

Advancing the Principles of Diversity, Equity, Inclusion, Belonging (DEIB) – Respect, Courtesy, and Civility

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OVERVIEW

- We must increase awareness and acknowledge that self-reflection is a key component to advancing the principles of Diversity, Equity, Inclusion, and Belonging. We must examine the intersectionality of diversity to create safe, welcoming, comfortable spaces.
- Learning Outcomes
 1. Increased knowledge about the application of DEIB principles
 2. Understand application of principles of DEIB
 3. Increase knowledge of DEIB principles to create inclusive, safe, welcoming, comfortable spaces with an atmosphere of respect, courtesy, and civility.



READY? SET? |



GEAUX - GET UNCOMFORTABLE !!!!

PICTURE THIS

Write down your first thought about the person in the photo



PICTURE THIS

Write down your first thought ...

FEEL THIS

Now down your first feeling about your thought about the person in the photo



PICTURE THIS

Write down your first thought about the person in the photo



PICTURE THIS

Write down your first thought ...

FEEL THIS

Now down your first feeling about your thought about the person in the photo



PICTURE THIS

Write down your first thought about the person in the photo



A group of people, including women and a young boy, are walking away from the camera on a city street. They are crossing a crosswalk. The woman in the center is wearing a purple long-sleeved shirt and black pants. To her left, a woman is wearing a black t-shirt and light-colored pants. Further left, another woman is wearing a light-colored short-sleeved shirt and dark pants. To the right of the woman in purple, a young boy is wearing a maroon t-shirt with text on the back and shorts. Further right, a woman is wearing a white t-shirt and dark pants. In the background, there are parked cars and a building. The scene is brightly lit, suggesting it is daytime.

PICTURE THIS

Write down your first thought ...

FEEL THIS

Now down your first feeling about your thought about the person in the photo



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PICTURE THIS

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PICTURE THIS

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PICTURE THIS

Write down your first thought about the person in the photo



A woman with dark skin and long dark hair is wearing a large, elaborate headpiece made of white and black flowers. She is wearing a black and white zebra-print robe. She is standing in a jewelry store with a pink floral patterned wall. To her left, there is a black jewelry stand with several necklaces. To her right, there is a pink door with a gold handle and a row of gold lights. The text "PICTURE THIS" is overlaid on the left side of the image.

PICTURE THIS

Write down your first thought ...

FEEL THIS

Now down your first feeling about your thought about the person in the photo



PICTURE THIS

Write down your first thought about the person in the photo





PICTURE THIS

Write down your first thought ...

FEEL THIS

Now down your first feeling about your thought about the person in the photo



PICTURE THIS

Write down your first thought about the person in the photo



A man with short dark hair and a slight beard is sitting in a wheelchair. He is wearing a red, white, and blue plaid button-down shirt over a white t-shirt, and bright red pants. He is looking directly at the camera with a calm expression. His hands are resting on his lap. A black wristband is visible on his left wrist. The background is a weathered, grey concrete wall with some rusted metal elements on the left and right sides.

PICTURE THIS

Write down your first thought ...

FEEL THIS

Now down your first feeling about your thought about the person in the photo





WHAT IS BIAS?

- prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
- Consider your biases based upon the photos we reviewed.....



BIAS

- Unconscious attitudes and stereotypes
- Pervasive
- May or may not align with declared beliefs
- Favor the familiar
- Extremely malleable

Unfamiliar people, places,
situations

Freeze, flight, or fight

WE ALL HAVE IT....



WHY???

RESEARCH SHOWS

- If you're Latinox you'll get less pain medication than a white patient.
- If you're an elderly woman, you'll receive fewer life-saving interventions than an elderly man.
- If you are a man being evaluated for a job as a manager, you will be given more mentorship, judged as more capable, and offered a higher starting salary than if you were a woman.
- If you are an obese child, your teacher is more likely to assume you're less intelligent than if you were slim.
- If you are a black student, you are more likely to be punished than a white student behaving the same way.

FILTERS AND TRIGGERS

Microaggressions

- But you don't look ...
- But you don't sound like ...
- I am not a racist/homophobic but...
- You are pretty for a ...
- What does she want ...



