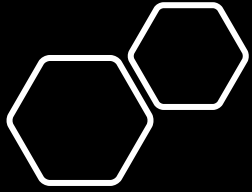


reshare in your network



Corporate Accomplice spotlight: |
Salesforce CRM |

Challenges to effective DEI success



GateKeeping

'The activity of controlling, and usually limiting, general access to something'.



Examples

“Pay your dues”

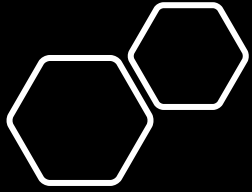
“Don’t talk like that”

“Don’t use AAVE in public”

“Competition/ “I should be the only “one””

“Only if I allow you”





Misinformation





Few Thoughts as we close



Consider holistic people, as opposed to slices of identity

Execute values of : commitment, courage, focus, openness, and respect.

Allyship is a good start, but not the end

We need more accomplices

