



Unpacking Diversity, Equity and Inclusion



Seafood Expo
NORTH AMERICA

DEI Educators & Thought Leaders



Kimberly Davis, PhD
(she/her)

Director of Learning & Client Development
Atlanta, GA

kimberly@blueleveltraining.com



Terence Mayo, M.Ed.
(he/him)

DEI Facilitator
Atlanta, GA

terence@blueleveltraining.com



Our Learning Objectives for Today

Learning Objectives:

- ❖ Participants will experience and be able to identify Blue Level's instructional approach, which focuses on safety, choice, collaboration, trustworthiness, and empowerment (trauma-informed).
- ❖ Participants will be able to identify, discuss, and apply foundational Diversity, Equity, Inclusion (DEI) content knowledge for the purposes of supporting a more harmonious, collaborative and successful working environment.
- ❖ Participants will be able to use DEI shared language to create safe spaces for conversations around diversity and inclusion.



Our Agenda for Today

Focus

- DEI the Foundation
 - Diversity
 - Social Identities
 - Dimensions of Identity
 - Intersectionality
 - Equity
 - Equity vs Equality
 - Inclusion
- Bias
 - Racism/Systemic Racism
 - Microaggressions
 - Privilege/Power
- Allyship
 - Leveraging your privilege



Next Steps

What is DEI?



Diversity: The varied social identities that make up your organization-with the recognition that each person is unique.



Equity: The quality of being fair and impartial. In the workplace, it is important to practice both equality and equity by recognizing imbalances and making fair adjustments.



Inclusion: Methods and strategies that create environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate at all levels of the organization.

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Why is DEI Important in the Workplace?

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Why is DEI Important in the Workplace?


- To attract top talent
- To create a workplace that helps every employee show up fully as their true, best, and whole selves
- To increase employee retention, satisfaction, and trust
- To foster higher degrees of engagement, productivity and innovation that contribute to increased revenue
- To promote better understanding of global (target) constituents, citizens, and community

Benefits of a Diverse and Inclusive Workplace

Research shows that diverse companies and organizations are:

- **1.7x more likely to lead in innovation** and have **20% higher revenue**
- Gender-diverse companies are **15% more likely** to **outperform** their peers. (McKinsey & Company)
- Ethnically-diverse companies/organisations are **35% more likely** to outperform their peers. (McKinsey & Company)
- Inclusive teams **outperform their peers by 80%** in **team-based** assessments. (Deloitte)

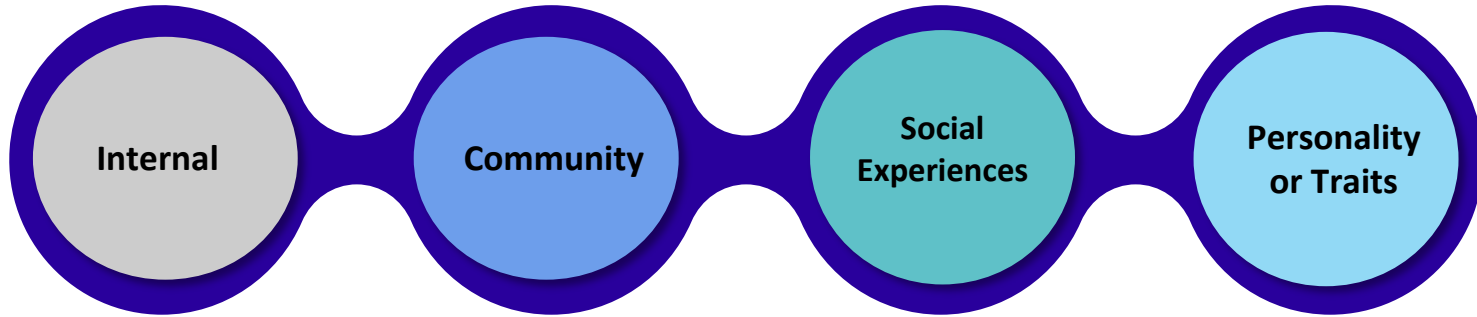
Diverse teams have substantial **social and psychological benefits**, for both employees and employers

- 
- ▶ A harmonious work environment
 - ▶ Increased productivity and focus
 - ▶ Increased regular, proactive attendance
 - ▶ Decreased turnover of employees
 - ▶ An environment of trust and loyalty
 - ▶ Collaboration and cooperation
 - ▶ Increased employee / customer-client satisfaction