RESEARCH SHOWS

- Resume's with ethnic names are ignored
- Women are interrupted more when speaking
- 60% of American CEOs are over 6' tall
- Difficulties accessing medical care for folks who identify as transgender

THE PROCESS



EMBRACE



RECOGNITION

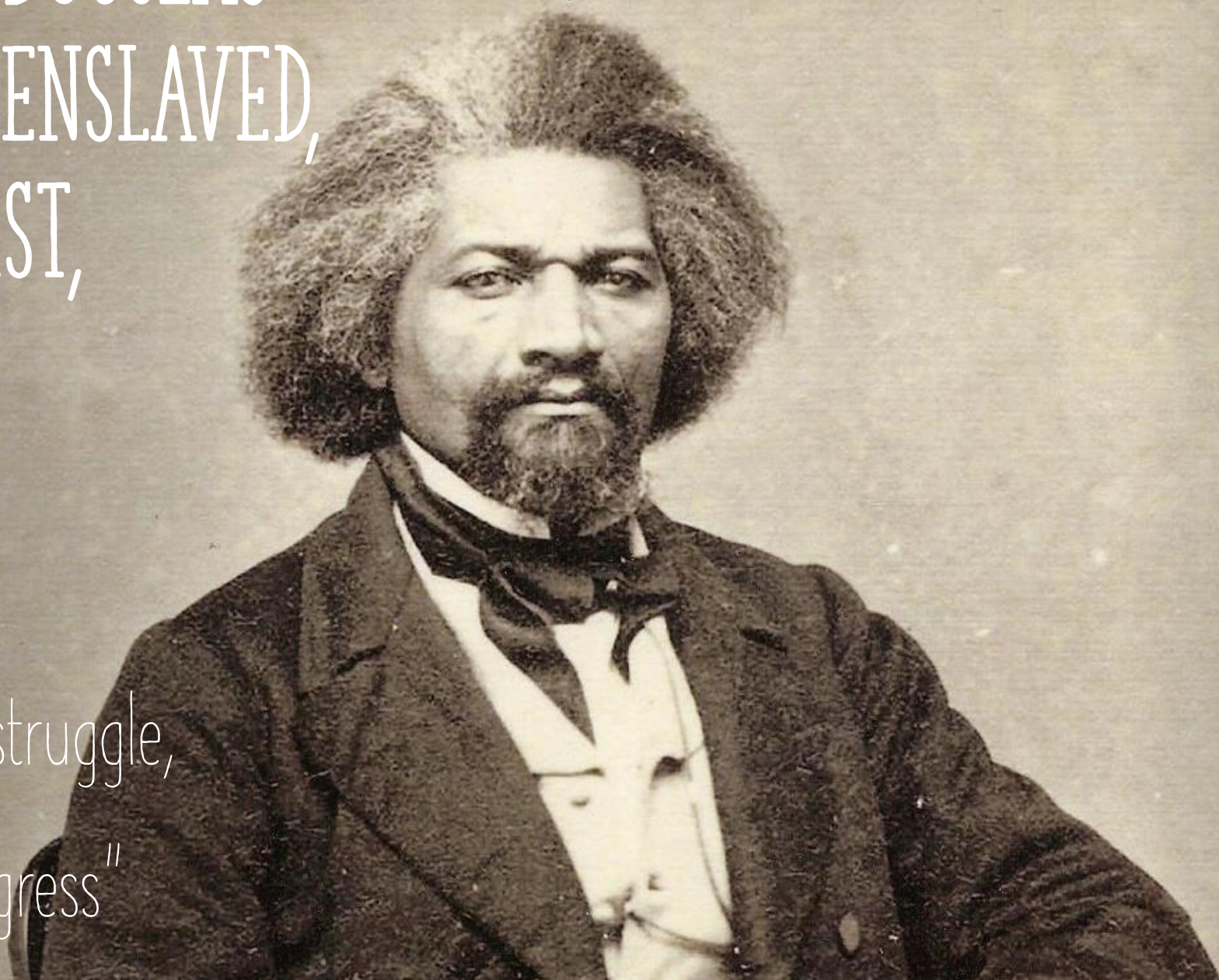


ACCEPTANCE



AVOID THE INFLUENCE

FREDERICK DOUGLAS -
FORMERLY ENSLAVED,
ABOLITIONIST,
SPEAKER
1817-1895



"If there is no struggle,
there is no progress"

