



EQUITY DIVERSITY AND INCLUSION



What's the Difference ?

NEADCP 2019 Conference November 20, 2019

Objectives

The participants will explore the concepts and importance of equity, diversity and inclusion.


The participants will identify the components of implicit bias and the associations that are individually formed and can be extinguished through a variety of debiasing techniques.

The participants will discuss and explore the systemic barriers that exists within organizations that are often based on race, ethnicity, age and appearance.

Influencing the Conversation on EDI

Recent Social Movements have focused on inequities in our country: Immigration, Mass Incarceration, Black Lives Matter, Marriage and Gender Equality Issues.

Organizations are collecting data on EDI and using the data to get resources to show how they have benefited from a diversified workforce.



**Accessibility is being able to get
in the building. Diversity is
getting invited to the table.
Inclusion is having a voice at
the table. Belonging is having
your voice heard at the table!**

Question

Can we confront the ideological frameworks, historical legacy's and institutional patterns and practices that structure social relations unequally so that some groups are advantaged at the expense of other groups that are marginalized?

Equity

The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

What is Equity ?

Equity as Initial Equal Opportunity

Equity as an Ongoing Equal Opportunity

Equity as a Personalized Opportunity

Equity as Equalization of Opportunity

Diversity



All the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace use a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.

This definition also includes diversity of thought: ideas, perspectives, and values.

“Without truly valuing diversity, we cannot effectively address issues of injustice. Without addressing issues of injustice, we cannot truly value diversity.”

Maurianne Adams

Inclusion

An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. Regardless of your abilities, disabilities or health care needs, you have the right to be respected, valued and appreciated within your community. Organizations should be deliberate about addressing issues of inclusivity. Any individual or group can be and feel welcomed, respected, supported and valued to fully participate.

Implicit Bias

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.”

- Causes us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age, and appearance.
- Develop over the course of a lifetime through exposure to direct and indirect messages.

Characteristics of Implicit Bias

- Pervasive. Everyone possesses them, even people with commitments to impartiality such as judges.
- Different from Explicit bias. Could be related though.
- Don't necessarily align with declared beliefs or even reflect stances we would explicitly endorse.
- Generally tend to favor our own ingroup, though research has shown that we can still hold implicit biases against our ingroup.
- Malleable. Implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

Debiasing

Debiasing techniques are designed to interrupt decision-making process at the unconscious level where bias resides and to insert into the thought process filters and associations that may lead to more equitable outcomes.

Cognitive biases affect us in various areas of our life, from the way we interact with others to the way that we form our political opinions. Since these biases cause us to think and act in an irrational manner, their influence can be detrimental, which is why people often want to be able to mitigate them.

Metacognition, which refers to the ability to be consciously aware of your thought process, stands at the core of cognitive-bias inoculation and mitigation.

Inequality

Is Sustained through Powerful Groups, the actions of those groups and the decisions of individuals.

Differences in:

Income....Who gets what?

Wealth

Social Standing and Prestige

Power- Underpinnings of inequality

Unequal Government Regulation

Are laws and regulations that purposefully create conditions that;

1. Obstruct, limit, or deny a group(s) access to the same opportunities and resources, relative to the rest of society.
2. Intentionally or unintentionally create conditions for social injustices.

(explicitly or implicitly)

Systematic Barriers-Injustices

Changes the way people interact with each other

Lack of Social Mobility

Lowers Levels of Trust.

Isolation

Inequality makes you believe that other members of society are different than you.

Overall levels of health becomes worse in more_____unequal societies.

Systematic Barriers

A criminal justice system that warehouses people instead of rehabilitating them and which scars them with the scarlet letter of 'felon' for life puts people back on the street where they cannot get jobs, housing, support, or respect.

Fragmented social service systems where people must take unpaid time from work, pay for childcare they can't afford.

Our policies, practices and procedures that result in some people receiving unequal access or being excluded.

Gives us a Sense of "righting" reflex.

Acknowledge

We need to acknowledge and correct the systemic barriers that keep people in a cycle of poverty, dependence, and need that prevents them from achieving stability and self-sufficiency.

Be aware of what you may harbor differently against others.

Create an awareness of Implicit Bias and what it is. Commit to practice and training.

Recruit, hire and maintain a diversified staff –Retain diverse staff through inclusivity and acceptance.

Conduct frequent intergroup integration to reduce bias and racial anxiety.

Challenge staff to recognize stereotypes activation and work on preconscious controls.

Create inclusive positive work environment.

Understand that Equity, Diversity and Inclusion control outcomes.

RESOURCES

WEBSITES

www.racialequitytools.org/home

www.biasinterrupters.org

Diversity, Equity and Inclusion Strategies for Facilitating Conversation on Race by Hollins and Govan

Diversity at Work: The Practice of Inclusion Book by Bernardo M. Ferdman

The Diversity and Inclusion Handbook by Sondra Thiederman

The New Jim Crow by Michelle Alexander

Unconscious Bias Workbook by Cook Ross Inc.