Social Identities



Dimensions of Identity



Internal

Age
Ability
Biological Sex
Gender
Ethnicity & Sex
Sexual Orientation
Health

Community

Language
Education
Income & Occupation
Location
Parental Status
Religious Affiliation
Immigration Status
Military Status

Social Experiences

Culture
Trauma
Historical Events
Economic Experiences
Social Structure
Colonial Mentality
Political Environment
Work Subculture

Personality or Traits

Communication Style
Job Title
Learning Style
Introvert or Extrovert
Work Habits
Performance
Expectations

BIPOC - Black, Indigenous, People of Color



Black Person/Peoples

- “Black” generally describes a person of African or Caribbean descent.

Indigenous Person/Peoples

- “Indigenous” (as used in the United States) describes the native inhabitants of North America. Indigenous is a broad term encompassing all tribes of the original residents of the continent.

People Of Color

- “People of color,” refers to people who aren’t white.

LGBTQIA+:

Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual +



Gender:

Male or Female, when referenced by social and cultural differences versus biological. Also used to reference a range of identities that do not correspond to established ideas of male and female.

Cisgender:

A person whose personal identity and gender align with their birth sex.

Sexual Orientation:

An individual's identity in relation to the gender they are romantically attracted to.

Non-Binary:

Gender identity that is not confined to male or female.

Gender Fluid:

Is an individual whose gender identity is not fixed.

Social Identities In the News



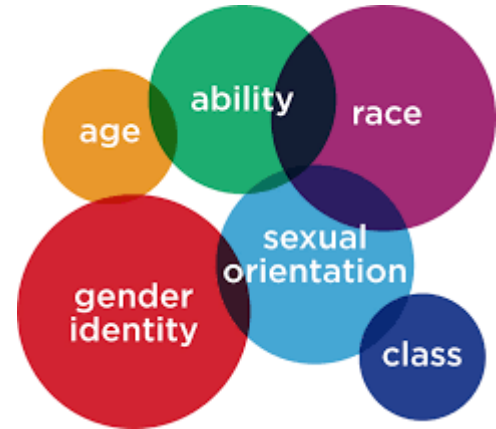
Intersectionality



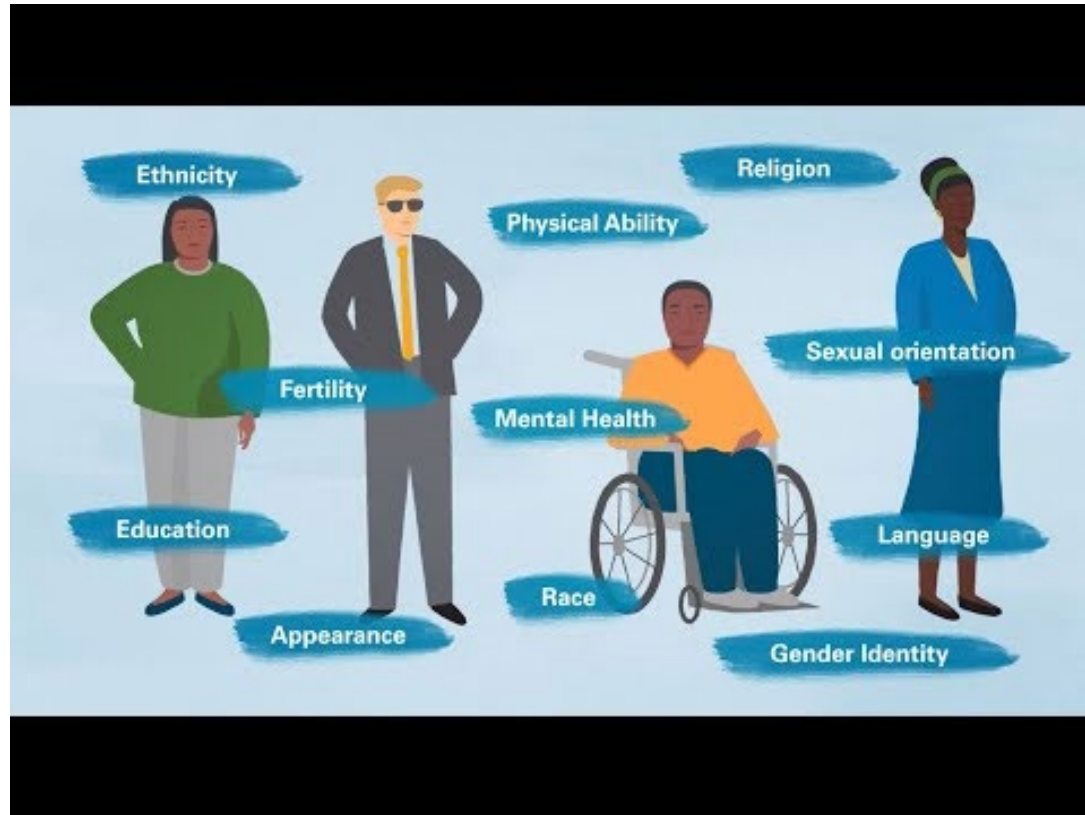
What is Intersectionality?