INCLUSION
BEGINS WITH


I

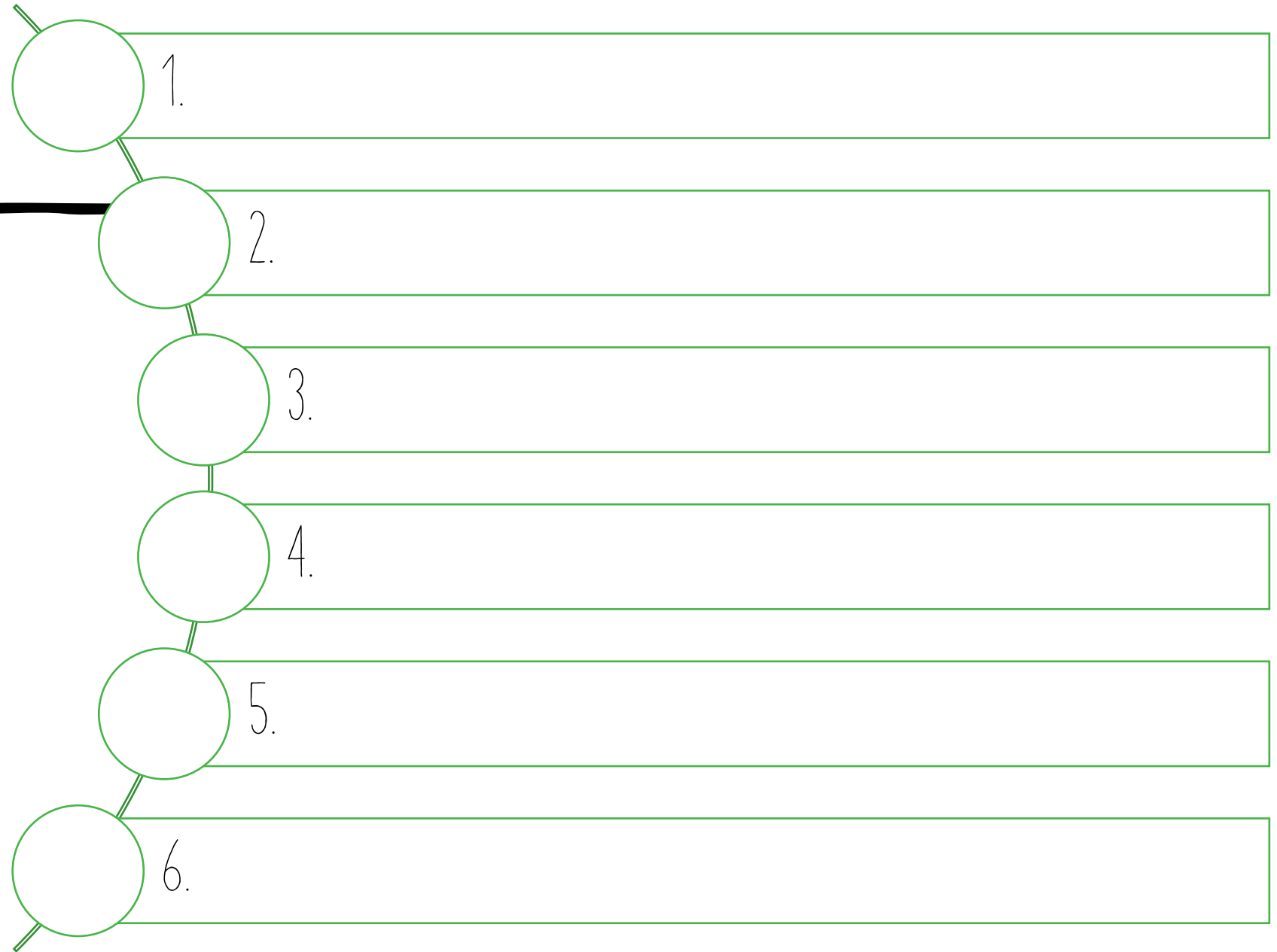




ACTIVITY

- CIRCLE OF TRUST

- Use the chart 
- Make a list of six people you trust that are not your family members
- Wait for more instructions



- 1.
- 2.
- 3.
- 4.
- 5.
- 6.



