

CREATING A CULTURE OF DIVERSITY AND INCLUSION

MIMH DIVERSITY TRAINING

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Disclaimer

Every effort has been made to present accurate and up-to-date information during the following presentation. Recognition must be given however to the current, rapidly evolving climate regarding the concepts surrounding diversity, equity and inclusion. Please contact MIMH at conferences@MIMH.edu with any comments, questions or concerns and thank you in advance for understanding any misrepresentation is unintentional.



Pretest



1. Equity means everyone has access to the same opportunities-True or False
2. Microaggressions is an intention act of discrimination. True or False
3. Prejudice is a result of hatred and ignorance. True or False
4. The term “guys” is inclusive language. True or False
5. An example of Cultural Assimilation is when some speaks Spanish with family and English with friends. True or False






WHAT'S THE DIFFERENCE BETWEEN DIVERSITY, INCLUSION, AND EQUITY?

1. Take out a piece of paper or open a blank document on your computer and jot down our three keywords: diversity, inclusion, and equity. Now define them. Write buzzwords, bulleted definitions, or whatever comes to mind.
2. What do you notice? Are there clear differences between the terms? Is there overlap? Do you feel able to explain how they all relate?





The difference between Diversity, Equity, and Inclusion?

Diversity- The presence of difference within a given setting

Equity- Everyone has access to the same opportunities

Inclusion- Addresses people with different identities, feelings, or being valued within a given setting



Diversity Examples



Race

Religion

Sexual orientation

Ethnicity



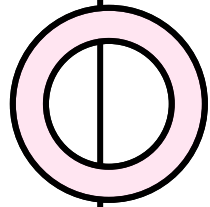
Thought Exercise

1. Think for a moment about the diversity of your own team or workers in your organization. How do you feel? Make some notes.
2. Follow-up question: How would your feelings and reactions change if you were of a different race, gender, sexual orientation, or religion than you are?

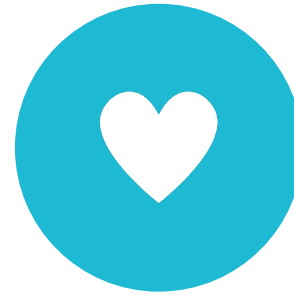


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Components of Inclusiveness



FEELING A SENSE
OF BELONGING



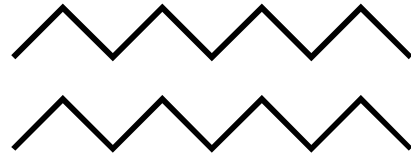
FEELING VALUED



ACCESS TO
RESOURCES



HAVING A VOICE TO
SHARE OPINIONS

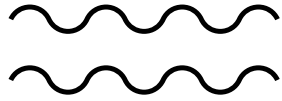


ONE OF
THE BEST
EXAMPLES
OF
EQUITY

“I HAVE A DREAM
THAT ONE DAY
THIS NATION WILL RISE UP
AND LIVE OUT
THE TRUE MEANING
OF IT’S CREED -
WE HOLD THESE TRUTHS
TO BE SELF-EVIDENT:
THAT ALL MEN
ARE CREATED EQUAL.”

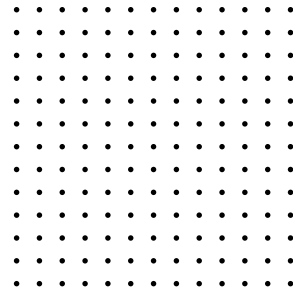


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Are you using Inclusive Language?



Acknowledges diversity, conveys respect to all people, is sensitive to difference and promotes equitable opportunities

Don't assume one person represents all members of a particular community but acknowledges their experience and knowledge as a member of that community

Examples of Inclusive Language:

-Introducing yourself with your pronouns: I am x, the pronouns I use she/her, him/he


-Avoiding terms like "guys" for everyone and using gender neutral terms such as staff members, students, friends



Inclusive Language Guide

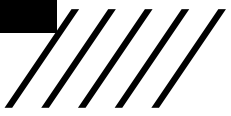
A culture of inclusion


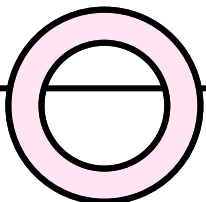
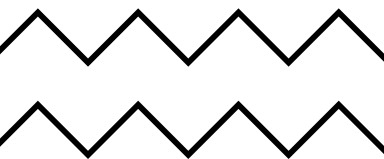
“_makes the world a better place for everyone! Building a welcoming environment begins with how we speak with one another. The District's Inclusive Language Guide serves as the foundation for respectful and welcoming communication with coworkers and residents. Cosumnes Community Services District believes everyone in our community should feel safe and connected”.