“Intersectionality is the interconnected nature of social categorizations, such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.”

- Some companies will tout that they're successful in their diversity and inclusion strategies if they have equal numbers of men and women in their office.
 - Without considering an intersectional lens, this erases the experiences and inclusion rates of:
 - Women of color
 - LGBTQIA+ people
 - People with disabilities



Intersectionality & You



Intersectionality...What's next?

Respect

Respecting that everyone has multiple identity markers that make up who they are and how they view the world

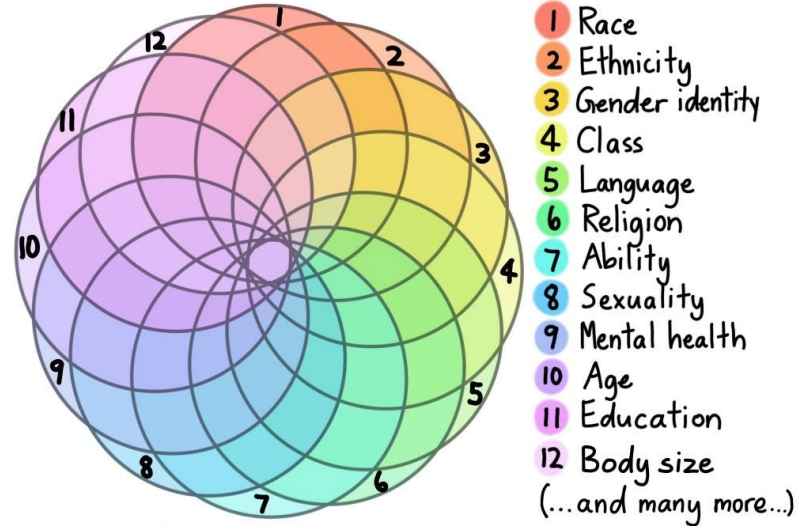
Acknowledge

Acknowledge that two truths can exist at the same time

Learn

be willing to learn about the lived experiences of others from multiple perspectives, which includes bias, prejudice, and racism