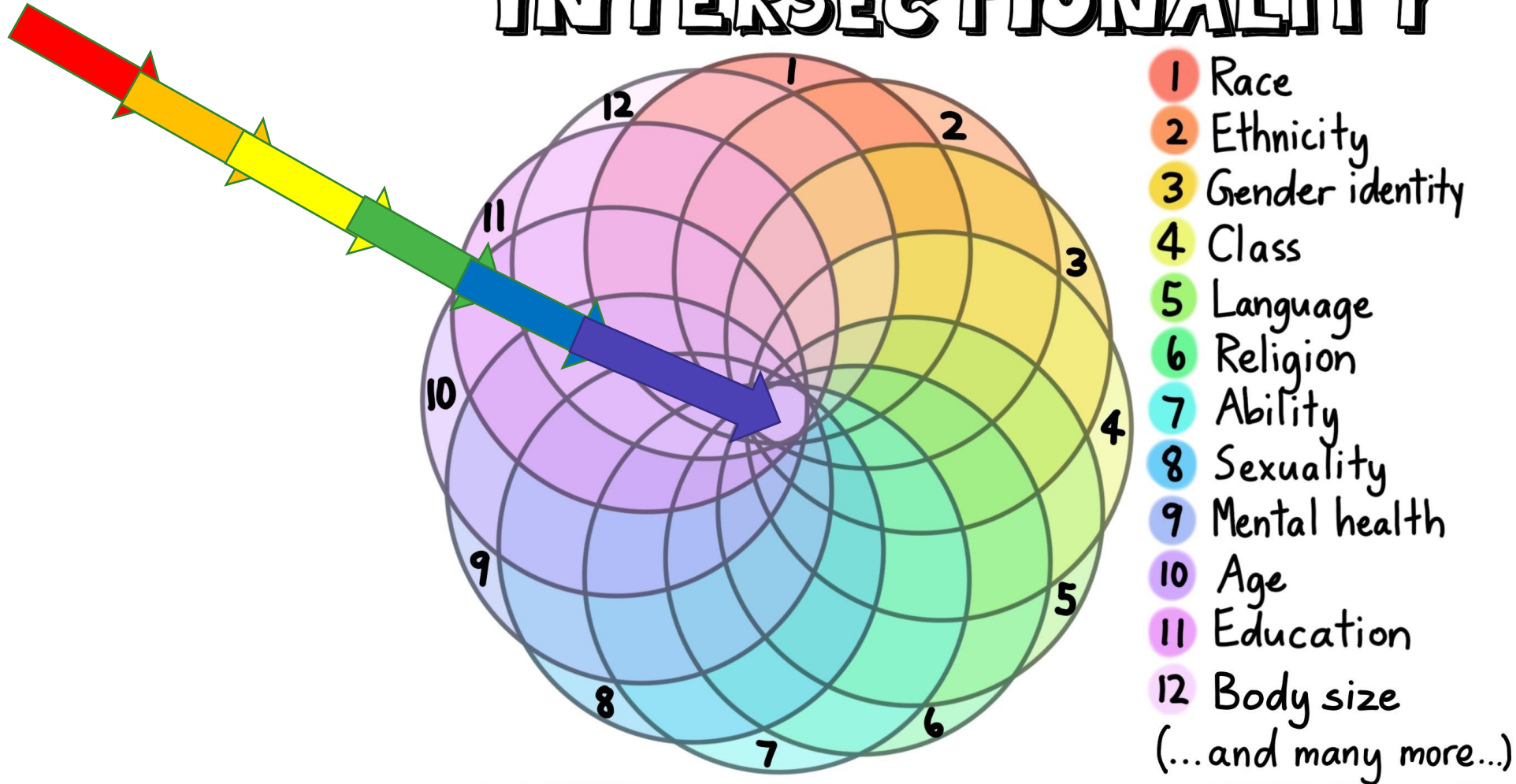
IT IS NEVER TOO LATE TO
GIVE UP YOUR PREJUDICES.

Henry David Thoreau

DIVERSITY IS BIGGER THAN GENDER

What are some diverse characteristics of folkx you interact with?

