



STELLA&DOT

# Talking About Diversity, Equity, & Inclusion

Part I Discussion with the Diversity Council April 2021



**S**ENSITIVITY – Listen to other’s experiences.

**T**RUST – Honor confidentiality.

**A**PPRECIATION - Acknowledge what is true for others.

**R**ESPECT – Separate the person from opinion.

**S**PEAK – Say just enough.

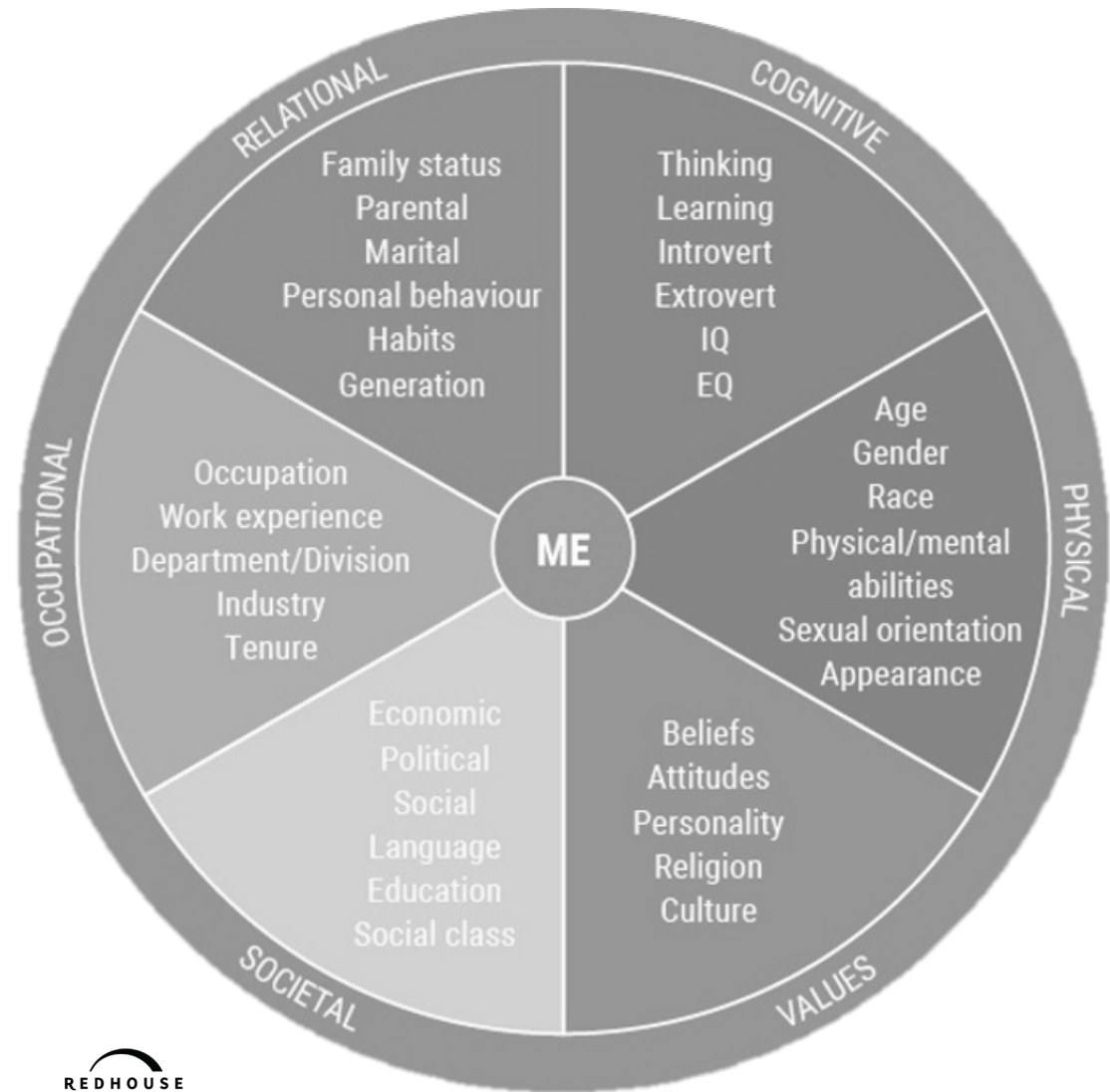


# Diversity defined as individual identity

Defines how you see the world and what's important to you.