INTERSECTIONALITY



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@sylviaaduckworth

Bias & Microaggressions

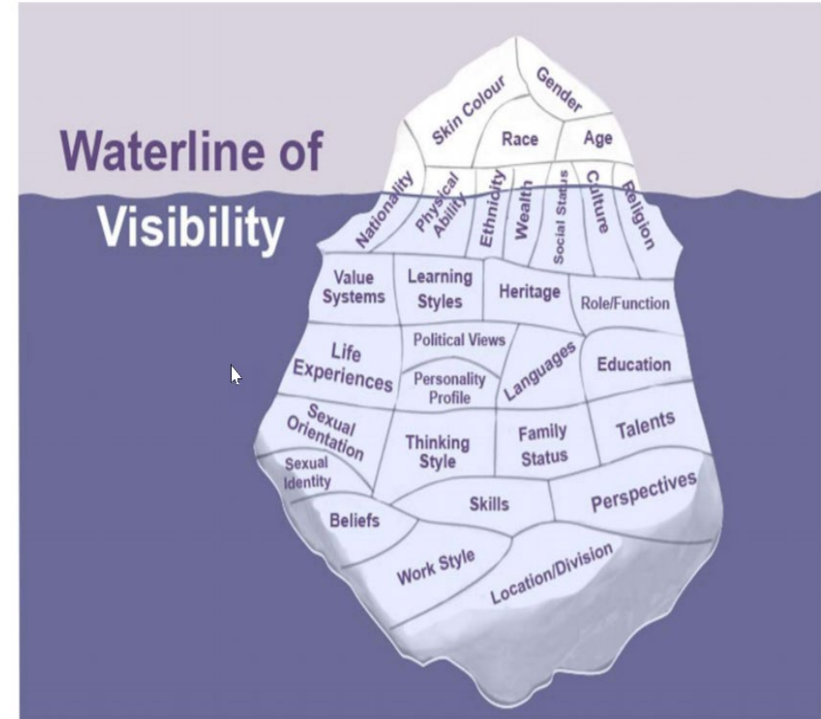


Conscious & Unconscious Biases

Bias: "A prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, a group, or an institution and can have negative or positive consequences." - University of California, SF

Unconscious Bias: "Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing." - Dr. Renee Navarro

Conscious
intentional



Unconscious
unintentional

Outcomes of Bias

Bias is the overarching definition of stereotype and prejudice.

A stereotype is an assumption.

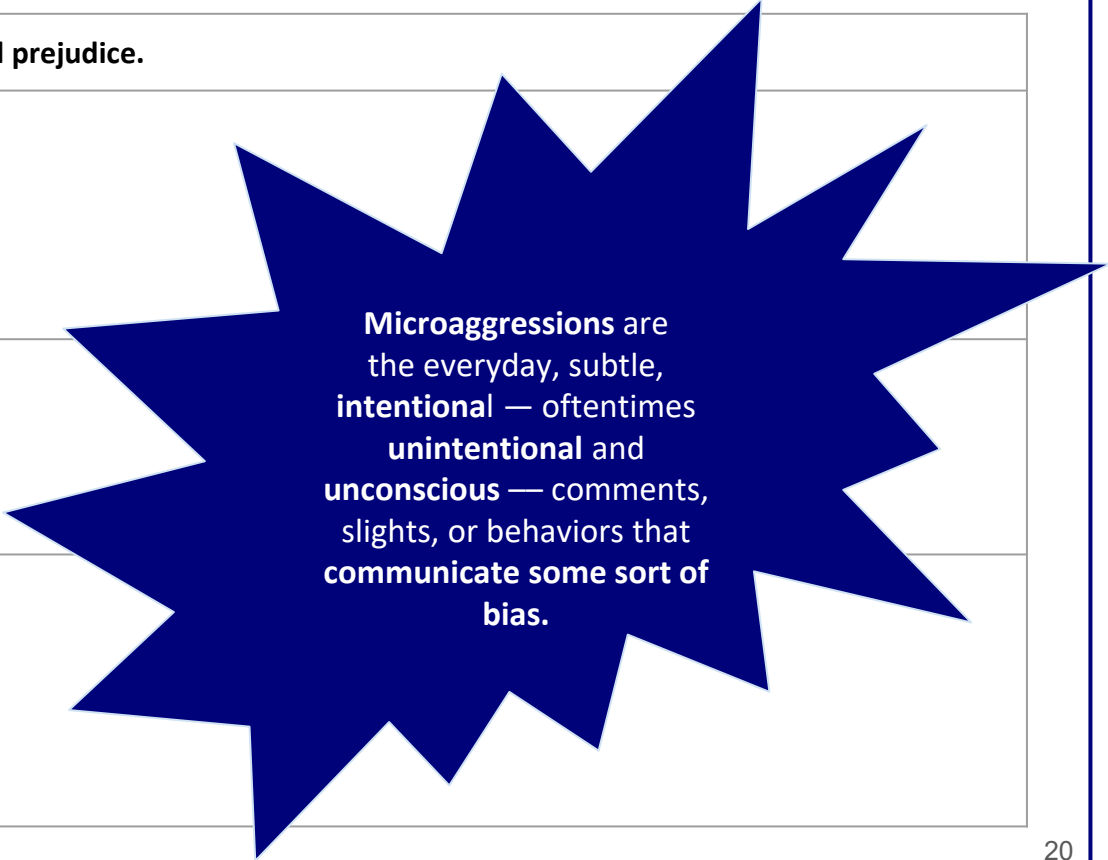
... when someone assumes something about you (usually negative) because of one part of your identity. **Stereotypes influence beliefs.**

Prejudice is a belief.