INCLUSIVE LANGUAGE

positively reflects the richness of the diversity of our community by acknowledging the lifestyles, experiences and values of a wide variety of people.





A few things to be aware of in the process of creating a more equitable and inclusive environment.

- Code-switching is adjusting one's style of speech, appearance, behavior and expression in ways that will optimize the comfort of others in exchange for fair treatment, quality service, and employment opportunities. "Expecting someone to code-switch does not recognize and support their full multitude of identities."

<https://www.tenthousandcoffees.com/blog/4-actions-you-can-take-to-build-a-more-equitable-diverse-and-inclusive-workplace>





LGBTQ Inclusive Language

Don't

X Ladies, gentleman, guys, girl

Maternity Leave and Paternity Leave

Husband, wife, boyfriend, girlfriend

What are your preferred pronouns

Mr. Ms. and Mrs.

Sexual preference

Do

Colleagues, team, people

Parental leave

Partner, spouse

What pronouns do you use?

First names, non-gender

Sexual orientation

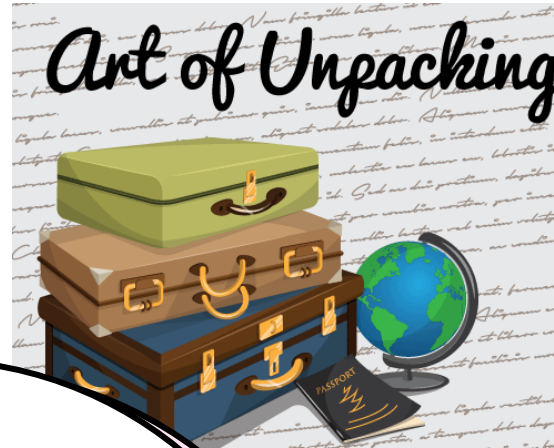




Breakout Time

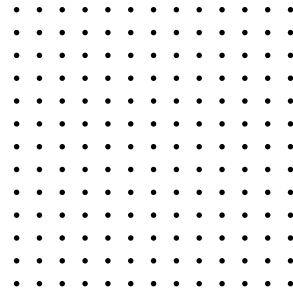
- Share a time when you should have used inclusive language.





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Understanding the difference between Gender, Sex, and Sexuality



- Gender refers to how a person views themselves and interests with others. A person can identify as male, female, on a spectrum between these, or neither (Jay, Shania. A Guide to Using LGBTQ Inclusive Language in the Workplace. AIHR)
- A person's sex is based on the biology of their anatomical characteristics
- 31% of LGBTQ faced discrimination at work and microaggressions while at work
- 1/4 left a job because they didn't feel accepted

Instead of men and women, use everyone.

Instead of wife or husband, use spouse.

Instead of he or she, use them.

Instead of sister or brother, use sibling.

Gender Inclusive Terms

Instead of using Mr., Ms., Mrs., use Mx.

Instead of male and female, use human.

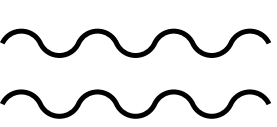
Instead of girls and boys, use kids.

Instead of his or her, use their



Break Time





Creating Cultural Diversity and Inclusion

Part 2 Key Terms

Cultural
awareness

Cultural
Acculturation

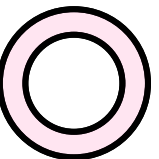
Cultural
Assimilation

Stereotypes

Prejudice

Microaggressions

Implicit Bias





Cultural Awareness

What is it?

Why is it important?