INTERSECTIONALITY



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

– Kimberlé Crenshaw –

GEN Z (BORN 1996-2004)

59% believe forms/paperwork
should include more than
male/female gender options

35% know someone or they use
gender neutral pronouns

<https://www.pewresearch.org/social-trends/2020/05/14/on-the-cusp-of-adulthood-and-facing-an-uncertain-future-what-we-know-about-gen-z-so-far-2/>

9/15/2022



GEN Z (BORN 1996-2004)

Culturally Diverse

25% Latinx

15% Black

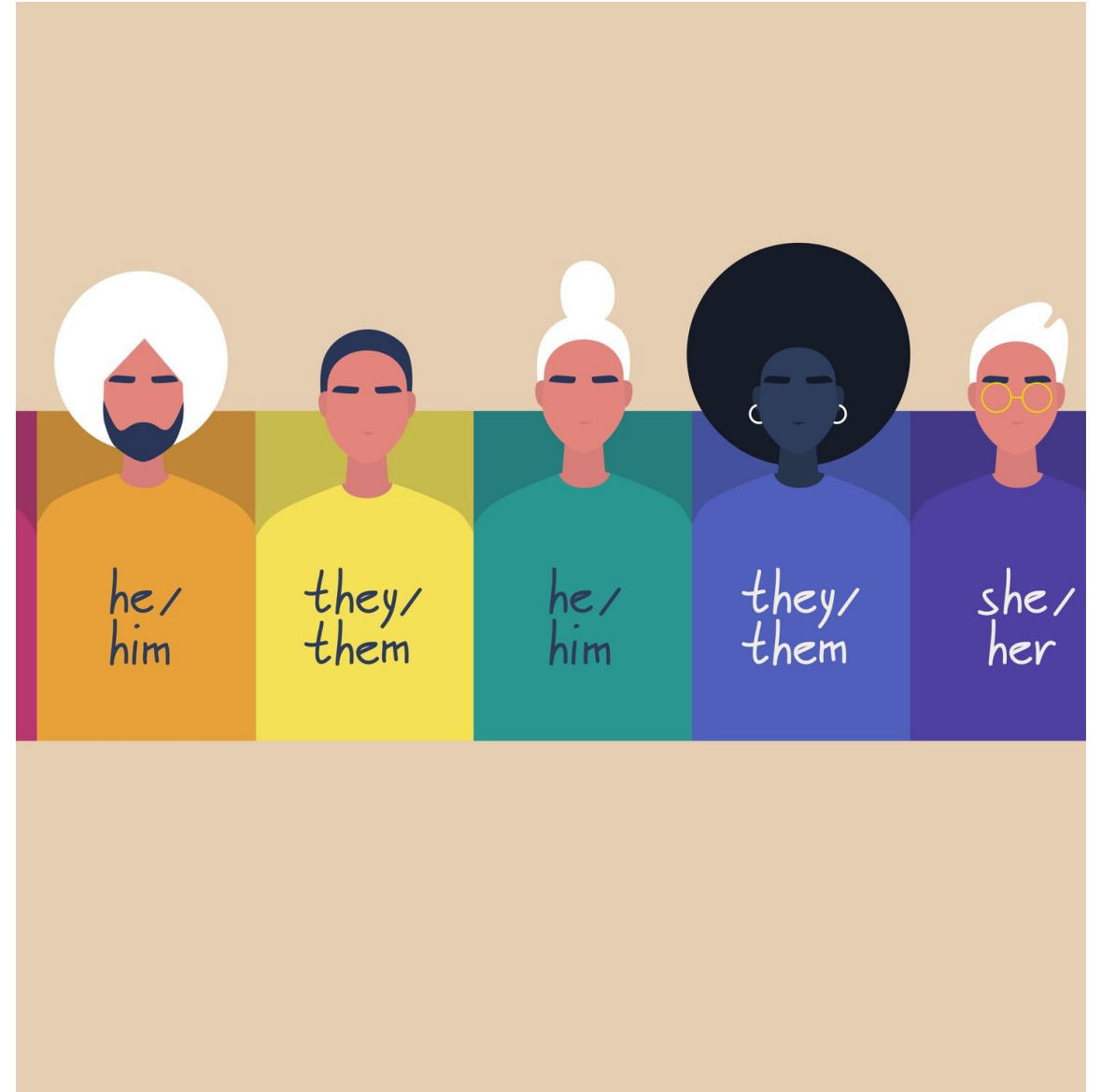
66% indicate people who are black
are treated < fair



