

D&I Conference 2026

# Reframing

# DEI

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she/her

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A photograph of an airplane cabin interior, showing rows of seats and overhead storage bins. The lighting is dim, and the overall tone is somewhat somber. The text is overlaid on the image.

**How did we get *here*?**

What needs to change to keep moving forward?

# Future proofing & reframing DEI

1

**Broaden  
invitation**

2

**Adapt our  
approach**

3

**Evolve our  
language**

4

**Shared  
responsibility**



1

**Broaden  
invitation**





Skin Colour

Race

Age

# Waterline of Visibility



2

# Adapt approach





**Corporate  
tick boxing**



**Activism**





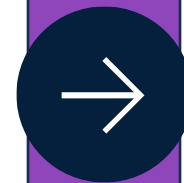
3

**Evolve  
language**



# What we *say* vs what we *mean*

**DEI**



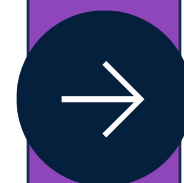
**People doing their best work**

**Compliance**



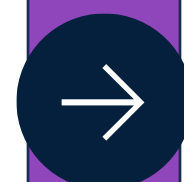
**Making better decisions**

**Allyship**



**Supporting each other**

**Underrepresented groups**



**Different lived experiences**



4

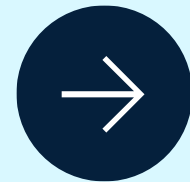
# Shared responsibility



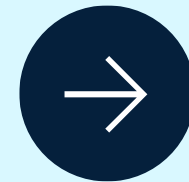
# DEI is *everyone's* responsibility



**Map it out**



**Find opportunities**

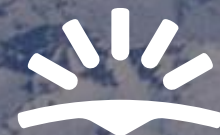


**Measure accountability**

Final thoughts

**Where are you in this *journey*?**

**And what can you do to ensure  
the *work continues*?**





**Thank You**

