

## **Conscious Inclusion and Allyship**

### **Learning Objectives:**

1. Develop an understanding of diversity, equity and inclusion concepts
2. Explore personal identity and increase self-awareness
3. Discuss effective allyship behaviors vs. performative allyship
4. Discuss strategies to mitigate bias in the workplace
5. Learn to build healthy relationships with people across varying social identities

### **Abstract:**

In this session, we will explore the behaviors of allyship and encourage a more active and intentional leadership approach to how equity and inclusion are understood and practiced. We will take a deep dive into key concepts related to inclusion and allyship, including awareness vs. action, personal identity, performative allyship, and bias.

### **Presenter: Danyelle Granger, MPA**

**Bio:** Danyelle Granger is an equity and inclusion practitioner and strategist with over 18 years of leadership experience in corporate and nonprofit organizations. She designs and delivers interactive training and consulting that engages organizations in addressing challenges with high-impact, sustainable solutions.

Danyelle is a thought leader with deep knowledge of cultural competence development, racial equity, and cultivating inclusive spaces for marginalized groups. As a skilled facilitator and coach, she helps individuals translate diversity, equity, and inclusion concepts into actionable behaviors to be more effective leaders. She is currently Senior Manager, Global DE&I and Talent Programs for AGCO, a worldwide manufacturer and distributor of agricultural machinery and precision ag technology.

As a community connector, Danyelle currently serves as board president of Habitat for Humanity of Evansville, board vice president of Girl Scouts of Southwest Indiana, and is a mayoral appointee to the City of Evansville's DEI Council. She has been recognized as an ATHENA finalist, Top 15 Diversity Champion by Global Diversity Magazine, Top 100 Under 50 Executives by Diversity MBA Magazine, and additional national and local honors.

Danyelle earned a bachelor's degree in business management from Ball State University and a master's degree in public administration from University of Southern Indiana. She also holds a certificate in nonprofit board consulting from BoardSource.