Public Private Partnerships (PPP) Require an Overarching Framework to Establish our Working Space and *DEIA Climate, then “Level-Up” on to Innovation.

*Diversity, Equity, Inclusion, and Accessibility (DEIA)

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Our PPP Approach Must Eliminate Barriers to Collaboration and Innovation
Beyond Buzzwords and Bystanders: A Framework for Systematically Developing a Diverse, Mission Ready, and Innovative Coast Guard Workforce

Authors: (2019) K. Young-McLear, S. Zelmanowitz, R. James, D. Brunswick, T. DeNucci

However steps in the pyramid can not be skipped.

Primarily individual and institutional psychological safety MUST be established and maintained.
Innovation
Agility to create new value, knowledge, process, product, or service

Mission Readiness
Prepared and have the resources and cohesion to complete the mission

Inclusion
Intentional continuous learning to treat others with fairness and provide equal access to resources

Moral Courage
Speak up against unethical or immoral practices

Psychological Safety
Safe to be authentic, learn, contribute, and challenge

Diversity & Equity
Harnessing the strength of differences while achieving equitable outcomes

Cultural Competence
Effectively interact across norms, cultures, and values

Reference: Framework developed by Dr. Kimberly Young-McLear
Adopted by CG Spectrum, USCGA ASEE Dean’s Diversity Initiative and others
FOUR STAGES OF PSYCHOLOGICAL SAFETY

01 AUTHENTICITY SAFETY
You are safe to explore your identity and are accepted as your full authentic self

02 LEARNER SAFETY
You are safe to learn, ask questions, and make minor mistakes

03 CONTRIBUTOR SAFETY
You are safe to exercise your judgement and contribute to work tasks

04 CHALLENGER SAFETY
You are safe to challenge the status quo or intervene against injustices

Reference: Modified from The Four Stages of Psychological Safety by Timothy Clark
Community Agreements

- Take Space, Make Space
- Ouch Oops
- Respect the pronouns of others
- Lean into discomfort
- No Quick Fixes

- Recognize that Intent ≠ Impact
- Address the Problem not the Person
- Consensus is not Community
- Community-Care is Revolutionary
- Private thoughts, public meeting
Community Partnerships must be built at formation & begins or ends with our process.

Public Universities, National Labs & Orgs

Private Companies

Innovative Fusion Energy Solutions

Communities Especially Historically Marginalized

HTI® Framework

Reference: Framework developed by Dr. Kimberly Young-McLear
Adopted by CG Spectrum, USCGA ASEE Dean's Diversity Initiative and others

‘HEALTHY TO INNOVATIVE’ FRAMEWORK

Mission Readiness
Prepared and focused on the means and methods to complete the mission

Inclusion
Intentional continuous learning to treat others with fairness and provide equal access to resources

Moral Courage
Speak up against unethical or immoral practices

Psychological Safety
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