

Applying a Diversity, Equity, & Inclusion¹ Lens

- ✓ **Impact of the COVID-19 Crisis on Marginalized and Underserved Communities**
- ✓ **Underlying Conditions and Policies Contributing to Disproportionate Impact**
- ✓ **Strategies and Tools to Apply a Diversity, Equity, & Inclusion Lens**
- ✓ **Organizations Supporting Underserved and Marginalized Communities**
- ✓ **Financial Resources Supporting Underserved and Marginalized Communities**

¹ The Monitor Institute by Deloitte uses the social sector definitions of diversity, equity, and inclusion articulated on the [D5 Coalition's What is DEI?](#) Information page

[Monitor Institute by Deloitte](#) supports nonprofit, foundation, and corporate clients in addressing many of the world's most pressing societal challenges. Issues of diversity, equity, and inclusion (DEI)¹ are often inextricably linked to these challenges, so we—as a team and individually—are committed to actively integrating DEI considerations into our work and thinking. This means continuously deepening our understanding of the historical and current structures that can contribute to these challenges, increasing our capacity as professionals and human beings to recognize and address our unconscious biases, developing approaches to productively engage our clients in their thinking about DEI, and intentionally working to increase inclusion and the diversity of our own team and leadership. We recognize that this is an ongoing journey and may look different for each individual and / or organization, but strongly feel that a commitment to reflection and deliberate attention to DEI is essential to helping our clients make a meaningful and lasting impact on the world.


Impact of the COVID-19 Crisis on Marginalized and Underserved Communities

Marginalized and underserved populations with inconsistent access to healthcare, education, and economic opportunities are likely [grappling with additional challenges](#) during the COVID-19 crisis; those may include:


HEALTH

COVID-19 is **disproportionately impacting some populations** in the U.S.

- Data from the Centers for Disease Control and Prevention (CDC) indicates that **8 out of 10 COVID-19 deaths** reported in the U.S. have been in **adults ages 65+**

 [Black Americans have a mortality rate](#) that is **2.2x higher** than the rate for Asian Americans and Latinos, and **2.4x higher** than the rate for White Americans

- [Black Americans](#) have a higher **mortality rate than White Americans** in many communities across the US, sometimes as much as 6x more

 Low income neighborhoods have had typically higher mortality rates, [poorer neighborhoods in NYC have had more cases & deaths than rich neighborhoods](#)

EDUCATION

Many educators are concerned that the COVID-19 crisis will [exacerbate inequities](#) for students, especially in districts with limited resources

- 17% of U.S. students do not have access to computers at home and **18% do not have access to broadband**
- Some teachers in **low-income districts** have reported that [nearly one-third of their students](#) are **not logging on or engaging in daily activities** – **three times** the amount of disengagement reported from teachers whose districts have fewer students from families living in poverty

ECONOMIC AND FINANCIAL

Policies encouraging people to work from home **disproportionately impact low-income workers and racial minorities**

- Only **16% of Latino workers** and **19.7% of African American workers** can work from home effectively
- Essential jobs are [disproportionately held by women](#), making up more than 66% of the grocery store and fast food workers, and 75% of the healthcare workers
- [Less than 30% of the overall workforce](#) can work from home effectively, according to analysis from the Bureau of Labor Statistics
- A [disproportionate number of LGBTQ people work in restaurants](#) (15%) compared to their non-LGBTQ peers (6%)




Underlying Factors and Policies Contributing to Disproportionate Impact

Data and observations have suggested that the COVID-19 crisis has impacted certain racial and ethnic minority groups more than others; several factors contribute to a [higher mortality rate specific to COVID-19](#) for racial and minority ethnic groups¹

HEALTH

Existing health disparities, such as **poorer underlying health** and **higher barriers** to getting health care, might make some groups more vulnerable than others ¹


- The [higher burden of comorbidities](#) is largely due to **structural and socioeconomic factors** (not genetic) along with [systemic inequalities](#)
- Lack of **access to health insurance** and medical facilities and [living in food deserts](#) makes it difficult to receive care if sick
- People in [low-income neighborhoods](#) are more likely to **hold jobs identified as “essential”**, increasing the risk of exposure, as seen in data from [Boston](#) and [NYC](#)

 Older LGBTQ Individuals are [particularly vulnerable](#) as systematic lack of access to healthcare, higher rates of diseases like HIV and other factors might exacerbate the impact

EDUCATION

Gaps between the country’s poorest and wealthiest schools around access to [basic technology and live remote instruction](#) have further identified socioeconomic disparities


- Many public school districts have focused a lot of their **early resources on food security** as food insecurity [affects less-resourced districts](#) more than it does wealthier districts
- In addition to disparities in access to remote learning resources, students and families relying on **school-based programs, including meals, counseling, after school activities,** and other resources may experience [additional challenges during the pandemic](#)

 Lack of a [consistent paid leave](#) program for parents can be additional stressors on the family; many workplaces do not cover all genders equally with their existing policies around paid leave for child education

ECONOMIC AND FINANCIAL

The types of work and **policies in the work environments** across industries can also contribute to risk factors and impacts associated with the Covid-19 Crisis

- A disproportionate [number of racial minorities lack access to paid sick leave](#) making it harder to take leave when feeling sick
- [Lack in PPE provided](#) to workers in essential industries has increased the risk of infection among some communities
- [Residential housing segregation](#) has been a factor to racial and ethnic minorities being more likely to live in densely populated areas

 Lack of accessible [childcare](#) and unequal distribution of household chores affects women in many households



Strategies and Tools to Apply a Diversity, Equity, & Inclusion Lens

Organizations planning for rebuilding and recovery can consider incorporating inclusive practices to support communities and stakeholders most at risk



Examine **current policies and programming with a DEI lens during the crisis**¹

- Identify populations that may be most affected and **consider changes to address distinct challenges**
- View solutions from the lens of **accessibility and ableism** when developing tools and other opportunities intended to assist with rebuilding and recovery




Consider realigning organizational goals and processes to have a “[Racial Justice](#)” lens, focusing on **building civic, cultural, and political power by those most impacted**

- Pause and **examine the process at important inflection points** (hiring, volunteering, recruiting) and reconfigure where required



Consider using the [Value, Problem, Solution, and Action \(VPSA\)](#) framework to center language around inclusion, empowerment, and justice when talking about COVID-19 and organizational responses

OTHER RESOURCES

- [Deloitte's D&I Services](#): Collection of POVs on Diversity, Equity, and Inclusion
- [AWAKE to WOKE to WORK](#): A framework by Equity in the Center to understand the cycle organizations may go through to put racial equity at the center of its culture
- [COVID-19: Using a Racial Justice Lens Now to Transform Our Future](#): strategies that funders can consider to actively fund and support organizations’ DEI efforts
-  [Workplace Policies and Practice Strategies](#): considerations for retaining female talent