



Human In Common

Diversity + Ethical Upstander© Training

Diversity, Equity & Inclusion Anti-Racism

Pre-Workshop Webinar



Deborah Cohen

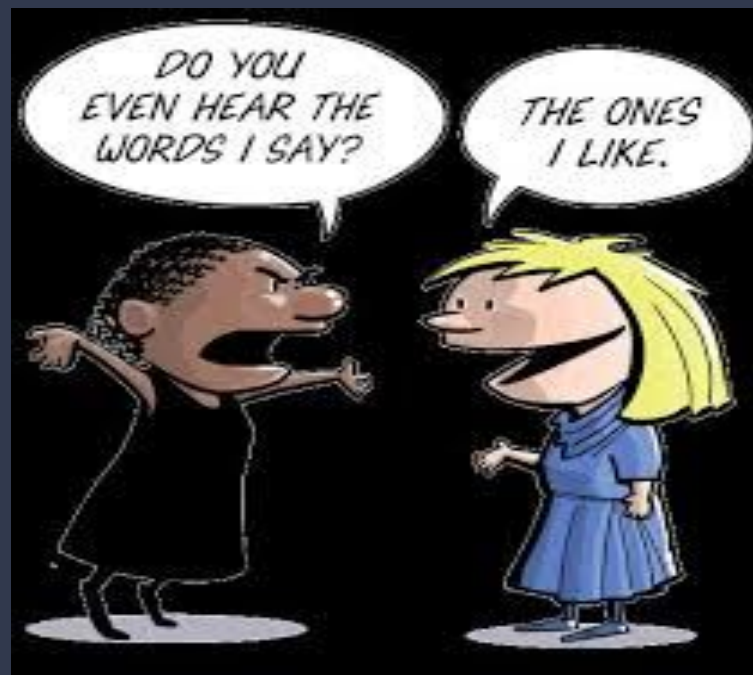


Nialena Ali



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Language & concepts



I don't want to sound offensive!

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**“Our goal is to establish language that is gender-neutral,
ethnic-neutral, and age-neutral, while celebrating
our spirit of diversity.”**

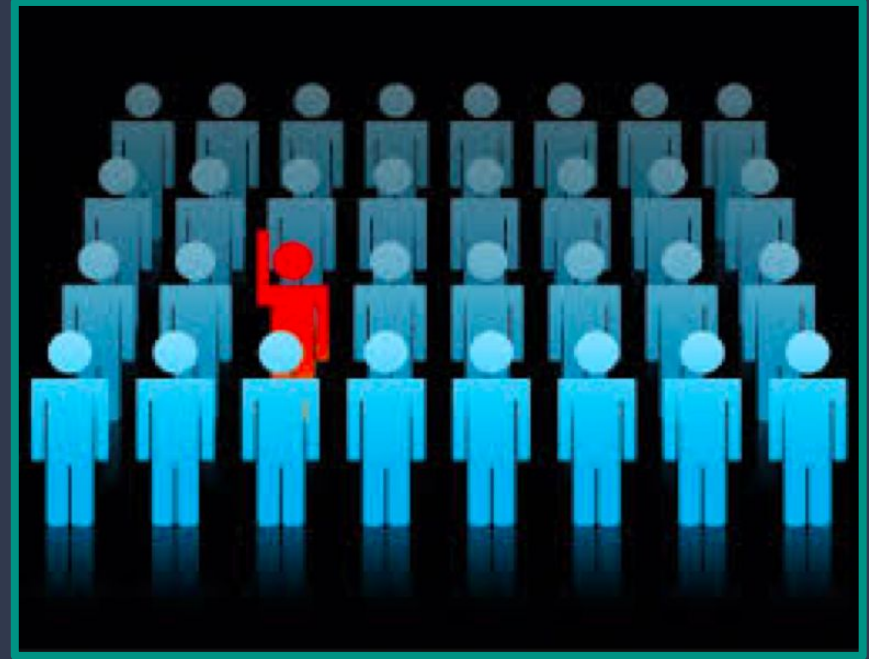
Diversity



Differences between us that affect advantages and privileges or barriers to opportunities and resources. Can include: race and ethnicity, sex, gender expression, sexual orientation, disability, immigration status, age, class and religion.

