DE&I 101

A brief introduction to Diversity, Equity & Inclusion
Why are we here today?

- The Basics
  - Why DEI Matters
  - Terminology
- Unconscious Bias
- Privilege
- Allyship
- Microaggressions
- Next Steps
The Basics
DIVERSITY: The state of having a group with different identifiers or characteristics.

EQUITY: The quality of being fair or impartial.

INCLUSION: The state of being when all people in a diverse group are valued, leveraged, and welcomed within a given setting.

Differences in identity include: race, gender, sexuality, age, disability, religion, class, caregiver status, veteran status, etc.

Equity recognizes that advantages and barriers exist, and that, as a result, we all don’t all start from the same place.

“Diversity is being asked to the party. Inclusion is being asked to dance.”
EQUALITY

The assumption that everyone benefits from the same supports.
**EQUALITY**

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**EQUITY**

Everyone gets the support they need.
**EQUALITY**
The assumption that everyone benefits from the same supports.

**EQUITY**
Everyone gets the support they need.

**LIBERATION**
Support is no longer needed because the cause of inequity was addressed.
Decades of research by organizational scientists, psychologists, sociologists, economists and demographers show that socially diverse groups (that is, those with a diversity of race, ethnicity, gender and sexual orientation) are more innovative than homogeneous groups.

Why does diversity matter?
This is not only because people with different backgrounds bring new information. Simply interacting with individuals who are different forces group members to prepare better, to anticipate alternative viewpoints and to expect that reaching consensus will take effort.
Diversity means a lot of things.

Generally we think of it in terms of race or ethnicity or gender – but diversity is inclusive of so many other characteristics.
INTERSECTIONALITY

The complex, cumulative way in which the effects of multiple forms of social categorizations create overlapping and compounding systems of discrimination or disadvantage. A term coined by Black legal scholar Kimberlé Crenshaw.

Example: Black girls are 6x more likely to get suspended than white girls from school. That is a race and gender problem.
<table>
<thead>
<tr>
<th>Federally Protected Classes</th>
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<tbody>
<tr>
<td>Race</td>
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<td>Gender Identity</td>
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<td>Genetic Information</td>
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<td>Pregnancy Status</td>
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The concept of dividing people into populations or groups on the basis of various sets of physical characteristics (which usually result from genetic ancestry).

**RACE**

i.e. Aboriginal, African American, Black, Asian, White, Native American, Native Hawaiian, Pacific Islander, etc.

The culture—language, ancestry, practices, and beliefs—of a group of people, often in a given geographic location.

**ETHNICITY**

i.e. Russian, Dutch, Han Chinese, Japanese, Latino, Basque etc.

Can be broad—Native American, or narrow—Cherokee.

Country of citizenship at birth.

**NATIONAL ORIGIN**

AKA Nationality. Usually obtained through inheritance from parents.
**AGE**

The length of time something has lived, or a thing has existed.

The stereotyping, prejudice, and discrimination against people on the basis of their age is called Ageism.

**SEX**

The biological differences between males, females, and intersex people.

i.e. chromosomes, gene expression, hormones, and anatomy—penis, vagina, intersex genitalia.

**ABILITY**

Possession of, or the means or skill to do something.

Includes both physical/body and psychological/mental abilities.
**VETERAN**

A person who served on active duty in the Armed Forces of the US Military, Naval, or Air services.

Includes a variety of services—Full-Time, Reserves, National Guard, Active Guard, IRR etc.

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**CITIZENSHIP**

The status of being a citizen of a particular country.

Refers to a legal status of having civic rights, generally including the right to live and work, in the territory of the state concerned.

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**RELIGION**

A particular system of faith or worship.

i.e. Buddhism, Christianity, Hinduism, Islam, Judaism etc.
The gender to which a person is attracted, or the sense of identity based on those attractions, related behaviors, and membership in a community of others who share those attractions.

**SEXUAL ORIENTATION**

i.e. heterosexual, homosexual, bisexual, demisexual, asexual, pansexual etc.

A person’s perception of having a particular gender—male, female, a blend of both, or neither— which may or may not correspond with their birth sex.