- ❖ Recognition of the nuances of one's own and other cultures
- ❖ Cultural awareness **helps us break down cultural barriers, build cultural bridges, and learn how to love, and appreciate those different from us.**



Cultural Acculturation



Assimilation to a different culture

Examples-

- Native Americans replacing or modifying certain societal or cultural elements such as dress, language, or religion upon contact with Europeans
- a person may speak Spanish with family but English with friends.



Cultural Assimilation

- Process in which a minority group or culture comes to resemble a society's majority group or assume the values, behaviors, and beliefs of another group whether fully or partially.
- Example-The change of dress and behaviors an immigrant may go through when living in a new country
- An exaggerated belief, image or distorted truth about a person or group (Learning for Justice)
- Examples-All black people steal, kill, and fight





Cultural Appropriation vs. Assimilation: What's the Difference?

Cultural appropriation is taking some aspect of another culture and using it as a personal interest or a way to seem popular.

Cultural appropriation is the use of another culture for a purpose of personal gain. It's making yourself seem better (and getting praised for it) while the cultural group that created it is shamed for representing themselves.

For instance, if a white model has their hair in dreadlocks, they're viewed as edgy and cool. However, if an African American does this, their hairstyle is "unprofessional" and "dirty."



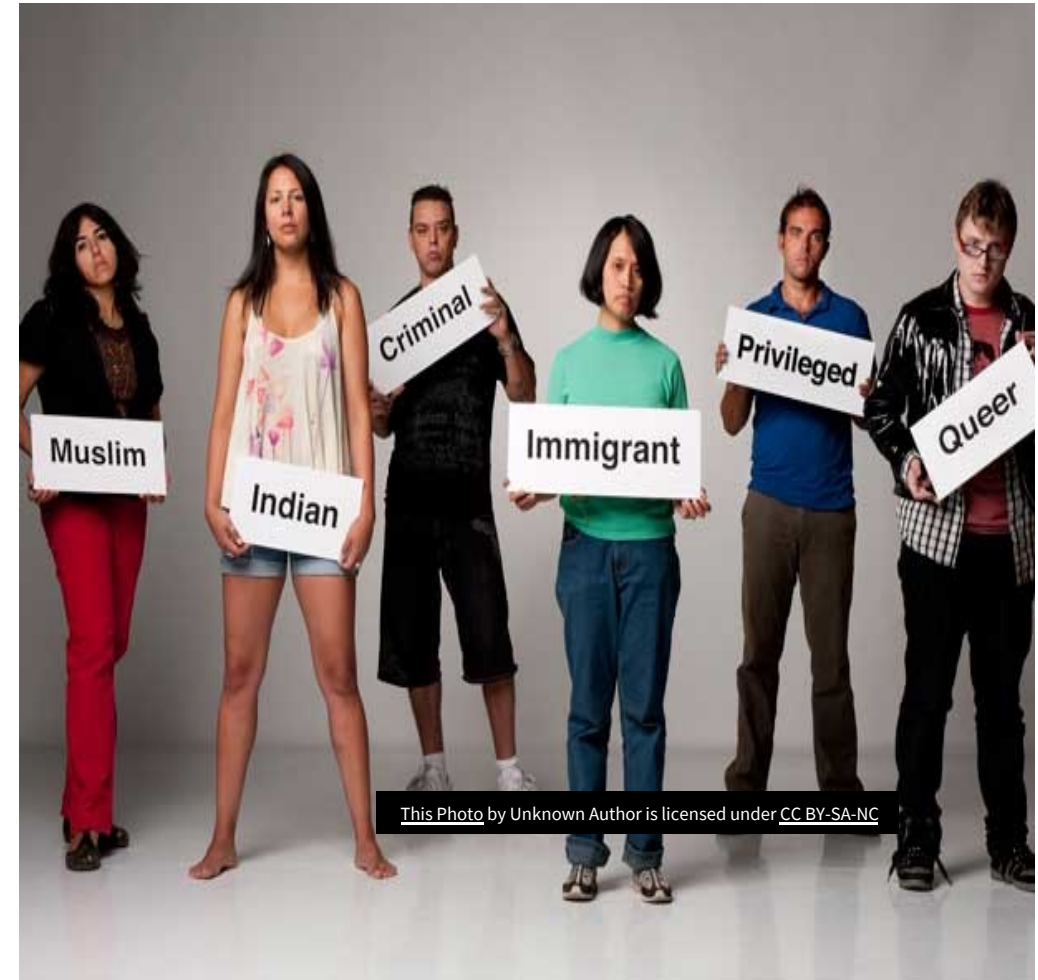
Prejudice

An opinion, prejudgment or attitude about a group or its individual members.

