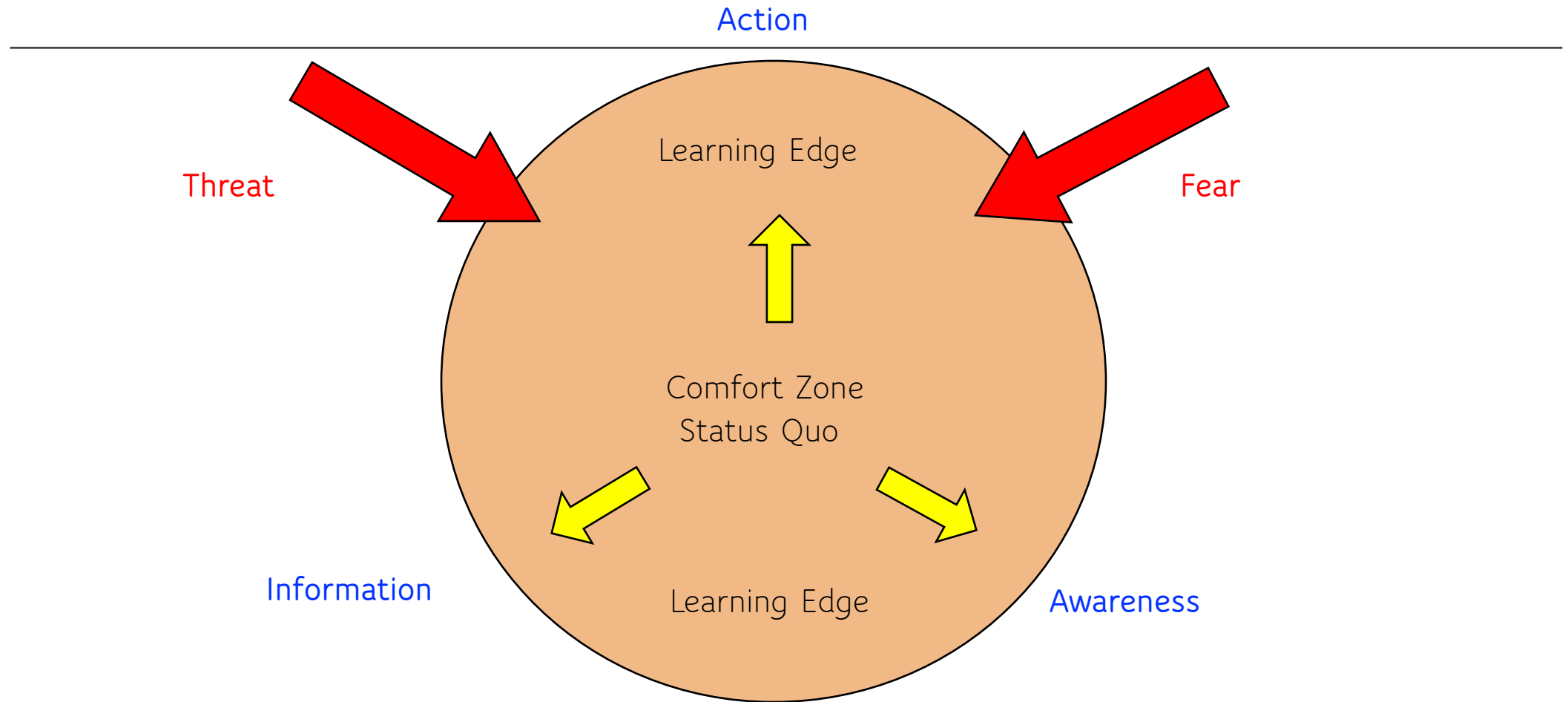


Behaviors that Create Barriers to Engaging Diversity, Equity, & Inclusion

KAREN RICE, PHD, LSW, ACSW
PROFESSOR/DEPARTMENT CHAIR
FACULTY FELLOW FOR THE OFFICE OF DIVERSITY AND SOCIAL JUSTICE
SCHOOL OF SOCIAL WORK
MILLERSVILLE UNIVERSITY OF PA

