



One Team, One Mission: *Our Differences Make the Difference*

UCP Central PA – Diversity, Equity & Inclusion Training

Training Objectives:



- Identify the need for diversity, equity and inclusion training.
- Define key terms such as diversity, equity, inclusion, bias, micro-inequities.
- Recognize various forms of micro-inequities and discrimination.
- Recognize implicit biases that underly micro-messaging or discrimination.
- Become aware of negative biases that affect our communication.
- Identify how micro-inequities cause damage.
- Develop personal ways to minimize the damage that micro-inequities produce.
- Determine ways to 'set aside' biases that stereotypes may have created.



*Diversity,
Equity and
Inclusion
Training?*





UCP DE&I Council MISSION STATEMENT

The Council exists in order to foster a community that recognizes, embraces, and values each other's unique diversity, so that together we may grow stronger as ONE TEAM with ONE MISSION.

Inclusion Defined

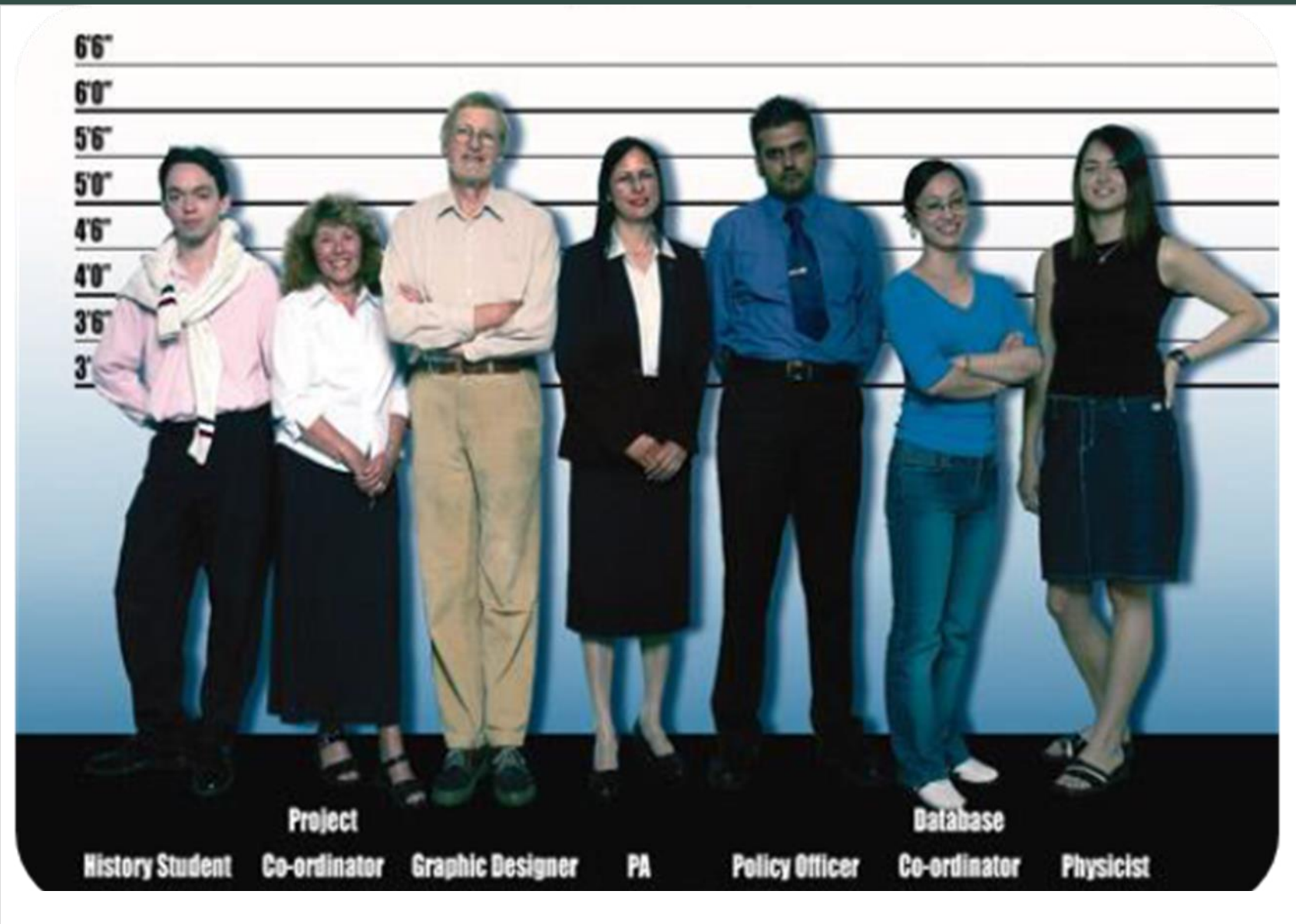
A dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all.

It enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.





Which person is the physicist in this picture?



98% of the public who participated in this implicit bias test picked the wrong person



Implicit Bias

- Formed through culture, personality, individual, and work experiences.
- Attitudes, beliefs, and opinions about people that often operate outside our awareness yet have significant impact in determining our judgement and behavior towards others.

Implicit Bias – Concepts Unwrapped



<https://youtu.be/OoBvzl-YZf4> (8 min)

Cultural Diversity



- The existence of a variety of cultural groups within a society (aka multiculturalism).
- Our “way of being” or shared norms.
- Culture shapes our identity and influences our behavior.

Disabilities



Treating others differently because they have a disability (i.e., intellectual, physical, mental).

Living Out Our MISSION

We empower people of diverse abilities to live a meaningful life through innovative support and services.

Pursuing Our VISION

Communities that embrace every individual's abilities.

Gender & Gender Identity



- Prejudice based on a person's gender.
- Linked to stereotypes or traditional roles.
- Presenting as *gender diverse* is not about seeking attention.

Sexual Orientation



- **LGBTQ** - Lesbian, Gay, Bisexual, Transgender, Queer
- Describes a person's sexual orientation (&/or gender identity)

Age / Generation

- **Ageism** is stereotyping/discrimination against individuals or groups on the basis of their age.
- **Generationalism** stigmatizes and stereotypes a group of people by birth.



