

# nuwsletter

## nuws

In the last few months, we've welcomed a number of new folks to the nuwave family!

### Meet Robin!



Dr. Robin Mazumder is an Environmental Neuroscientist from Victoria, British Columbia.

[Learn more](#)

### Meet Kylie!



Dr. Kylie King is an Associate Professor of Analytics and Entrepreneurship at Champlain College in Burlington, VT.

[Learn more](#)

### Meet Craig!



Creative Director

As a video editor, motion graphics artist, and music producer, Craig has worked with digital media for more than two decades.

[Learn More](#)

### Meet Dominique!

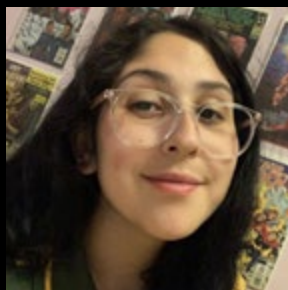


DEI Research and Data Intern

Dominique Taylor is a graduating senior at North Carolina A&T State University, earning her B.A in Liberal Studies concentrating on Applied Cultural Thought.

[Learn More](#)

### Meet Allura!



Brand Design Intern

Allura Garcia-Buckler is from Essex Jct, Vermont and is currently studying at Champlain College in Burlington, Vermont.

[Learn More](#)

### Meet Adja!



Social Media and Communications Intern

Adja Ndoe is a graduating senior at Howard University studying Health Management + Strategic Communications.

[Learn More](#)

## nu-education

### Defining and Humanizing DEI

Here at nuwave, we are committed to transforming professional spaces, educational institutions, and our communities through diversity, equity, and inclusion. Though these words are sometimes used interchangeably, they are each distinct components that work together to create a healthy space and creating a sense of **belonging**, a feeling of safety and security for people in a group.

- **Diversity\*** is the presence of difference within a given setting.
- **Equity\***: fairness of opportunity, access, and resources, based on the unique needs and circumstances of different or diverse groups
- **Inclusion\*** refers to ensuring people feel valued in a given setting.

DEI values can foster safe and productive collaborative spaces, but this is reliant on employers seeing DEI as a long-term and intentional system. Historically, businesses have used quota systems to evaluate how diverse their workplaces are without assessing qualitative data about how their employees are treated or inquiring about inclusive and equitable practices. This perspective leads people to view DEI as a tokenist or performative initiative. ([The Social Impact Show](#))

Damien Hooper-Campbell, Chief Diversity Officer at eBay, encourages employers to stray from supporting DEI initiatives through the use of buzzwords and financial investments, and instead focus on how DEI impacts emotions and experiences in the workplace. He asks his audience at a [First Round CEO Summit Talk](#) to think of an experience where they were excluded and reflect on how the event made them feel. Regardless of their race, gender, sexual orientation, or back-ground, most audience members were able to draw on their experiences and find similarities between their experiences with exclusion. By identifying exclusion in our everyday lives, we realize that the concept of inclusion is simpler than quotas or metrics. No one likes feeling excluded, so we should work together to create spaces that make everyone feel included.

*\*Note: Language is constantly changing, and we will continue to educate our-selves and share those learnings.*

## quote of the month

“We all should know that **diversity makes for a rich tapestry**, and we must understand that all the threads of the tapestry are **equal in value no matter what their color.**”

-Maya Angelou

## social media

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nuwave equity corporation

@nuwaveco

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## nu-spotlight

We'll be sharing ongoing highlights and updates in this section of the nuwsletter. This month, we are excited to share some of the DEI resources we've added or will be adding to our learning journey. With the holidays coming up, there's no better time to do some reading or binge some Netflix!

• Lily Zheng, an absolute thought leader in the DEI space, just released their new book, *DEI Deconstructed: Your No-Nonsense Guide to Doing the Work and Doing It Right*, and we can't wait for our copy to arrive!

• Steve Robbins, one of our favorite authors, speakers, and educators on inclusion, has some amazing content, and we're glad to be adding his book, *What If? Short Stories to Spark Inclusion & Diversity Dialogue*, to our toolkit.

• *13th*, a film produced by Ava Duvernay, explores the history of racial inequity in the US, with a focus on the criminal justice system.

• *Coded Bias* shares the journey of MIT Researcher Joy Buolamwini's discovery of the propagation of racial bias through the medium of technology, in some of its most emergent fields.

• *Who We Are: A Chronicle of Racism in America*, sees Jeffery Robinson, Founder of the Who We Are Project, walk us through the history of anti-Black racism in America