... when someone has a belief (usually negative) about a person or group based on a stereotype.

Discrimination is an action.

... **when someone acts on prejudiced beliefs.** It can also be systemic discrimination. This is defined differently depending on where you live in the world.



Microaggressions are the everyday, subtle, **intentional** — oftentimes **unintentional** and **unconscious** — comments, slights, or behaviors that **communicate some sort of bias.**

How to Avoid Making Unintentional Microaggressions

Questions to ask yourself:

- What is my intention in making this comment or asking this question?
- If someone asked me this question/made that comment, would I find it odd/intrusive/offensive?
- Is there a better way to say it that is not hurtful?
- Would I say this to someone who looks like me or has a similar background to me?
- Is my comment/question based on an assumption or stereotype?
- Before I ask this question, is it pertinent I have this information?
- Is this something I could research privately on my own time?



Racism



What is racism?



Racism

Racism is the belief, behavior, or attitude that certain groups of people are inferior and thus deserving of discrimination, prejudice, exploitation, or violence.

**Race is a social construct;
it has no biological or scientific basis**



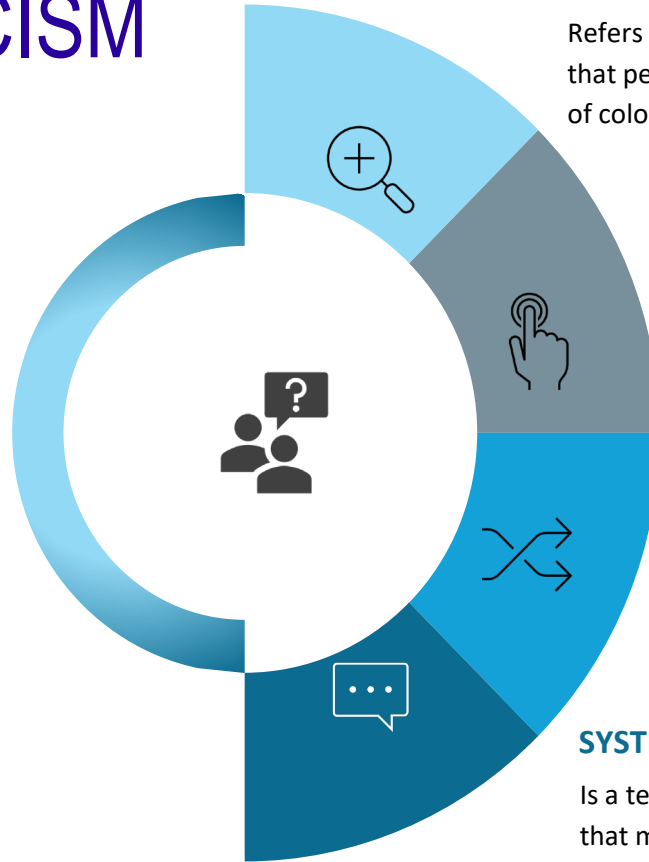
FACETS OF RACISM

OVERT RACISM

Racist actions that are intentional, conscious, or apparent to the listener. For example, a white person calling a Black person “the n-word”.

COVERT RACISM

Actions that can be *unintentional*, *unconscious*, or *unclear* to the listener.



INTERNALIZED RACISM:

Refers to individual actions, attitudes, and beliefs that perpetuate or condone racism against people of color.

INTERPERSONAL RACISM:

Is racism against people of color that occurs between individuals, for example, a group of coworkers using racial slurs when their BIPOC coworkers aren't around.

INSTITUTIONAL RACISM:

Discriminatory policies and practices within organizations and institutions.

SYSTEMIC RACISM:

Is a term to designate the whole societal structure that maintains a racially oppressive system that privileges and oppresses different racial groups in a society.

Equity

Equity is the quality of being fair and impartial. **In the workplace**, equity attempts to identify and address both the overarching needs of a diverse organization and the specific needs of each group within it by bridging gaps between the majorities and minorities.



The pursuit of equity requires...