Marital &/or Parental Status

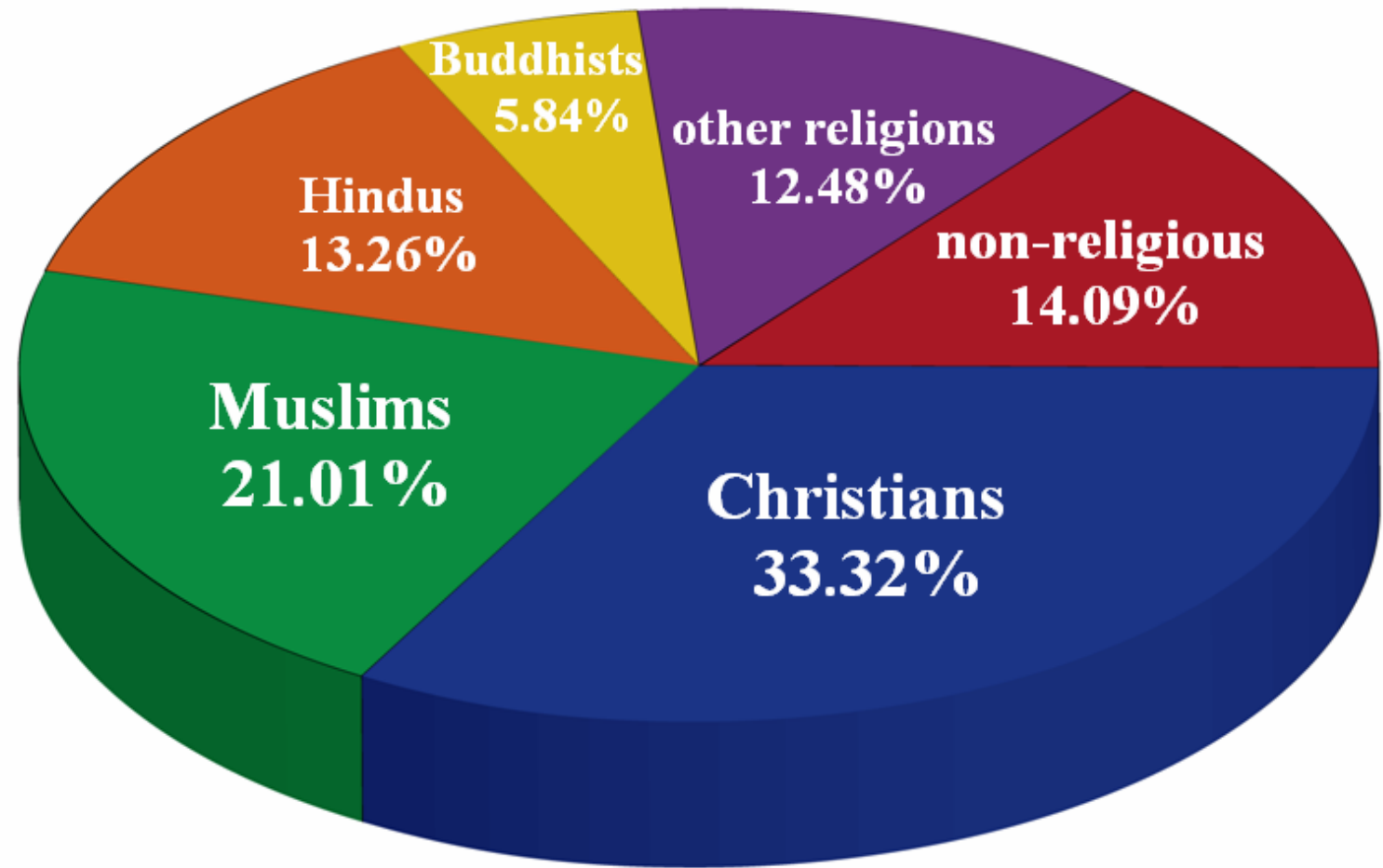
- aka **Status discrimination**
- Discrimination in the workplace based on whether an employee is married or single, or whether they have children.



Religion

Religious discrimination is treating a person or group differently because of the beliefs which they hold about religion.

