

Unpacking Diversity, Equity, and Inclusion

December 13, 2022

DEI Learning Series



Labor Acknowledgment

I also acknowledge and pay respect to the lives of the African peoples and their descendants forced to dedicate their labor and lives as enslaved people. These enslaved Black people built and sustained the everyday life of many communities in the United States.

I reflect on the injustices committed to enslaved people. I honor their stories, told and untold, and their descendants and elders, past, present, and emerging.

Plan

Norms for participation and introduction

Personal identities related to DEI.

Review critical elements within DEI

Sharing: Dyad

Question and Answer

Closing and Wrap-up

Norms

If you have privilege in this space, be aware of your privilege.

Listen actively - respect others when they are talking.

Share your own story and experience instead of generalizing or invalidating somebody else's story .

Participate to the fullest of your ability - community growth depends on the inclusion of every individual voice.

The goal is not to agree - it is to gain a deeper understanding.

Do not be afraid to respectfully challenge one another by asking questions but refrain from personal attacks - focus on ideas.

Be conscious of body language and nonverbal response.

DEI Learning Series

Each month the College of Education will engage in DEI Learning. The monthly DEI learning will have four parts:

- **Read:** Short and impactful articles, chapters, or blogs to help frame the topic for the month.
- **Watch/Listen:** Watch a pre-recorded presentation, YouTube recordings, and/or listen to a podcast focused on the topic for the month.
- **Write:** Journal, write reflections, and respond to prompts/questions based on the "read" and "watch/listen" for the month reading and recording.
- **Engage:** Participate in a live Zoom session, which may include authors from the readings, presenters from the pre-recorded session or podcast, or an expert on the topic of the month.

Diversity



Diversity is about representation. It is about those representations we may see and hear, including race, ethnicity, language, age, and ability status. However, it also includes those we might not be able to see, such as thoughts and ideas.

Diversity : Dyad

- Talk about your personal diversity. Please consider aspects of your personal diversity that can be seen and heard and those that cannot. What aspect of your personal diversity makes you proudest?
 - In what ways does your personal diversity (racial, ethnic, and cultural background) impact your work?
 - Does your personal diversity (racial or ethnic identity) enter your process of making daily decisions? If so, how?

Personal Diversity



While this reflection is published in a management journal, the intention of including this reading is to spark your own reflections within your own context around DEI.

- Ballard, D., Allen, B., Ashcraft, K., Ganesh, S., McLeod, P., & Zoller, H. (2020). When words do not matter: Identifying actions to effect diversity, equity, and inclusion in the academy. *Management Communication Quarterly*, 34(4), 590-616.

Personal Diversity

“I can’t believe what you say, because I see what you do.” –James Baldwin

“My first paper for my first class with (them) was, in retrospect, pretty awful, and (their) feedback unequivocally articulated the paper’s shortcomings. Imposter syndrome began to set in. Later that semester, I turned in some much improved work, earning feedback that included the phrase ‘You belong here.’ That still sticks with me.”

Inclusion

- It is possible to have diversity and not have inclusion.
- If our work focuses primarily on increasing diversity (representation) without working on inclusion, we run the risk of creating an environment where our community members may not have a sense of belongingness.

Inclusion: Dyad

- Have you ever felt different and/or not included in a group setting because of your personal diversity? How did it affect you?
- Have you ever been invited to participate in a group but not allowed to participate fully? What is that like?
- Imagine being part of our College community but feeling like you are not able to participate fully. What policies and practices do see impacting moving the College to invite faculty, staff, and students to the table and enable inclusive participation?

Inclusion

While this reading has a business focus, it helps understand why diversity without inclusion is not enough. This reading pushes us to see the impact that inclusion has on diversity.

- Sherbin, L., & Rashid, R. (2017). Diversity doesn't stick without inclusion. *Harvard Business Review*.

Equity

- It is hard to have a conversation about diversity and inclusion without discussing equity.
- Equity differs from equality because equity is about fairness, and equality is about sameness. It is essential to question whether we are equitable or fair to our community members regardless of visible and invisible identities.

Equity Reflections

What are some steps you will take towards equity in our College and community?

What practices and policies do you see the College must engage to ensure that all community members thrive?

Code of Conduct



What will a code of conduct of inclusion and diversity look like in our College?

- Schmidt, B. J., MacWilliams, B. R., & Neal-Boylan, L. (2017). Becoming inclusive: a code of conduct for inclusion and diversity. *Journal of Professional Nursing*, 33(2), 102-107.

Closing

As we grow in our personal learning around DEI, we might ask ourselves questions like:

- Who is invited? Who is not? Why are some invited, and others are not?
- Who voices are heard? Who speaks? Who is silenced?
- Does our space allow people in our community to feel like they belong and can be their authentic selves?

Planning Forward

- DEI Collective Professional Learning Series for January: Microaggressions