Defines your similarities and differences with others.

Defines your experiences and how the world may see or respond to you.



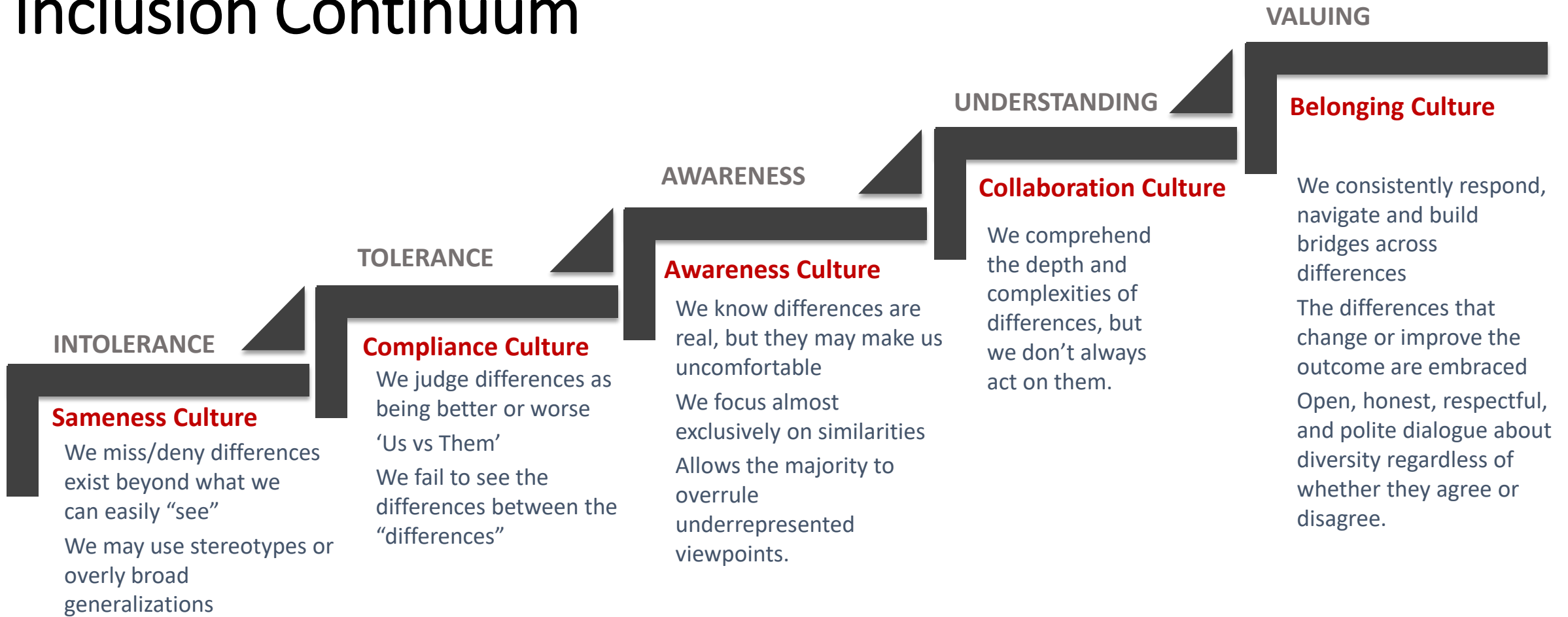
# Inclusion is more than a feeling

**Inclusion** is the essential behaviour that makes diversity work.

It is about adapting to differences and creating a judgement-free environment where people speak candidly, challenge each other, grow, and build trust.