World Religions by percentage

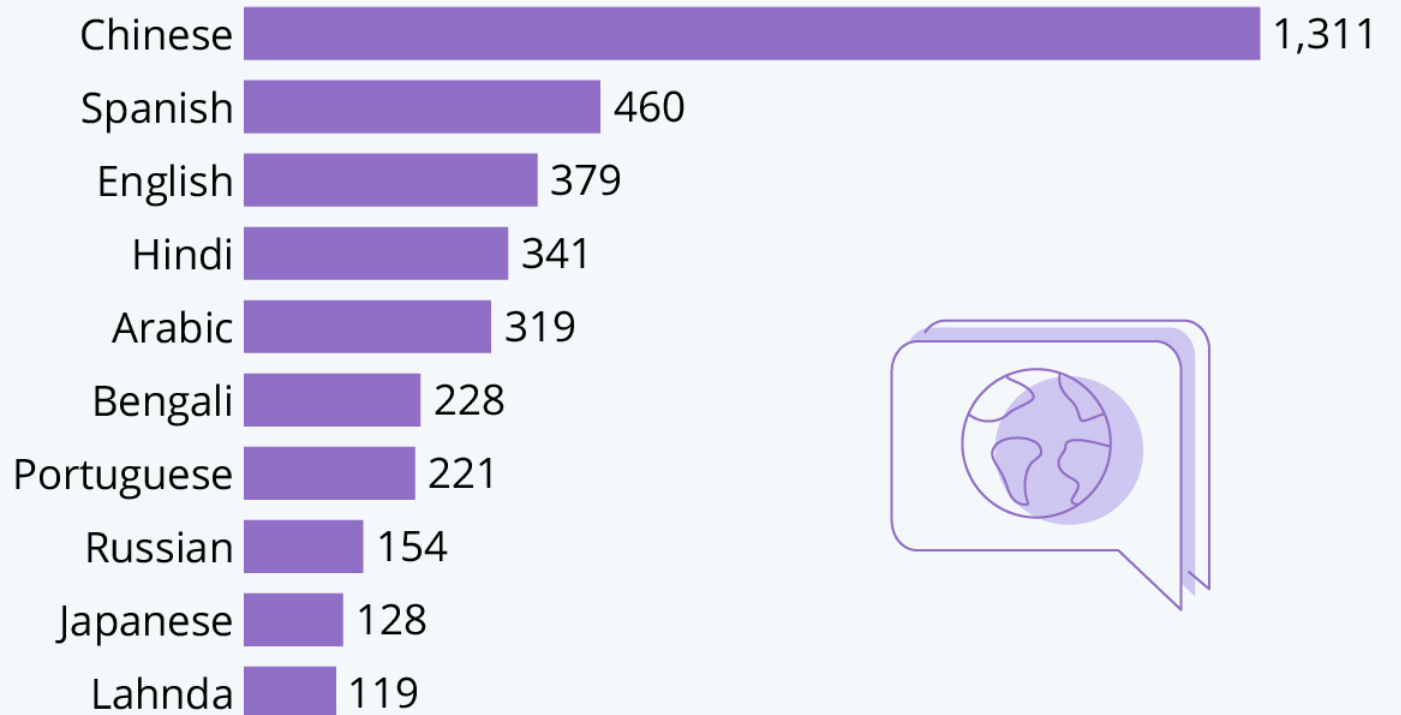


Language

- Unfair treatment of an individual based upon the characteristics of their speech; such as accent, vocabulary size, and syntax.
- A person's ability or inability to use one language instead of another.

The World's Most Spoken Languages

Estimated number of first-language speakers worldwide in 2019 (millions)*



* Each language also includes associated member languages and varieties

Source: Ethnologue

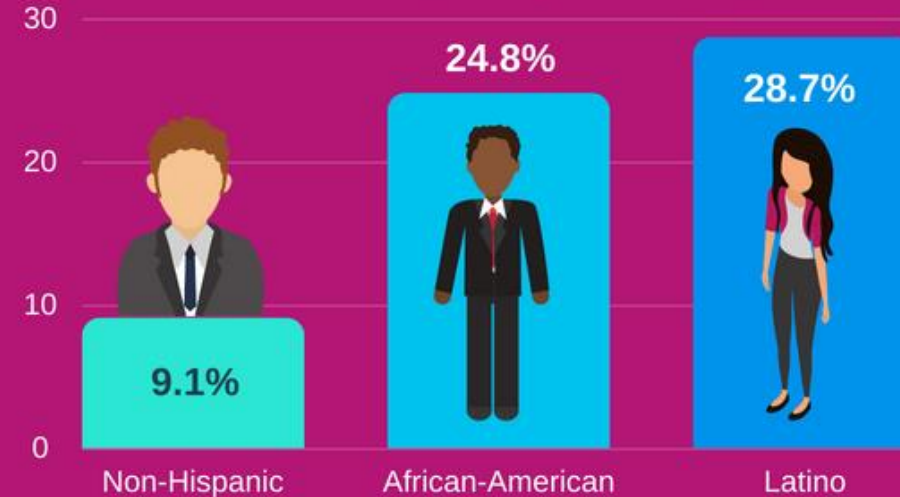


Socioeconomic Status (SES)

