

Diversity, Equity, and Inclusion: *Let's Dance!*

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Community Guidelines

- Be curious, open, and respectful.
 - Solicit, give, and hear feedback.
 - Be conscious of intent vs. impact.
 - Take care of yourself and others.
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<https://youtu.be/laYrI8RjZ6I>






**What were your
thoughts on the video
that we just watched?**



DEI: The Definitions

Diversity

The presence of differing human elements, social identities, and social groups including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, language, culture, age, etc.




Equity

creates fair treatment, access, opportunity, and advancement for individuals that counteract social inequities and prevent the formation of barriers. Acknowledges and addresses historic and current inequalities that advantage some and disadvantage others.

Inclusion

Refers to a community where all members feel respected, have a sense of belonging, and are able to participate and achieve their potential.





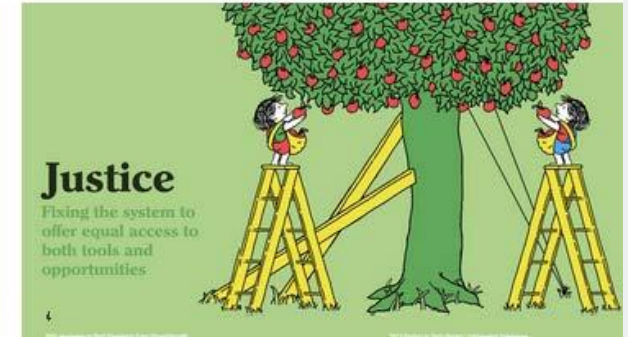
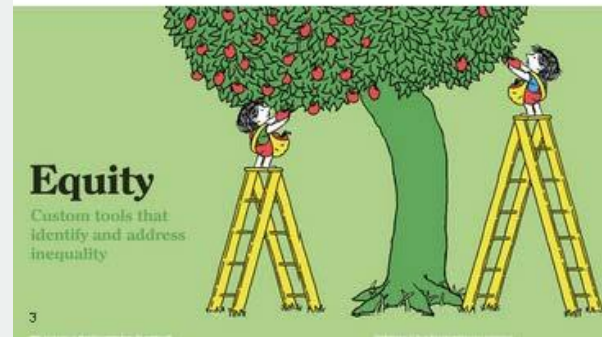
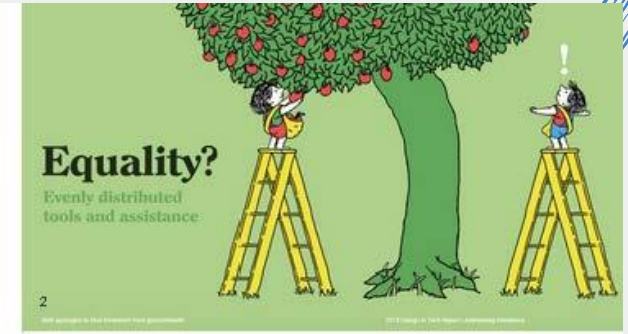
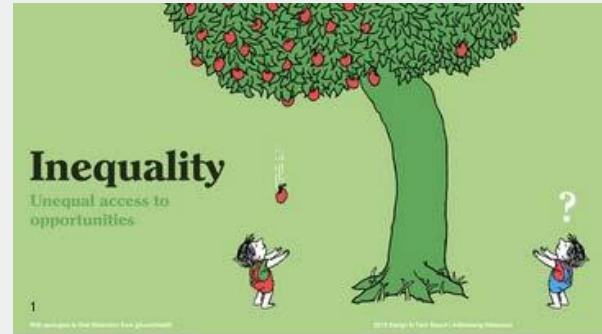
Types of Diversity

- **Internal Diversity** – characteristics that a person is born into.
 - Ex: Race, ethnicity, age, national origin, sexual orientation, assigned sex, national origin, cultural identity, gender identity, physical ability, mental ability, etc.
- **External Diversity** – things that are related to a person but aren't characteristics that a person was born into.
 - Ex: Appearance, education, citizenship, religious beliefs, location, familial status, relationship status, socioeconomic status, life experience, personal interests, etc.
- **Organizational Diversity** – Also called *functional diversity*, relates to the differences that are assigned to people by an organization. Characteristics within a workplace that distinguish one person from another.
 - Different subsets of organizational diversity:
 - Job function, place of work, management status, employment status, pay type, seniority, union affiliation, seniority.
- **Worldview Diversity** – while there are a multitude of factors that form our worldview, including our other diversity characteristics, at the end of the day everyone has their own worldview they align with.
 - Ex: moral compass, outlook on life, political beliefs, etc.