**GENDER IDENTITY**

i.e. male, female, cisgender, transgender, gender neutral, non-binary, pangender, genderqueer, two-spirit, etc., and all, none or a combination of these.
What’s the difference between sex and gender?
<table>
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<tr>
<th><strong>CIS</strong></th>
<th><strong>TRANS</strong></th>
<th><strong>PRONOUNS</strong></th>
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<tr>
<td>An identifier for people whose gender matches the sex they were assigned at birth, based on sex.</td>
<td>An identifier for people whose gender does not align with the gender assigned at birth, based on sex.</td>
<td>Represents how one prefers to be addressed in third person—she/her, he/him, they/them.</td>
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<tr>
<th><strong>GENDER EXPRESSION</strong></th>
<th><strong>PASSING</strong></th>
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<td>The way in which a person expresses their gender—typically through appearance, dress and behavior, AKA masculine, feminine, etc. Often a social construct.</td>
<td>When a person can present themselves, or “pass” as part of another group; this works with race, gender and sexual orientation. Related to “Code-Switching”.</td>
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Gender isn’t binary.

It’s not either/or.

In many cases it’s both/and.
Unconscious Bias
Let’s talk about thinking.

Processing hundreds, thousands, millions of pieces of information every second requires our brains to take mental shortcuts.
Mental shortcuts lead to bias.

Which isn’t always bad. But can be.

Categorization, or the ability to be able to make decisions at a moments notice, has helped keep our species alive, and it’s still hardwired into our brains.

We all have biases.
Categorization leads to the creation of an “in group” and an “out group.”

People like us.

**in-group**

People not like us.

**out-group**

Neurologically, we’re more likely judge harsher, not get to know, and not humanize people in our out-group.
Let’s talk about bias.

**EXPLICIT BIAS**

Overt, intentional and known. Individuals are aware of their prejudices and attitudes toward certain groups.

i.e. discrimination, hate speech etc.
Let’s talk about bias.

IMPLICIT BIAS

The brain’s automatic, instantaneous and unconscious association of stereotypes/attitudes with particular groups of people.

Often contrary to our personal values, but still affects our behavior and can be just as damaging as explicit bias.
How bias can influence the workplace.

Recruitment & Career Advancement

**AFFINITY BIAS/“YOU’RE LIKE ME”**

Hiring someone who shares similar interests, experiences and backgrounds, does not help the team grow and diversify.

“This person is a better fit” is **NOT** a reason to hire someone. Try to think less of a “culture fit” and more of a “culture addition”.
How bias can influence the workplace.

Recruitment & Career Advancement

CONFIRMATION BIAS, aka the “Horn and Halo Effect”.

First impressions of somebody leads us to have a biased positive or negative opinion of them. You spend your time validating your first impression, while overlooking positive or negative characteristics that would persuade you.
Team Dynamics

CONFORMITY BIAS

Causes individuals to sway their opinion to match the opinion of the majority or those with greater seniority (aka peer pressure). The majority/most-senior are not always right and usually don’t make time or space for other opinions.
How bias can influence the workplace.

Team Dynamics

GENDER BIAS/WORK “CHORES”

Who is cleaning up after others? Who organizes company events? Who is taking notes? When women are expected to do the office housework, that “extra” becomes their baseline. The same isn’t true for men.
What can you do?
Accept that bias is second nature, but keep in mind that it’s second nature.

It is always there, and will always be trying to influence you.
Become a scientist of your own behavior.

Pay attention!

Question your first impressions and leave room for that first impression to be changed.
Learn how to identify bias in others and (respectfully) call them out.

Be OK if they're initially defensive.

And if someone calls out your bias, be gracious and take a moment to reflect on what you could say or do differently next time.
Learn your own biases.

Take an Implicit Association Test.

IAT’s are designed to detect attitudes and beliefs of a person’s subconscious association between concepts (e.g., black people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy).

Recommend starting with Gender-science and/or Race IAT.
Privilege
A special, un-earned advantage or immunity granted or available only to a particular person or group.

The labels and statuses we use to identify ourselves, are the same things that give or deny us privilege.
Identify your own privilege.

Accept that you didn’t have a choice in your privilege, but you do have a choice in how you use it.
I can trust that police will protect me.
I do not fear that I will be killed by police.
I can live in an area of my choosing.
I believe that my neighbors will be pleasant toward me.
I can shop without being followed or harassed.
I often see people that look like me in the media.
I have been told that people of my race have made my country’s heritage.
I am sure that I will see people who look like me in textbooks.
I am fairly sure that people will listen to me.
I can easily find someone to cut my hair.