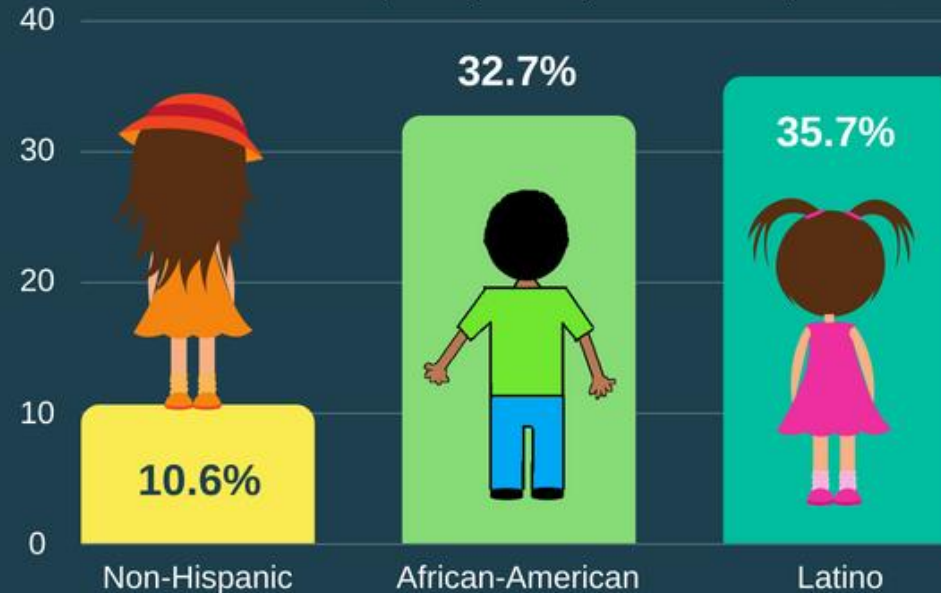
- Discrimination and marginalization against persons or groups with lower socioeconomic status.
- aka **Class Discrimination**
- Disproportionally affects minorities.

Communities of Color in Pennsylvania Are Disproportionately Poor

Breakdown of poverty rate by race/ethnicity in 2017



Breakdown of child poverty rate by race/ethnicity in 2017



Race / Ethnicity



- When an individual is treated differently based on actual or perceived race or ethnic origin and/or someone's skin color.
- **Institutional/systemic racism** is a form of racism that is embedded as normal practice within society or an organization. It can lead to such issues as discrimination in criminal justice, employment, housing, health care, political power, and education.

Micro- Inequities Defined



Micro-messages are small, subtle, sometimes semi-conscious or unintentional messages or actions we send and receive when we interact with others (often caused by implicit bias).