Equity, Privilege, and Oppression

- **Equality and Equity are not synonyms**
 - **Equality** – everyone is treated the same and given the same resources to be successful.
 - **Equity** – identifies and eliminates barriers that prevent the full participation or success of certain groups.
 - **Justice** – fixing the inequities by removing the systemic barriers that created them.



- **Privilege** - a special right, advantage, or immunity granted or available only to a particular person or group. Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do.
- **Oppression** - The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness.



Qualities of an Inclusive Environment


- Everyone in the group **has a voice** and feel safe to share their opinions with others.
- Individuals have a **sense of uniqueness** and that the group they are a part of cares about their individual strengths and experiences.
- Everyone **feels valued**. They feel that their voice and unique self are appreciated.
- Everyone has **access to learning and development opportunities**.
- The environment is **collaborative**, regardless of an individual's role or level of experience.
- Everyone has **access to resources** to help them feel supported, grow, and succeed in their environment.
- Everyone has a sense of **belonging** in the company.





Belonging

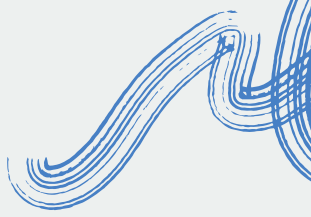
One's physical, emotional, and psychological safety; the indescribable feeling of being welcome.



Belonging is the *emotional state* that is the goal of DEI efforts. Everyone is treated and feels like a full member of the larger community and can thrive.



Belonging: Decolonize Your Space



- Belonging means existing in a culture that invites people to be themselves.
- Creating an environment that truly values diversity and belonging requires **decolonizing your space** and reevaluating the traditional archetypes of the workplace.
 - **Decolonizing** - an attempt to reverse the legacy of inequality and racism left by colonialism and redress the unequal power relations it produced and perpetuated.
 - Requires having uncomfortable conversations.
 - Requires finding ways to actively differentiate from environments that are not welcome to everyone.
- How do we create belonging in the workplace?
 - **Intentional Commitment to Listening:** Invest time to hear from stakeholders and have open conversations across your organization.
 - **Help build trusting relationships:** consider having formal or informal mentorship programs.
 - **Invite different opinions and perspectives into the conversation.** Be clear about how decisions will be made.
 - **Engage in Purposeful Storytelling:** Encourage organization members to share their stories. Understanding each other can dissolve interpersonal barriers. It helps people be seen.



Example of an Inclusive Space that Creates Belonging in Dance:

0:00-1:15 then 3:15-4:30

- How does salsa instructor Johnny Vasquez create an inclusive space in the video?
- How do Johnny Vasquez and the other dancers create a sense of belonging?
- What are some things that you noticed about the feelings of the dancers in this video?

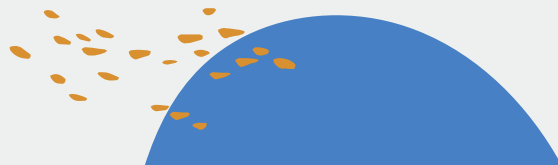


<https://www.youtube.com/watch?v=0nxMhUEIM3k>



Activity: Privilege for Sale

- Split into groups.
- Read the document that you are given.
- As a group, decide which privileges you will be buying with the money you're allotted.
- Think about these questions:
 - What did you wrestle with when trying to make this decision as a group?
 - What struck you about the list?
 - What did you learn about privilege from this activity?





Final Reminders:

- Your day 500 may be somebody else's day 1. Be patient and respectful.
- Feel comfortable making mistakes but hold yourself accountable.
- Call people *in*, do not call them *out*.
- When in doubt, ask.
- There must be intentionality in everything you do.
- Growth comes from discomfort.

The background is a solid orange color. It is decorated with several blue musical notes of different sizes scattered throughout. There are also abstract shapes: a large dark blue circle in the top left with a blue zigzag line next to it; a large blue shape in the top right with a white wavy line and musical notes; a blue shape in the bottom left with a white wavy line; and a blue circle in the bottom right with a cluster of small blue dots next to it.

Thank You!

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