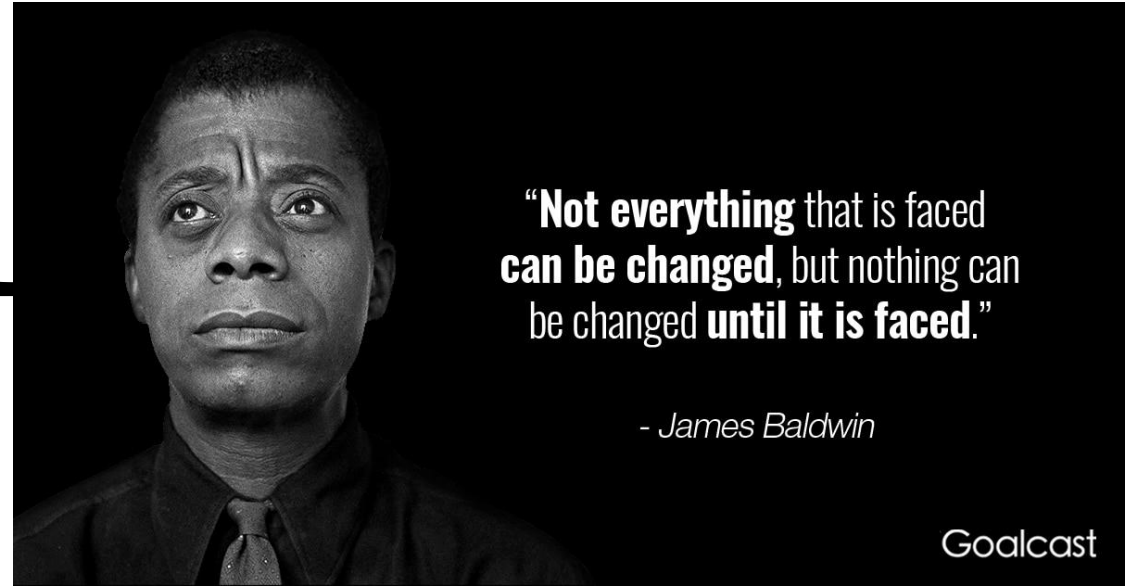
designed by  freepik

GEN Z (BORN 1996-2004)

1 in 6 identify as LGBTQIA2S
and not heterosexual



QUESTIONS TO ASK YOURSELF...



- Where is the thought/feeling response coming from? What triggered my intense reaction in this situation or with this person/people? Location? Place? Language?
- What previous experiences have contributed to my current reaction? What future experiences would support me in my effort to change my future reactions?
- AND... am I willing to participate in the ongoing change process of serious self-examination to increase my awareness about the reactions I experienced?

DIVERSITY





EQUALITY

EQUITY



BELONGING - NOT JUST INVITED
TO THE PICNIC (MEETING) YOU
ARE ACTIVELY PART OF THE
PLANNING




DIVERSITY IS BEING
INVITED TO THE PARTY.

INCLUSION IS BEING
ASKED TO DANCE.

EQUALITY IS BEING ON
THE PARTY PLANNING
COMMITTEE.

#diversitymatters



But another thing is the way
you ask the question as well.

MY EXAMPLES OF HOW I HAVE NOT HONORED DEIB PRINCIPLES

- Assuming pronouns at a training
- Assuming large folks can't dance
- Assuming people living in certain suburbs are 'not as smart as me'
- Assuming people with disabilities don't have contributions to make
- Assuming people working at certain agencies are difficult to collaborate with
- Assuming I know how to pronounce new co-worker's name

PLAN

What	When	Notes
Take the Implicit Associations Test https://implicit.harvard.edu/implicit/		
Identify situations that are triggers for your bias		
Recognize when your bias is activated and act friendlier and less threatened		
Identify your positive stereotypes		
Hang out with people that are different and have different attitudes		
Seek out media that helps you learn about other cultures and ethnicities		

SUMMARY OVERCOMING BIAS

AND REPEAT AFTER ME:

**NO MATTER HOW OPEN-MINDED,
SOCIALY CONSCIOUS, ANTI-RACIST
I THINK I AM, I STILL HAVE OLD,
LEARNED HIDDEN BIASES THAT
I NEED TO EXAMINE.**