Diversity is NOT:

- An individual
- A single event
- Just about skin color
- Not all differences
- Someone else's responsibility



Inclusion

Celebrate, appreciate and amplify the identities, voices, values, priorities and leadership of those who have been marginalized.



Inclusion is NOT:

- Ignoring differences
- Assimilation
- Accommodating
- Tolerance



Inclusion + Diversity

- Welcoming, culturally-relevant environment to meet the needs of the social identities within the organization and in the communities served
- Cultural humility

Cultural Humility Do's

- Assume there are many different cultural beliefs and practices that are valid and valuable
- Assure people of marginalized social/cultural identities are in leadership and decision-making positions
- Include consumers/clients/staff of marginalized identities in committees, decision-making
- Conduct climate surveys; create practices of dialog to address concerns, deepen empathy and knowledge
- Understand that organizations benefit from diversity

Equality vs. Equity

- Equality: Treating everyone the same.
- Equity: Treating people in a way that results in a fair outcome



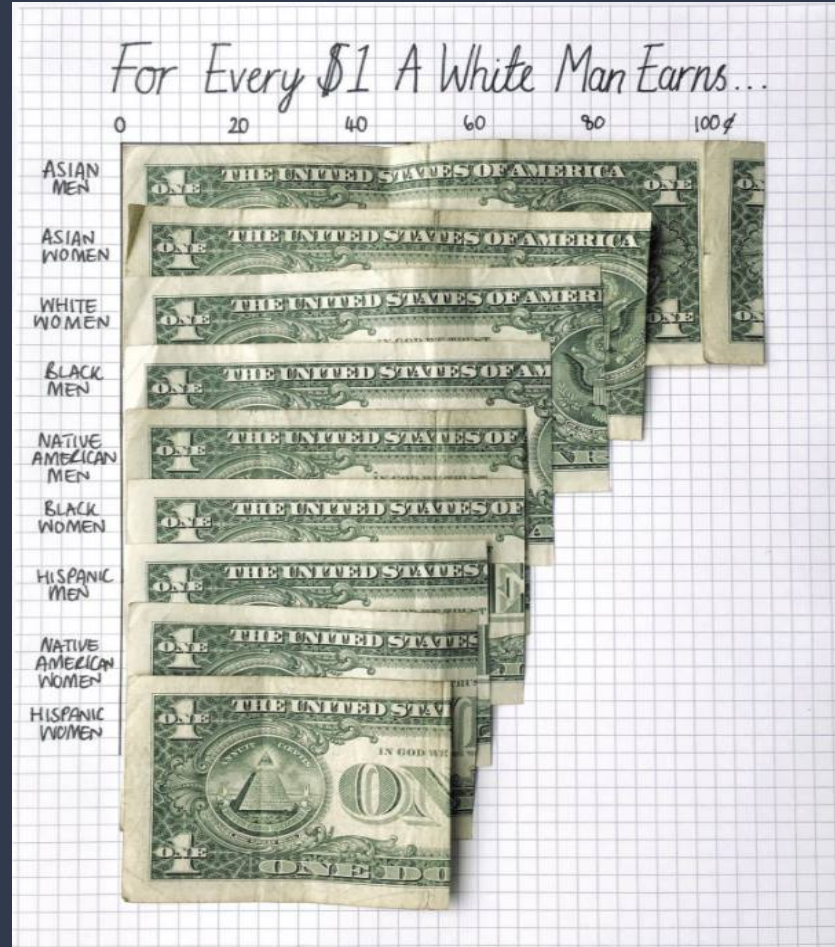
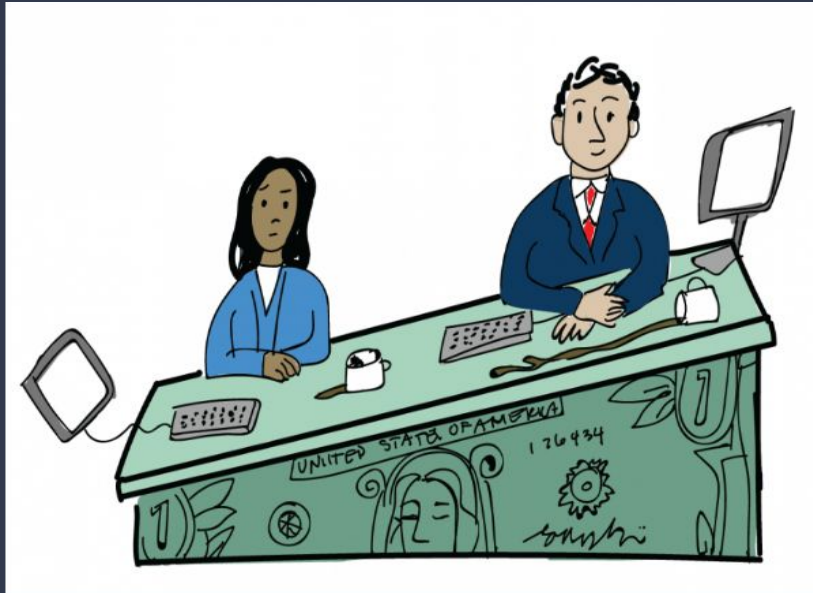
Inequity