I can use credit cards & not be questioned.
I do not worry about my children experiencing harm because of the color of their skin.
I have access to healthy food.
I can be sure that my children will not be suspended because of their race.
I can be sure that my children will be treated fairly by teachers & administration.
I can wear my hair naturally & go to work.
I can wear my hair naturally without people asking to touch it.
I can walk behind people without suspicion.
I do not have to teach my children about systemic racism to protect them.
I have access to clean water.

I can speak without being judged.
I do not have to explain my culture to others.
I can shop without the assumption that I am an employee.
I can speak without comments on my articulation.
I am not asked to speak on behalf of my entire racial group.
I do not have to change how I speak in professional settings to be respected.
I can be sure that police do not single me out because of my race.
I can assume that I will not be called a “thug”.
I can speak in meetings without fear of being isolated, or discounted.
I trust that I’ll receive fair medical treatment.

*This is not an exhaustive checklist, only a sample to help you think about privilege.*
How many did you check?

25-30 : Privileged AF.
20-25 : Pretty damn privileged.
15-20 : Still somewhat privileged.

Can you think of any more privileges that are pertinent in your life?
Don’t be ashamed of your privilege.

This may be an eye opening experience for you.

You didn't ask for it, you didn't earn it. Don't renounce it, don't deny it.
### Privilege Examples I

#### CLASS PRIVILEGE
- I have usually had access to healthcare.
- New products are designed and marketed with my social class in mind.
- I can update my wardrobe with new clothes to match current styles and trends.
- I have access to transportation that will get me where I need to go.
- I can plan on getting a raise at my job.
- People do not assume that I am unintelligent or lazy based on the dialect I grew up speaking.
- Whenever I’ve moved out of my home it has been voluntary, and I had another home to move into.

#### CISGENDER PRIVILEGE
- I can use public facilities like restrooms and locker rooms without fear of verbal abuse, assault, or arrest.
- People know what to call me and how to refer to me without asking. I do not have to worry that my gender expression will make people around me uncomfortable.
- Strangers don’t ask me what my genitals look like and how I have sex.
- My gender is an option on legal forms.
- My identity is not considered a mental pathology ("gender identity disorder" in the DSM IV) by the psychological and medical establishment.

#### WHITE PRIVILEGE
- I am never asked to speak for all the people of my racial group.
- I can do well in a challenging situation without being called a credit to my race.
- I can easily buy posters, post-cards, picture books, greeting cards, dolls, toys and children's magazines featuring people of my race.
- My culture gives me little fear about ignoring the perspectives and powers of people of other races.
- People know how to pronounce my name; I am never mocked or perceived as a threat because of my name.
- I do not have to educate my children to be aware of systemic racism for their own daily physical protection.
Privilege Examples II

ABILITY PRIVILEGE

- I can go to new places knowing that I will be able to move through the space.
- People do not pity me or call my quality of life into question.
- People do not treat me like a child by crouching down to me, using a ‘baby voice’, or offering unsolicited help for trivial tasks.
- I can excel in challenging situations without other people being surprised by my success.
- People don’t think I’m lazy or stupid when I need to try something again.
- I am able to enter new situations without fear of debilitating anxiety, embarrassment, harassment, or violence.

MALE/MASCULINE PRIVILEGE

- People do not often make unsolicited comments about my body.
- I know that people will believe me when I report a crime against me.
- I am not expected to spend a great deal of time and money on my appearance, and I am not shamed when I choose not to spend my time and money on my appearance.
- The decision to hire me will not be based on assumptions about whether or not I might choose to have a family.
- When I speak up, my opinions are heard and respected equally with others.

SEXUALITY PRIVILEGE

- I have never had to conceal or reveal my sexuality to the people around me.
- When a relationship ends from death or separation, I will receive support from others.
- I can talk openly about my relationship, vacations, and family planning.
- Neighbors, colleagues, and good friends will find me socially acceptable.
- I can assume I am around others of my sexuality most of the time, and I do not have to worry about being the only one of my sexuality in a class, on a job, or in a social situation.
Become a scientist of your own privilege.

Pay attention!