**IT IS MY RESPONSIBILITY
TO CHECK MYSELF DAILY FOR MY
STEREOTYPES, PREJUDICE AND,
ULTIMATELY, DISCRIMINATION.**



© CARTOON
CALLED LIFE

SUMMARY OVERCOMING BIAS - EXAMINE YOUR PRIVILEGE

Active Process

Lifelong

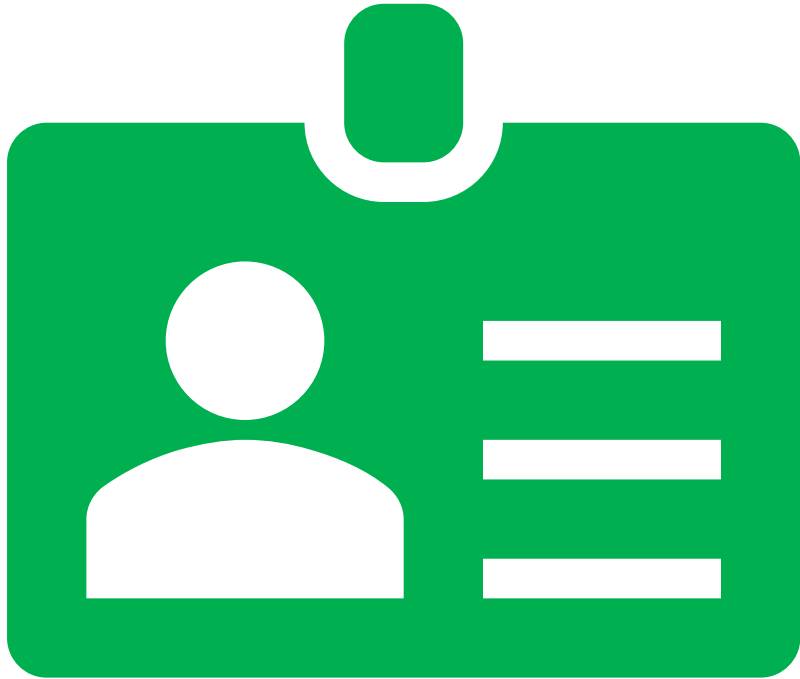
Continuous Awareness

Diversity
Equity
Inclusion
Belonging



SUMMARY

- My Dad always said 'treat other people the way you want to be treated'
- BUT
- It is more than that to implement the principles of DEIB
- Treat others the way **THEY** want to be treated
- **Respect, Courtesy, and Civility**



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RESOURCES

- Workbook for Me and White Supremacy by Layla F. Saad.
- The People's Institute for Survival and Beyond - Undoing Racism - www.pisab.org
- **A Cure for Racism** - <https://youtu.be/au5W7NhkV5g?t=4>
- **What I am Learning from my White Grandchildren** - <https://youtu.be/u5GCetbP7Fg?t=7>
- **The Color of Man by Robert Cohen**
- Racial Equity Tools - <https://www.racialequitytools.org/act/communicating/implicit-bias>
- Color Blind or Color Brave by Mellody Hobson - <https://blog.12min.com/color-blind-or-color-brave-summary/#:~:text=However%2C%20Mellody%20Hobson%2C%20in%20her%20TED%20talk%20%E2%80%9CColor,Instead%2C%20it%20can%20only%20make%20the%20things%20worse>
[e](#)
- PFLAG - www.pflag.org
- National Center for Transgendered Equality - www.tranequality.org
- The Advocacy Network on Disabilities - www.advocacynetwork.org
- The Arc of United States - www.thearc.org

REFERENCES

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- Is This How Discrimination Ends? Jessica Nordell
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- 9 Resources for Teaching About Unconscious Bias retrieved from
<https://humaneeducation.org/blog/2017/9-resources-teaching-unconscious-bias/>
- Judge Not, Lest Ye Be Judged by the Institute for Humane Education
<https://humaneeducation.org/wp-content/uploads/2012/11/JudgeNot2013.pdf>
- 6 Ways to Overcome you Biases for Good. Alice Boyes, PhD for Psychology Today.
<https://www.psychologytoday.com/us/blog/in-practice/201508/6-ways-overcome-your-biases-good>