-Often ignorance, fear, or hatred (Learning for Justice)

-Discrimination is behavior that treats people unequally because of their group membership (Learning for Justice)

Examples- Having a negative attitude toward people who are not born in the United States (L.D. Worthy. Culture and Psychology)



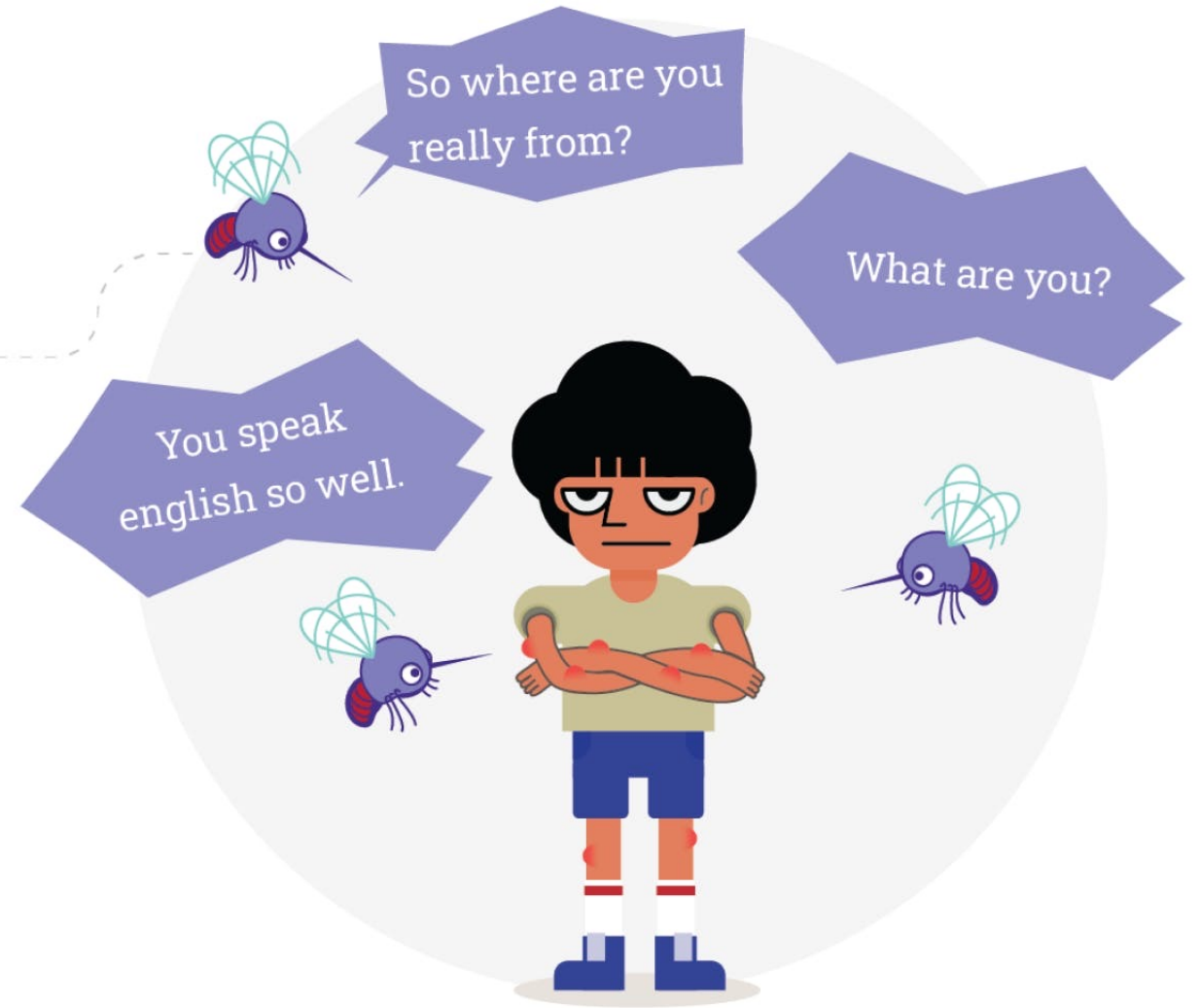
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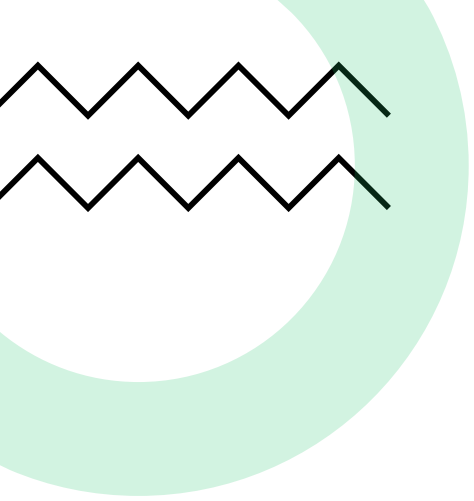