- A willingness to **remove barriers** to entry/access
- A willingness to **provide transparency** into the process where it is possible to do so (decision-making)
- A willingness to **make room** for underrepresented groups (decision-making)
- **Honest assessment and audit** of current state

Equality vs Equality



A Closer Look at Power & Privilege



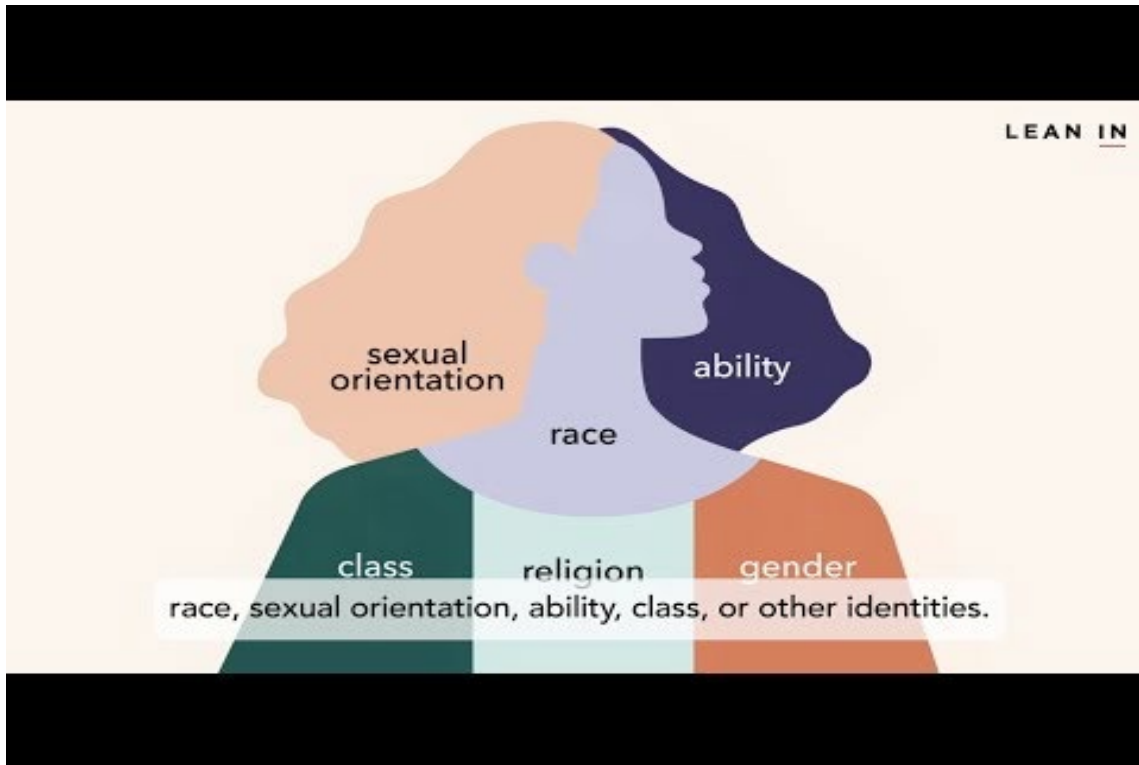
Privilege

- **Built-in advantage**, given to a particular group/person, separate from one's level of income or effort.
- It is the idea that, **due to a certain factor of one's identity** we may experience subtle to explicit benefits that are either consciously or unconsciously denied to others.
- A person can be privileged **and** experience oppression.

Types of Privilege

- ❑ **Ability**
- ❑ **Class** (socioeconomic status)
- ❑ **Education**
- ❑ **Gender**
- ❑ **Gender Identity**
- ❑ **Passing**
- ❑ **Racial**
- ❑ **Religious**
- ❑ **Sexuality**

Privilege



Reflection Activity

- ❑ Reflect on which groups you have membership on the power and privilege wheel.
- ❑ Name a privilege you have in your life that you might take for granted.
- ❑ What are life experiences you face that others might find surprising?

WHEEL OF POWER/PRIVILEGE ³¹



Adapted from ccrweb.ca

@sylvriaduckworth

What's Next?



- Reflect on **ONE TOPIC** you have learned today and would like to implement at the
 - **Personal** level
 - **Interpersonal** level
 - **Organizational** level
- How are you **INDIVIDUALLY** doing the work of DEI currently, and how might you build upon that work after this training?

By committing to practicing diversity, equity, and inclusion at work and in our own lives we can create long-lasting change.



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