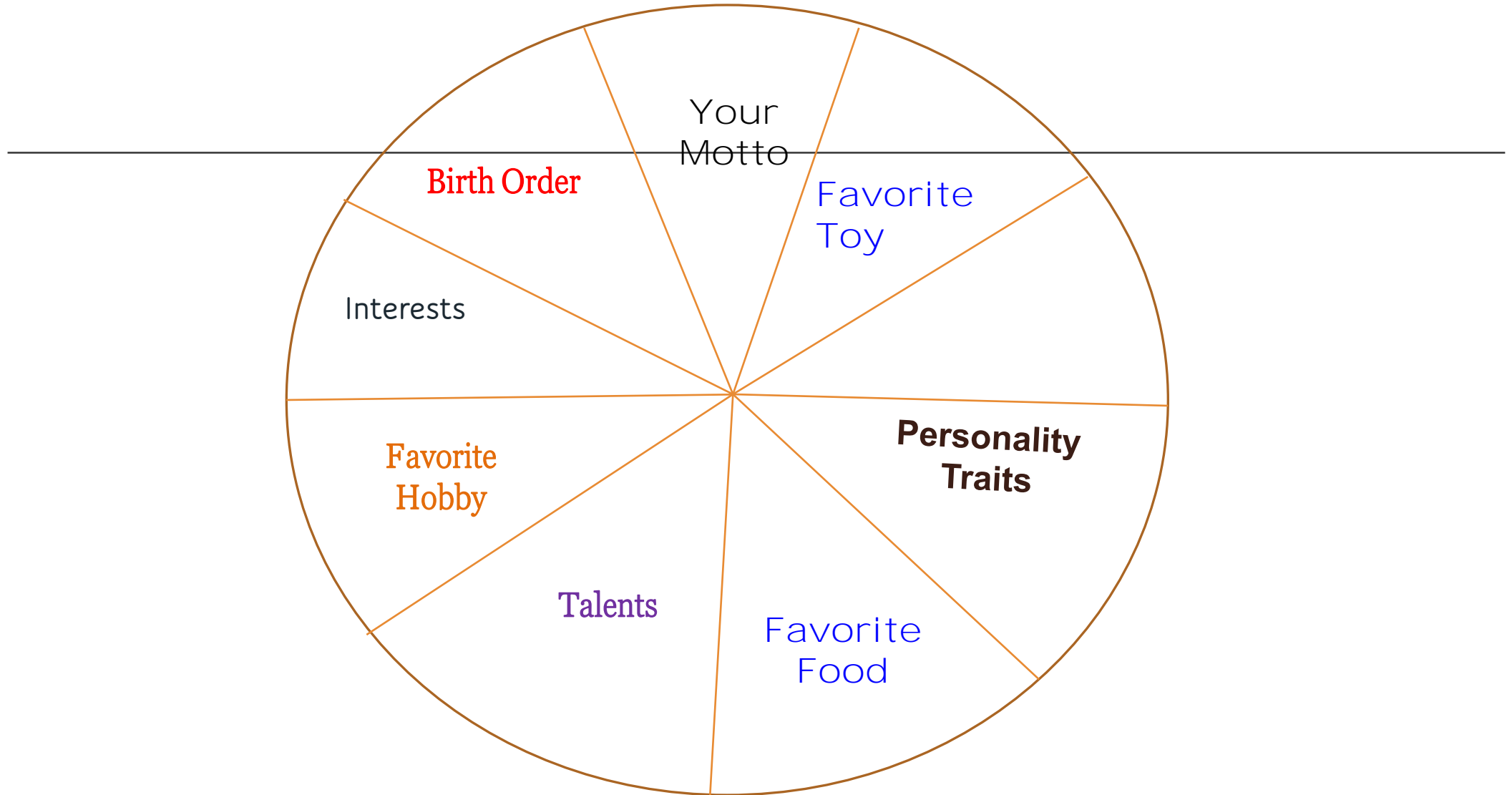
Challenging Our Socialization = Challenging Our Comfort Zones