M is for **microaggression**

Microaggressions are small subtle, sometimes-unintended acts of discrimination.

They are like mosquito bites. If you're bitten only once in a while, it's itchy and annoying but it's not that big of a deal. The problem is, some people get bitten a lot more than others and the little things often add up to be too much.





Microaggressions

Remarks, questions, actions, that are painful because they have to do with a person's membership in a group that discriminated against or subject to stereotypes



Examples of Microaggressions



-Happen casually, frequently and often in everyday life

“You are so articulate”

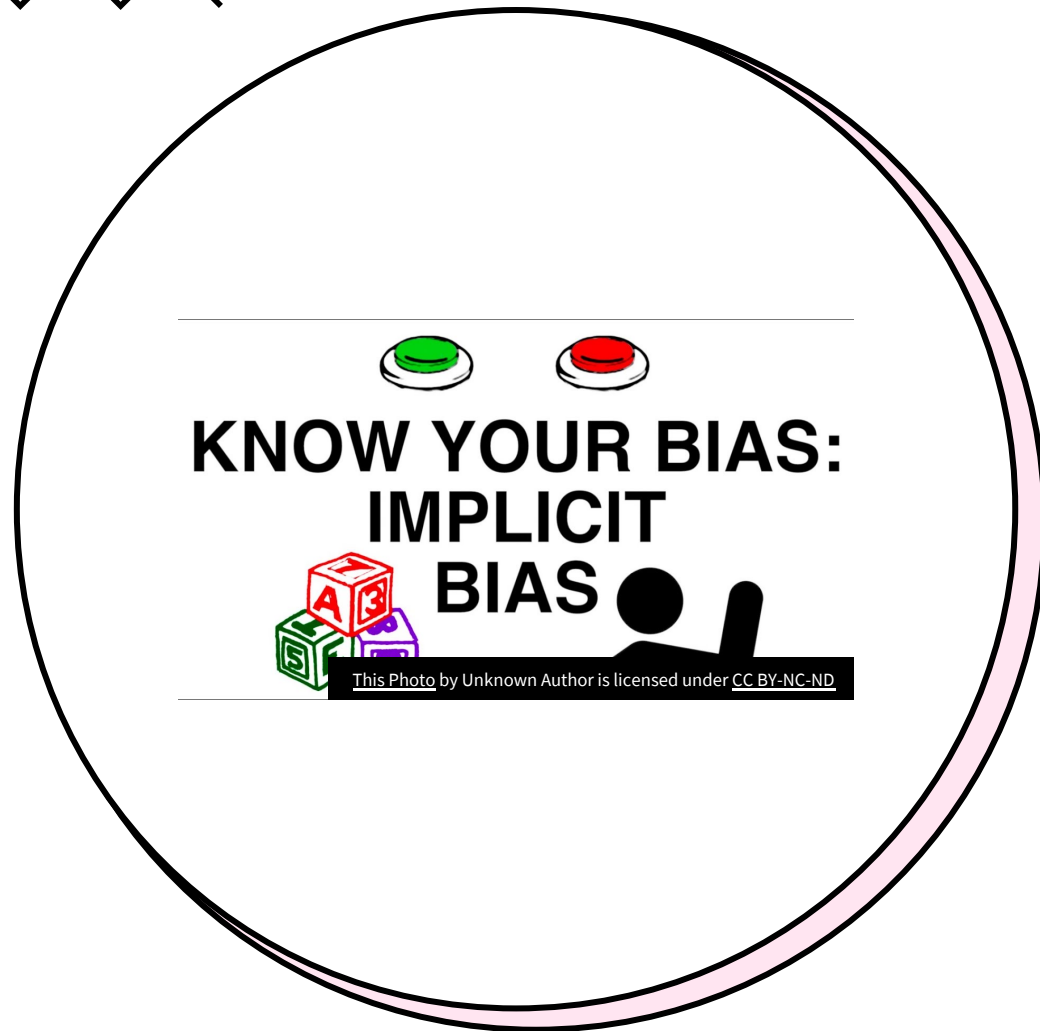
“You don’t act like them”