Unfair, avoidable outcome that results from power imbalances and injustice

Often compounded by covering up the conditions which cause the outcome

MONEY MATTERS

The wage gap by gender & race



Diversity + Equity + Inclusion

Dismantling the barriers that prevent people with marginalized social identities from actualizing their full potential or from fully engaging in all aspects of society.

Systemic Racism

“Institutional systemic policies, practices and economic and political structures which place minority racial and ethnic groups at a disadvantage in relation to an institution's racial or ethnic majority. It is reflected in disparities regarding wealth, income, criminal justice, employment, housing, health care, political power and education, among other things.

-African American Policy Forum

White Supremacy

A range of racist beliefs including:

- There are distinct genetic races
- White people are genetically superior to Black and Brown people
- White people should dominate over Black and Brown people
- White culture should be considered the norm
- Whites should live, learn and work separately from Brown & Black people
- The White race is in danger because Jews have allowed non-Whites to flood into the country

White Supremacy

“...political, economic and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings.”

-David Gillborn

PREJUDICE

Unreasonable, preconceived feelings, opinions, or attitudes, especially of a hostile nature, regarding an ethnic, racial, religious or social identity group

RACISM = PREJUDICE + POWER

Implicit Bias

- **Thoughts, feelings, attitudes that are beyond conscious awareness**
- **Tendency to favor one thing over another**
- **Not inherently a bad thing**
- **Mental shortcuts our brain takes to make sense of a complex world**
- **May influence: perceptions, judgment, decision making, behavior**

Implicit Bias

- Every has implicit bias
- Implicit biases are malleable.
- Can be learned and unlearned
- Implicit bias tends to favor privileged groups*

PRIVILEGE

- The unearned advantage over others purely by social identity
- Compounded by an unwillingness to acknowledge such advantages
- What you don't have to worry about



Types of Privilege

- Sex
- Race/Ethnicity
- Skin color
- Geographic
- Economic
- Gender
- Sexual orientation
- Ability
- Age
- Body Size
- Religious
- Citizenship status

Using Our Privilege for Good



White People/Racism



**Citizens/
Xenophobia**



Men/Sexism



**Able Bodied
People/Ableism**

Ethical Upstander

One who takes decisive measures to:

- ★ Create diverse, equitable and inclusive communities
- ★ Interrupt harmful behavior
- ★ Engage in allyship of marginalized social identity groups
- ★ Listen, learn, shift your own thinking, language & behavior
- ★ Invite and welcome others to be Ethical Upstanders