

Bridging Divides 2.0

Part II: Leading Change

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Learning goals

- Apply equity and diversity concepts to your professional setting
- Identify proactive (rather than reactive) strategies to support concepts of equity, diversity, and social justice work



Equity and Diversity

Unpacking these ideas

Diversity

- Numbers
- Differences

Having diverse representation
does not mean it is equitable.



*“Diversity is being invited to the party;
inclusion is being asked to dance.”*

-Verna Myers (Moving Diversity Forward, 2012)

But we don't have much diversity here...

- Racial diversity?
100% White folks?
- Socio-economic status
- Ability/(dis)ability
- Religious practices
- Sexual Orientation/Gender
- Language
- Geographic (in town, out of town, farm, lakes, etc.)
- Age

Which voice is missing?

Whose perspective needs to be included?



Personal reflection

How do you currently include diversity of thought and experiences in discussion and decision making?



Some additional considerations...

Take inventory of identities currently represented

- Who is missing? How will we seek out perspectives that are not “at the table”
- Recruit candidates that represent a variety of identities

Create a variety of ways to access information/share insights

- Times, places, mediums, etc.

Equity is not equality

Equality



Equity



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Equity looks like

- Access/opportunities, experiences, and **outcomes**
- Removing barriers/restructuring systems/disrupting the status quo
- Redistributing resources
- Explicitly names: racism, classism, sexism, homophobia, xenophobia, ableism, etc.

Equity feels like

- **Valued** for your strengths and contributions
- **Respected** for who I am
- My voice is **heard and appreciated**
- I see myself **represented**
- I feel **comfortable and welcome** in my community

Is the mindset...

We (make decisions/actions/etc.)
for our community

OR

We (make decisions/actions/etc.)
with our community



Proactive strategies

Put it in action

Identify some...

- minor tweaks
- meaningful shifts
- radical changes



Some “minor tweak” considerations...

- Updating websites to include inclusive language, representation, translations, visual representation, etc.
- Examine communication and documents for equitable and inclusive language (i.e., chairman)
- Hire a presenter or guest speaker, translators, family liaisons
- Include diverse representation visually in public spaces (posters, etc.)

Some “meaningful shift” considerations...

- Recruit candidates that represent a variety of viewpoints and identities
- Encourage voter engagement, campaign and inform on voter rights and access to voting
- Ensure hiring and recruiting practices are equitable

Some “radical change” considerations...

- Prioritize the needs of the most marginalized groups
- Revise policies or practices that center the norms of some communities over others
- Put money and resources toward transformational changes (rather than mitigative changes)

Thank you!



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