“You are pretty for a dark-skinned girl”

“You’re the whitest black person I know”



Implicit Bias



Unconscious attitude or stereotype that affect our actions, beliefs, and memories

(Payne, B.K. Policy insights from Advances in Implicit Bias Research Policy from the National Education Association)



Mixed messages

- Questions and/or statements like:
- “Where are you from or where were you born?”
- “You speak English very well.”
- “What are you? You’re so interesting looking!”
- Can send the message:

You are not a true American. You are a perpetual foreigner in your own country. Your ethnic/racial identity makes you exotic.





Mixed message

- Questions and/or statements like:
- “You are a credit to your race.” • “Wow! How did you become so good in math?” • To an Asian person, “You must be good in math, can you help me with this problem?”
- Can send the message:

People of color are generally not as intelligent as Whites. All Asians are intelligent and good in math/science





Mixed message

- Questions and/or statements like:
 - “When I look at you, I don’t see color.”
 - “There is only one race, the human race.”
 - “America is a melting pot.”
 - “I don’t believe in race.”
- Can send the message:
Assimilate to the dominant culture. Denying the significance of a person of color’s racial/ethnic experience and history. Denying the individual as a racial/cultural being.



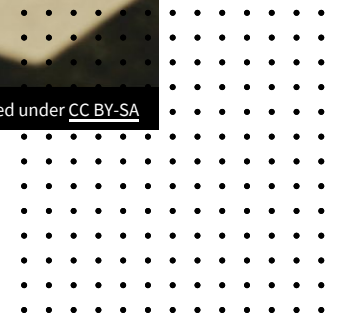
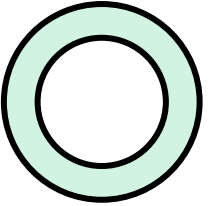
Reflection Time

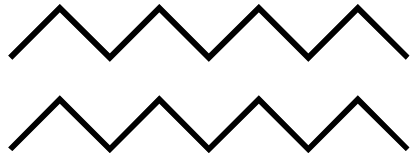
Discuss a time when you witnessed or encountered microaggressions, implicit bias, or cultural appropriation.

How could the situation have occurred differently?



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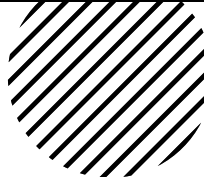




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Strategies for Creating a Culture of Inclusion