# Inclusion Continuum



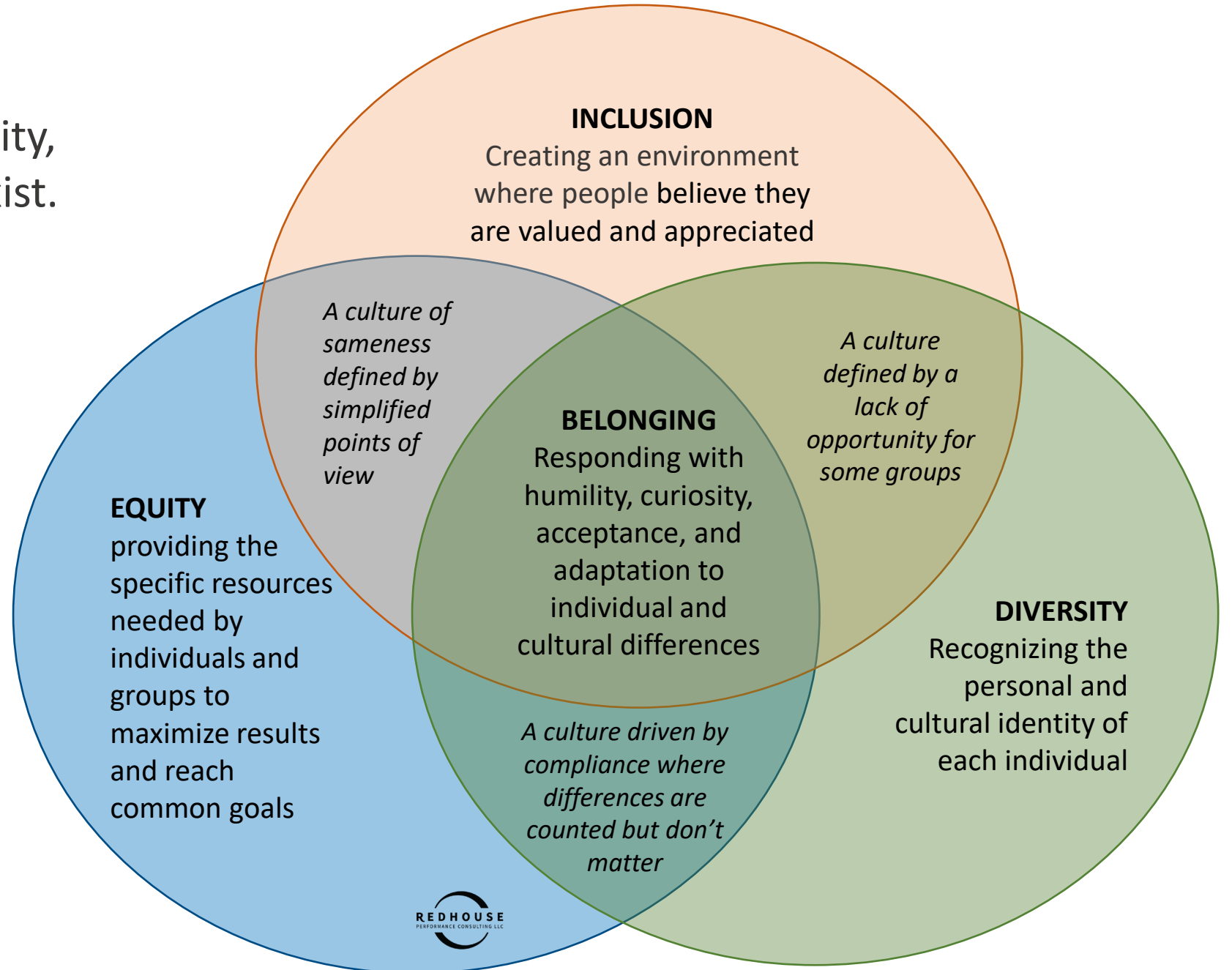
# Equity

ensures everyone has the access and resources they need to achieve and excel.



# Belonging

is the space where diversity, equity and inclusion coexist.





**BELONGING** is being somewhere **YOU** want to be and they want **YOU**.

Fitting in is being somewhere **YOU** want to be,  
but they don't care one way or another.

**BELONGING** is being accepted for **YOU**.

Fitting in is being accepted for being like everyone else.

If I get to be **ME**...I **BELONG**.  
If I have to be like you...I fit in.

