Diversity, Equity, and Inclusion

Laying the Groundwork

Presented by Nyk Robertson (they/them)

Senior Director of Diversity, Equity, and Inclusion

Corky CARES

Community Advocacy & Resiliency
Education Series

Objectives

- DEFINE DEI TERMINOLOGY

- ANALYZE ACTIVE ADVOCACY

- EXAMINE COMMON MISTAKES

- COSIGN ON FUTURE COMMITTMENTS

Terminology

Diversity: difference among social groups such as ethnic heritage, class, age, gender, sexuality, ability, religion, and nationality or other "social categories" generally recognized in the U.S. These differences are reflected in historical experiences, language, cultural practices, and traditions

Equity: The notion of being fair and impartial as an individual engages with an organization or system, particularly systems of grievance. "Equity" is often conflated with the term "Equality" (meaning sameness). In fact, true equity implies that an individual may need to experience or receive something different (not equal) in order to maintain fairness and access. For example, a person with a wheelchair may need differential access to an elevator relative to someone else.

Inclusion: The notion that an organization or system is welcoming to new populations and/or identities. This new presence is not merely tolerated, but expected to contribute meaningfully into the system in a positive, mutually beneficial way.

Source: Thompson, S. (2015). Encyclopedia of diversity and social justice. Rowman & Littlefield.

Terminology

Privilege: Unearned access to resources (social power) that are only readily available to some people because of their social group membership; an advantage, or immunity granted to or enjoyed by one societal group above and beyond the common advantage of all other groups. Privilege is often invisible to those who have it.

Socialization: The process by which a human beginning at infancy acquires the habits, beliefs, and accumulated knowledge of society through education and training (by family, friends, culture and systems/institutions).

Target or Oppressed Identities: Social groups that are negatively valued, considered to be inferior, abnormal, or dependent and given limited access to resources and social power.

Agent or Privileged identities: Social groups that are positively valued considered superior, independent, or "normal" and have access to resources and power.

Collusion: Ways that members of agent and target groups think and act, often unconsciously, that support oppressive systems and maintains the status quo.

Terminology

Prejudice: A judgment or belief that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.

Discrimination: The unequal allocation of goods, resources, and services, and the limitation of access to full participation in society based on individual membership in a particular social group; reinforced by law, policy, and cultural norms that allow for differential treatment on the basis of identity.

Social Power: Access to resources that enhance one's chances of getting what one needs in order to lead a comfortable, productive and safe life.

Oppression: When an agent group, whether knowingly or unknowingly, abuses a target group. This pervasive system is rooted historically and maintained through individual and institutional/systematic discrimination, personal bias, bigotry, and social prejudice, resulting in a condition of privilege for the agent group at the expense of the target group.

(DISCRIMINATION + SOCIAL POWER = OPPRESSION)

Source: Adams, M., Bell, L., Griffin, P. (2016). Teaching for Diversity and Social Justice. Routledge.

Terminology

Ableism: The individual, cultural, and institutional beliefs and discrimination that systematically oppress people who have mental, emotional and physical disabilities.

Ageism: The individual, cultural, and institutional beliefs and discrimination that systematically oppress young and elderly people.

Religionism: The individual, cultural, and institutional beliefs and discrimination that systematically oppress non-Christians, which includes Anti-Semitism and Islamophobia.

Classism: The institutional, cultural, and individual set of beliefs and discrimination that assigns differential value to people according to their socio-economic class; and an economic system which creates excessive inequality and causes basic human needs to go unmet.

Heterosexism: The belief that heterosexuality is the only normal and acceptable sexual orientation. Now encompasses the individual, cultural, and institutional beliefs and discrimination that systematically oppress lesbian, gay, bisexual, transgender, queer (LGBTQ) people

Homophobia: An irrational fear of or aversion to homosexuality or lesbian, gay, bisexual, transgender, queer (LGBTQ) people. This is how we use to refer to the oppression of LGBTQ people and now we consider it heterosexism.

Racism – The individual, cultural, and institutional beliefs and discrimination that systematically oppress people of color (Blacks, Latino/as, Native Americans, and Asians).

Sexism – The individual, cultural, and institutional beliefs and discrimination that systematically oppress women.

Identity and Socialization

What are some of your identities?

How do your salient identities change?

What identities do you want people to see?

How Power and Privilege Show Up

Unconscious Bias

Microaggressions

Cultural Appropriation

Tokenism

Active Advocacy

Speak up

Apologize when you mess up

Understand equity and equality

Actions as Advocacy

INCLUSIVE CURRICULA & DIVERSE TEACHING STYLES

- Cultural Competencies in the classroom
- Representation in curricula
- Trauma-Informed practices

INCLUSIVE HIRING PRACTICES

- Job posting sites
- Implicit bias training for hiring committees
- Cluster hiring

DIVERSITY TRAINING

- SafeZone programs
- Department trainings
- Student employee trainings

BROADER REPRESENTATION

- Recruiting events
- Marketing materials
- On committees and at different tables

INCLUSIVE LANGUAGE

- Hearing-impaired
- Confined to a wheelchair
- He/she, ladies and gentleman
- Parents

Common Mistakes

in Diversity, Equity, and Inclusion work

- Failing to embrace intersectionality
- Focusing on the wrong data (recruitment but not retention and promotion)
- Sourcing historically excluded populations only for entry level jobs
- Asking historically excluded populations to do all DEI work
- Performative diversity
- Placing the onus on one position (Senior Director of Diversity)
- Having unchecked biases
- Focusing on DEI only in time of crisis
- Focusing on diversity without making changes in inclusion
- Recruiting for diversity without focusing on inclusion
- Lumping all diversity efforts together without intentionality
- Ignoring the lived experiences and expertise of historically excluded populations
- Failing to measure success and access for change
- Lacking accountability
- Lacking communication

E.Q.U.I.T.Y

Education Yourself

Question Yourself

Understand Yourself

Involve Yourself

Transform Yourself

Yes and

University of Colorado Denver Office of Equity

Committments

- Notice
  - who is thriving or reaping the benefits
  - whose input has impact and whose doesn't
  - who is at the table and who is not
- Be critical and reflexive and assess
  - take actions that address causes, not just symptoms
  - assess both process and progress
  - be prepared to discuss, reflect and review and change with it as necessary
  - cultivate critical thought partners inside and outside the institution
  - know how your local efforts contribute to the institution's goal of becoming a model for diversity, equity, and inclusion
  - create sustainable structures that promote these values moving forward
- Take charge from where you are
  - know your sphere of influence and use that influence
  - make and take actions relevant to your role
  - foster a culture of full participation, reflection, and inquiry
  - build and encourage a culture of trust and belonging through risk taking in which it's ok to make mistakes
  - cultivate ways to center under-represented perspectives
  - be curious about the effects of power

Facebook: Emporia State University Diversity, Equity, and Inclusion
Instagram: emporiadei
Twitter: @emporiadei

Thank you

Nyk Robertson (they/them)
dei@emporia.edu

Corky CARES