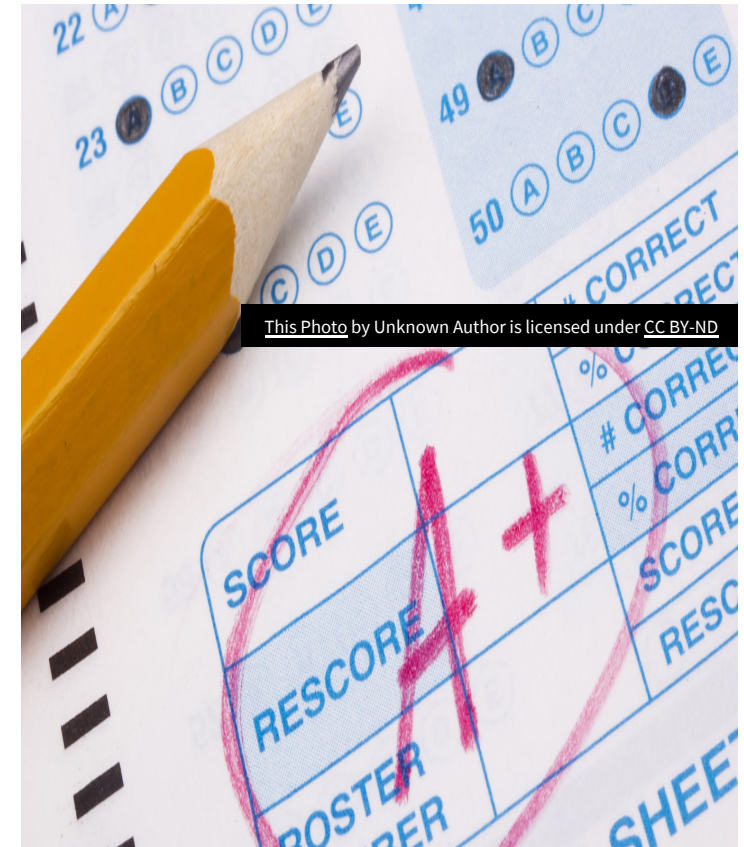
Establish a sense of belonging for everyone	Become more empathetic	Be aware of your own prejudices and bias	Attend Diversity and Inclusion trainings besides once a year
Research	Ask Questions	Establish a book club at your workplace on topics of Diversity and Inclusion	Establish a mentoring program or look for a mentor
Attend Cultural Events	Set clear inclusion mission and value statement	Confront negative talk	Take an Implicit Association test
Ask for feedback	Build trust	Invest in Language Training	Educate other coworkers or supervisors
Review any policies	Get to know your students/clients	Adapt your teaching practice	Make your office/classroom judgement free





Post test

1. Equity means everyone has access to the same opportunities-True or False
2. Microaggressions is an intentional act of discrimination. True or False
3. Prejudice is a result of hatred and ignorance. True or False
4. The term “guys” is inclusive language. True or False
5. An example of Cultural Assimilation is when some speaks Spanish with family and English with friends. True or False





References

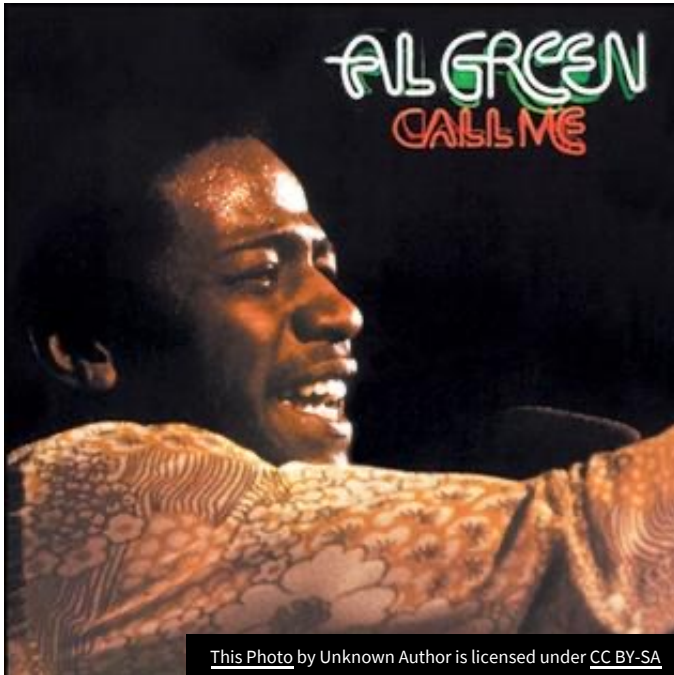
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Time to
evaluate

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