Brene Brown



# SOAR

## STRENGTHS

*What is going well in DEI? What are the organizations key assets, resources, capabilities and accomplishments?*

## OPPORTUNITIES

*Where the organization's "blind spots"? What can be done in DEI to improve performance, industry reputation or competitive advantage?*

## ASPIRATIONS

*What should the organization adopt as a vision to build on current strengths, provide inspiration, and challenge the current situation?*

## RESULTS

*What are the tangible outcomes and measures that demonstrate the organization has achieved your goals and aspirations?*





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**If you do not consciously and deliberately include,  
you will unconsciously exclude.**

**No hatred required.**

Joe Gerstadt

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# Conscious Inclusion

Rate your self on each of the following questions using a 1 to 5 scale where 1 = never/don't know and 5 = always or consistently.

1. I can notice myself in moments when I am making assumptions about others.
2. I take time to understand how my unique background and experiences impact and influence my behaviors and decisions.
3. I actively seek to learn about the background and experiences of the people in my organization.
4. I take time to get input from people who are different from me before making important decisions.
5. If I notice someone making assumptions about a team member or exhibiting non-inclusive behaviors, I feel comfortable raising this issue with them.
6. I am attuned to the emotions that are driving my behaviors in challenging situations.
7. I am aware of how my participation in team activities impacts the participation of others.
8. I can patiently (and silently) wait for people to collect their thoughts and finish sharing their input or ideas before sharing my response.
9. I frequently try to imagine issues from the vantage point of others before responding or taking action.
10. I feel comfortable disclosing with others in my organization the unknown or hidden aspects of my identity.

Give yourself a total score. If your total score is 45 or over, rethink your responses! It's nearly impossible to be inclusive 100% of the time. We often need to make decisions quickly or with little information. If your total score is 20 or below, first congratulate yourself for being honest. Second, each day select a statement with a low self rating and take 10 minutes to reflect on how you can incorporate this conscious inclusion behavior into your daily routine. Third, ask someone you interact with frequently and who is NOT like you (e.g. different age, ethnicity, gender, etc.) to give you feedback on your conscious inclusion behaviors.

Me?  
Biased?



# Unconscious Bias

An assumption or decision made without being aware that one is doing so.

## ICE CREAM IS GOOD



HBDI™

# Unconscious Bias

An assumption or decision made without being aware that one is doing so.

# JGF GPFAM JS CQQD



HBDI™



# Conscious Bias

An assumption or decision made with compelling data or information to the contrary.

A shirt and a pin cost a total of \$110.00.

If the shirt cost \$100 more than the pin, how much does the pin cost?



# Conscious Bias

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If the shirt cost \$100 more than the pin, how much does the pin cost?



\$105.00

\$5.00



Research reveals that over 75% of people asked this question, immediately think the that the pin costs \$10.

Total Cost \$110.00

# Bias...is more than one thing

## **Horn & Halo**

We unconsciously evaluate someone based on a positive (Halo) or negative (Horn) general impression, or a single trait we like or dislike.

## **Affinity Bias**

We unconsciously prefer, advocate for, or give an extra helping hand to people who are like us .