Question *your own* actions and behaviors as well as the actions or behaviors of others.
Allyship
A member of a social group that enjoys some privilege that is working to end oppression and understand their own privilege.

**ALLY**

*AKA someone who uses their privilege to help people who don't have the same privilege.*

Privilege and allyship go hand in hand.
OPPRESSION

Systemic, pervasive inequality that is present throughout society, that benefits people with more privilege and harms those with less.

Examples of systems of oppression: sexism, heterosexism, ableism, classism, ageism, anti-Semitism etc.

TARGET

Someone who is discriminated against, marginalized, disenfranchised, oppressed, and exploited by an oppressor and the oppressor’s system of institutions.

Understand that everyone will experience being a target at some point in their lives. Some statuses are more salient (gender, age) while others are easier to conceal (sexual orientation).
Because of systemic oppression:

- Targets are overworked, and under more stress.
- Targets have less money.
- Targets are more likely to suffer retaliation from their oppressor.
- Targets are often in the minority.
- Targets often have less power or influence.
- Targets can be seen as whiny, jealous and complaining.
Allies are critical for change.

Most energy is aimed at changing the behaviors of targets. Less energy is targeted at changing the behaviors of ally’s or oppressors.
Learning at the Intersections.

To be a true ally, we have to recognize—and honor—people's full identities. Understanding intersectionality is essential to combatting the interwoven prejudices people face in their daily lives.

Identity markers (e.g. “woman” and “black”) do not exist independently of each other. You cannot choose to support one and disregard the other.
Who are you?

In what ways are you a target?

In what ways can you be an ally?
Take action.

Listen.

Give credit.

Use your social capital.

Listen to the leaders of marginalized groups, don’t just project your own solution.

Make mistakes and apologize.
Help others be better allies.

Call out inappropriate behavior, and help educate others on their mis-steps.
Microaggressions
Subtle, cumulative messages that exclude, snub, negate or minimize the thoughts, experiences of perspectives of certain groups. Can be intentional or unintentional.

Microaggressions are “othering” statements or actions that can make targets feel as though they are not included with the rest of the general population.
Why care about microaggressions?

- Language is the primary vehicle that perpetuates oppression.
- Understanding how you use and interpret language is a catalyst to discovering patterns that will help you interrogate others and larger social structures that contribute to discriminatory language use and inequities.
You speak good English.

No homo!

I believe the most qualified person should get the job.

When I look at you, I don't see color.

Why do you have to be so loud & animated? Just calm down.

I would have never known you were transgender.

Men and women have equal opportunities for advancement.

I would have never known you were transgender.
What is heard

- You are not American. You are a foreigner.
- It is not safe to be gay.
- Your appearance is “passable” and that is all that matters.
- I deny the history and legacy of an entire race of people.
- Assimilate to dominant culture. Leave your cultural baggage outside.
- People of color are given extra unfair benefits because of their race.
- I deny the existence of systemic oppression. If people can’t make it work then the problem is with them.

Source
Are you about to weigh in on someone's identity?

Stop—take a beat.

Put some thought into the biases you might hold.

Become curious about the way your words and actions are perceived by others.
Know that *intent* and *outcome* are not always the same.

Be humble, even appreciative, when someone corrects you.

This feedback is a gift and will make you a better person, leader, and ally.
Next Steps
Be aware!
Stay woke, people!

- Continue to analyze and question your own behavior.
- Call out and educate others when they mis-step & mis-speak.
- Learn something new? Share it.
• ...But, I’m Not Racist (Tools for Well-Meaning Whites) by Kathy Obear (2016)
• DEI Glossary of Terms, from Pacific University
• How to Make this Moment the Turning Point for Real Change by Barack Obama (2020)
• What is White Privilege, Really? By Cory Collins (2018)
• This Is What I Want To Tell My White Professors When They Ask, ‘How Are You Today?’ by LaShyra “Lash” Nolen (2020)
• White Supremacy Culture by Tema Okun
• Anti-Racism Resources
• 75 Things White People Can Do For Racial Justice by Corinne Shutack (2017)
• Justice in June - starting place for individuals trying to become better allies
• Black Lives Matter - Ways to help
THANK YOU

This deck was compiled and edited by Josh Reid in association with Thesis agency, in Portland, OR.