What’s the Deal with Inclusivity?

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Creating B.R.A.V.E. Spaces

We strive to provide a B.R.A.V.E. space for everyone making sure to understand and honor Boundaries, to be Respectful/Reflective of the processes learned within the space, to Advocate for ourselves and each other, to ensure that personal things are Vaulted and confidential (as needed) and to Empower everyone to be themselves and accept others for who they are.

Adapted from Dr. Brene Brown's book *The Power of Vulnerability*
1. What does an *inclusion* look like?
2. How are you *currently* showing inclusion in your space?
3. How are you looking to *transform* the space to make it more inclusive?

*Question:* Are you achieving the outcomes you’ve set out for yourself/team?
Diversity

Multiple identities represented in an organization

Equity

Constantly and consistently recognizing and redistributing power

Inclusion

Thoughts, ideas and perspectives of all individuals matter
Inclusion is…

The feeling of respect, value and a sense of individuality within the group. Felt best as belonging and shown through investment of time and resources.
Cycle of Socialization

First Socialization

Taught on a Personal Level by Parents, Relatives, Teachers, People We Love and Trust: Shapers of Expectations, Norms, Values, Roles, Rules, Models of Ways to Be, Sources of Dreams

The Beginning

Born into World with Mechanics in Place
- No Blame, No Consciousness, No Guilt, No Choice
- Limited Information
- Misinformation

Institutional and Cultural Socialization

Institutions
- Churches
- Schools
- Television
- Legal System
- Mental Health
- Medicine
- Business
- Business
- Media

Culture
- Practices
- Song Lyrics
- Language
- Pattern of Thought

Reinforced/ Bombarded with Messages from

On Conscious and Unconscious Levels

Enforcements
- Empowerment, Discrimination, Persecution, Privilege, Rewards and Punishments, Stigmatized, Sanctioned, Enforced

Actions

Don’t Make Waves, Promote, Status Quo, Do Nothing

Direction for Change

Educate, Interrupt, Raise Consciousness, Reframe, Change, Question, Take a Stand

Results

Resulting In


What is Bias?

Bias is a disproportionate weight in favor of or against something or someone. Biases can be innate or learned and can result in harmful prejudgements that can lead to discriminatory practices. People may develop biases for or against an individual, a group, or a belief.

- **Implicit Bias**
  Refers to the unconscious associations, attitudes and beliefs that are held towards someone or something. Implicit biases occur outside of our conscious awareness and control.

- **Explicit Bias**
  Refers to biases that we are aware of on a conscious level. With explicit biases, individuals are aware and clear about their feelings and attitudes, and related behaviors are conducted with intent.

How do these things show up? How does this impact who you are, how you see yourself and how others perceivably see you?
Thoughts Become Things

**Stereotype**

Widely held. Preconceived and oversimplified image or idea about a person, group, or thing. Over time, stereotypes can become unconscious biases.

**Unconscious Bias**

An automatic association or attitude about race or gender, for example. Operates beyond our control and awareness. Informs our perception of a person or social group. Can influence our decision-making and behavior toward the target of the bias. Is a powerful predictor of our behavior.

**Pre-Judging**

An attitude about a person or group of people that is based on a belief or stereotype.

**Behavior**

Based on preconceptions and unchecked assumptions. Can create in-groups and out-groups by favoring one group over another.

**Discrimination**

An ACTION that follows prejudicial attitudes. Denial of opportunity or unequal treatment regarding selection, promotion, etc.

How Unconscious Bias Leads to Discrimination
The mistaken belief that deviation from social norms produces an inferior response of behavior which doesn’t meet the standard/norm.
“I don’t see color”

**Being ‘Colorblind’**

“Colorblindness” — a practice in which racial identity is avoided — The reality is that “colorblindness” can actually work against diversity, equity and inclusion by ignoring differences and failing to take into account how perceptions, thoughts and experiences are shaped by identity.

**Allowing Harmful Behavior**

Aggressive behavior that is not challenged can become traumatic for the intended victim(s). Ignoring or deflecting from situations can create hostile work environments.

**Ignoring Intersectionality**

Ignoring the different salient identities of all people creates an erasure of how people can authentically thrive within the space.
You must connect to the people AND the work
You must be willing to learn from others
You must learn the difference between celebrating and tolerating others
You must understand the power of psychological safety as much as physical safety
You must be ready to replace empathy and sympathy with compassion
• Tune into your emotions
• Recognize how your experience has shaped your perspective
• Stick to facts, and don’t make assumptions
• Turn frustration into curiosity

• Recognize how their experiences have shaped their perspective
• Consider how they might see the situation and what is important to them
• Think about how your actions may have impacted them

• Ask open-ended questions
• Listen to understand, not to debate
• Offer your views without defensiveness or combativeness
• Disentangle impact from intent
• Avoid blame, think contribution

• Brainstorm possible solutions
• Be flexible about different ways to reach a common goal
• Experiment and evaluate
• Seek out diverse perspectives
• Let go of the deficit mindset and utilize asset-based thinking
• Listen to understand not to respond
• Be aware of what is missing
• It’s okay to not have all the answers. Be honest with your clients and yourself
• Get in proximity with others (read books, listen to podcasts, listen to others perspectives, follow thought leaders on social media-expose yourself to counter stereotyping imagery)
• Be prepared to do the work. The ROIs and your KPIs will thank you
Thank You!