## **Stereotype Bias**

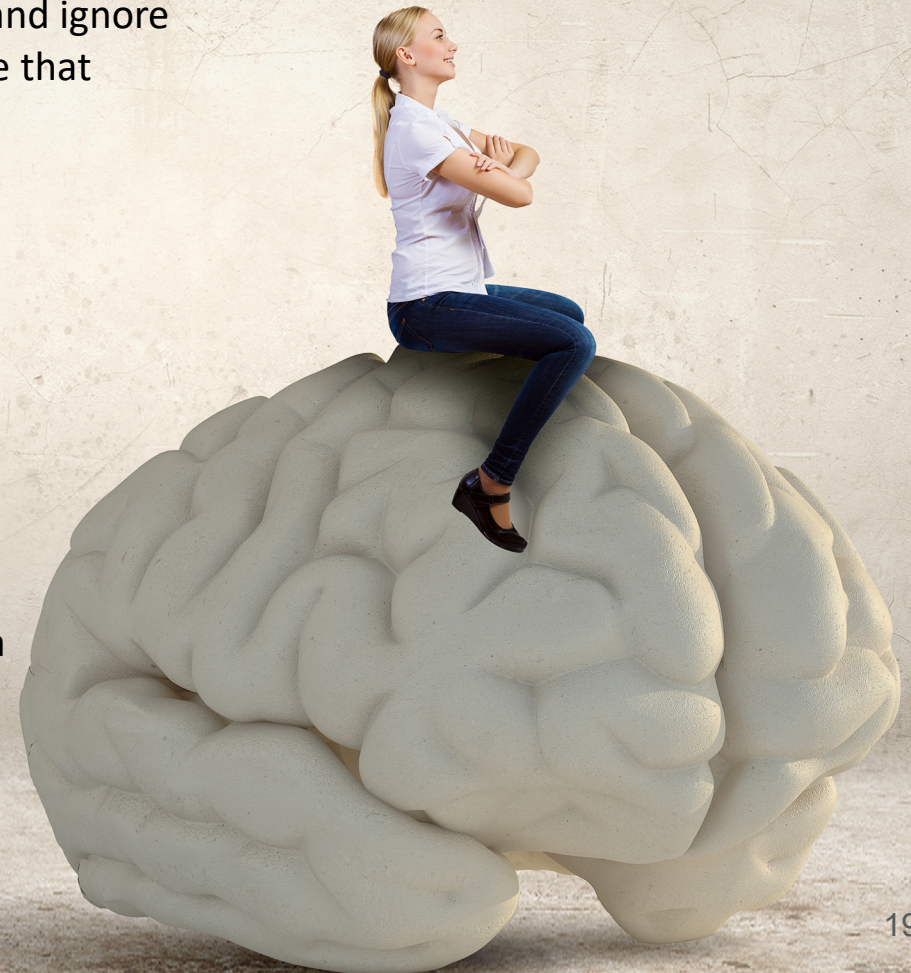
We unconsciously evaluate other people based on preconceived stereotypical expectations about the social groups to which we perceive they belong.

## **Confirmation Bias**

We unconsciously filter evidence to support already-held points of view and ignore or overlook evidence that disproves them.

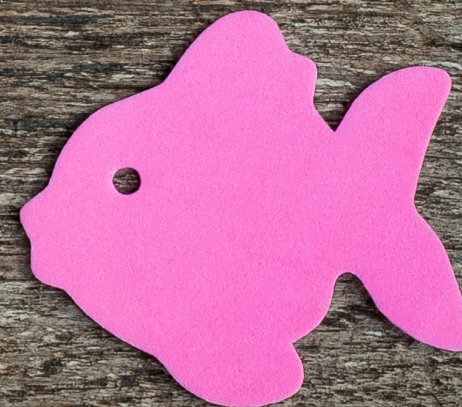
## **Availability/Proximity Bias**

We unconsciously make decisions, judgments, or assumptions based on the data that's most memorable, most recent, or most easily accessible.





# Micro-behaviors



(Microaggressions)

# Micro-behaviors Defined

- ❑ Something you say or do (often unintentionally) that makes someone else feel less valued, challenges their identity, or reinforces a negative stereotype.
- ❑ Micro-behaviours are subtle and hard to pin down.
- ❑ Often, they are only noticed by the person they hurt (e.g. a word, a phrase or a gesture).
- ❑ Because many micro-behaviours are not intentional, they often stem from a lack of awareness or knowledge, and unchallenged bias.



# Micro-behaviors - Examples

- ❑ Checking your smart phone during a conversation
- ❑ Introducing one person with glowing accolades, another with only a name
- ❑ Omitting someone from an important email/communication
- ❑ Using acronyms that others do not know
- ❑ Exhibiting impatience because of someone's accent
- ❑ Cutting off a colleague in mid-sentence
- ❑ Repeatedly canceling meetings on someone



# Micro-Aggressions Close Up



You look different than I thought you would.



Can I touch your hair?



Where are you really from?



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How will you make conscious inclusion part of your daily routine?