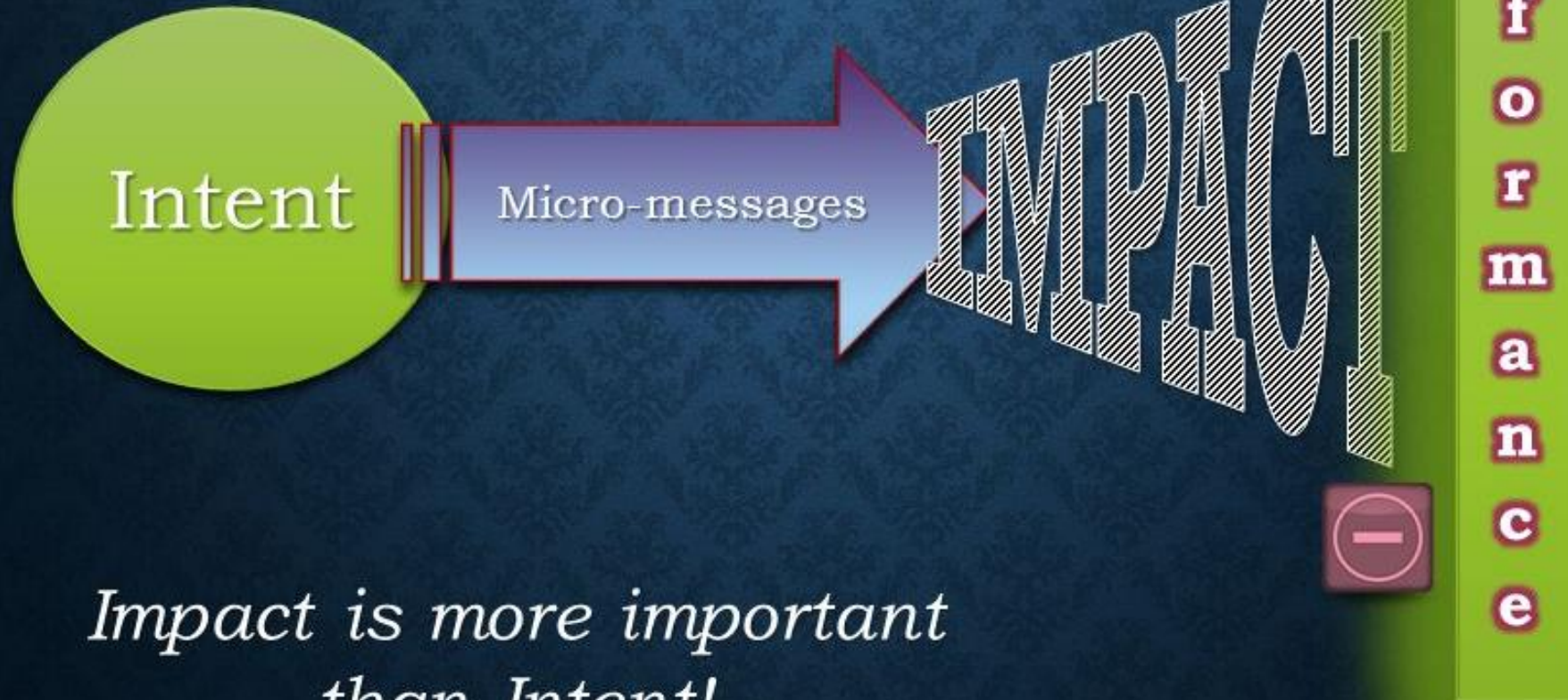


Micro-inequities (AKA microaggressions) are **negative micro-messages that cause people to feel devalued, slighted, discouraged, or excluded because of a group characteristic (i.e. gender, race, religion, age).**



Micro-affirmations are positive micro-messages that cause people to feel valued, included or encouraged.

Why Think About Micro-messaging?



*Impact is more important
than Intent!*

Micro-inequities
accumulate
over time...



ACTIVITY BREAK

Micro-inequities Practice



How to Combat Micro-Inequities



Working TOGETHER on teams – as equals, with common goals



Recognize your implicit biases



Learn to see individuals as unique people, rather than as members of a group



Make everyone feel like they have a voice



Avoid the Bystander Effect – Speak Up!



Acknowledge when microinequities occur (because they will)



Use Micro-Affirmations

I'VE LEARNED THAT
PEOPLE WILL FORGET
WHAT YOU SAID,
PEOPLE WILL FORGET
WHAT YOU DID, BUT
PEOPLE WILL NEVER
FORGET HOW YOU
MADE THEM FEEL.

-Maya Angelou

Micro Affirmation Examples

Recognize people –

“That is a great idea, so glad you suggested it, Ashley!”

Solicit everyone’s opinions –

“How do you think we should approach this, Robin? Your opinion is valuable!”

Give credit – *“Terry was able to develop an awesome database to support our systems!”*

Body language awareness –
eye contact with *every* person,
avoid talking over others, facial
cues (nod/smile).



Minimizing Micro-inequities

- Impossible to eliminate so we need to plan to minimize damage.
- The perpetrator is often coming from a place of implicit bias and aggressive corrective reaction may result in bewilderment or anger.
- *Goal is to lessen damage of micro-inequity felt by victim while making the perpetrator less likely to repeat in subsequent interactions!*

Lessons Learned Review



- Self-Assessment Reflection: Lessons Learned & Growth Goals, page 4
- Live Inclusively PLEDGE, page 17

THANK YOU!

<https://www.youtube.com/watch?v=7G00UHnCudw>

(3 min)