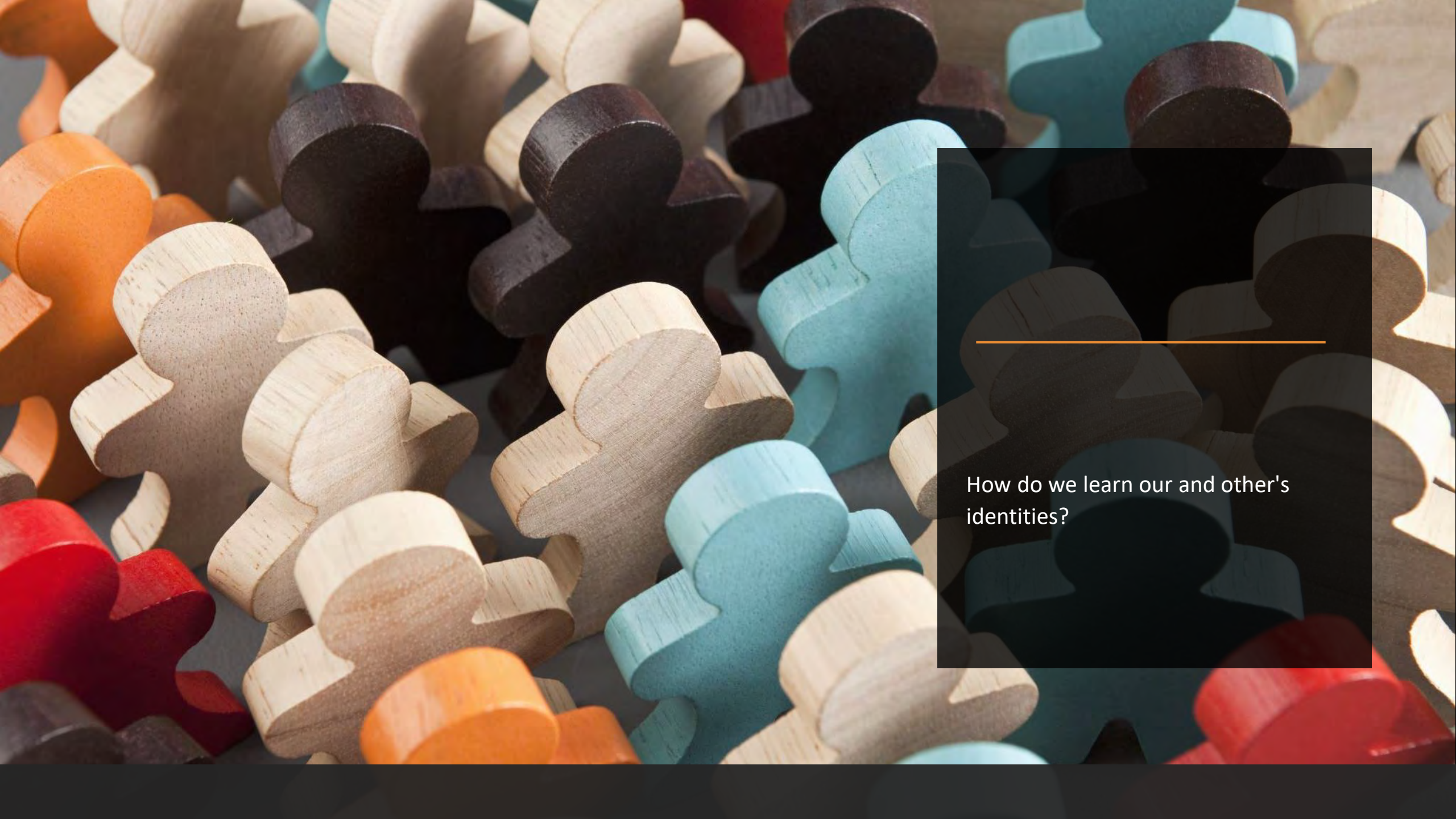
Fostering
Diversity, Equity &
Inclusion begins
with YOU!

Personal Identity Wheel



Social Identity Categories	Social Group Members
Race	Black, White, Asian, Latino, Native American, Multiracial
Sex	Female, Male, Intersex
Gender	Men, Women, Transgender, Genderqueer
Religion	Jewish, Muslim, Christian, Hindu, Buddhist, Mormon
Sexual orientation	Lesbian, Gay, Bisexual, Heterosexual
Class	Owning, Poor, Upper Middle, Middle, Working Class
Ability	Disabled, Temporarily Able-Bodied
Age	Elders, Adults, Young People

Example of Social Identity Categories and Group Memberships



How do we learn our and other's identities?

Cycle of Socialization

Learn from family, peers,
teachers who love us

Born with no Guilt
or Blame

Learning is reinforced by
social Institutions and culture

We teach young
people in our lives.

CORE

Things as they
are normal

Silence, collusion,
Acceptance of things
as they are

Education

Awareness

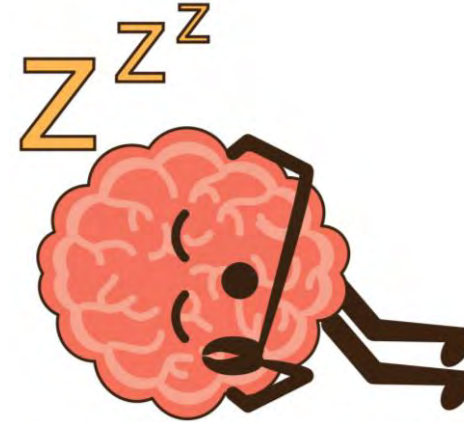
**Critical
Consciousness
and Action**

Behaviors
That Create
Barriers To
Engaging
Diversity,
Equity &
Inclusion?



“The UN-ATTENDED MIND”

Implicit /Unconscious Bias



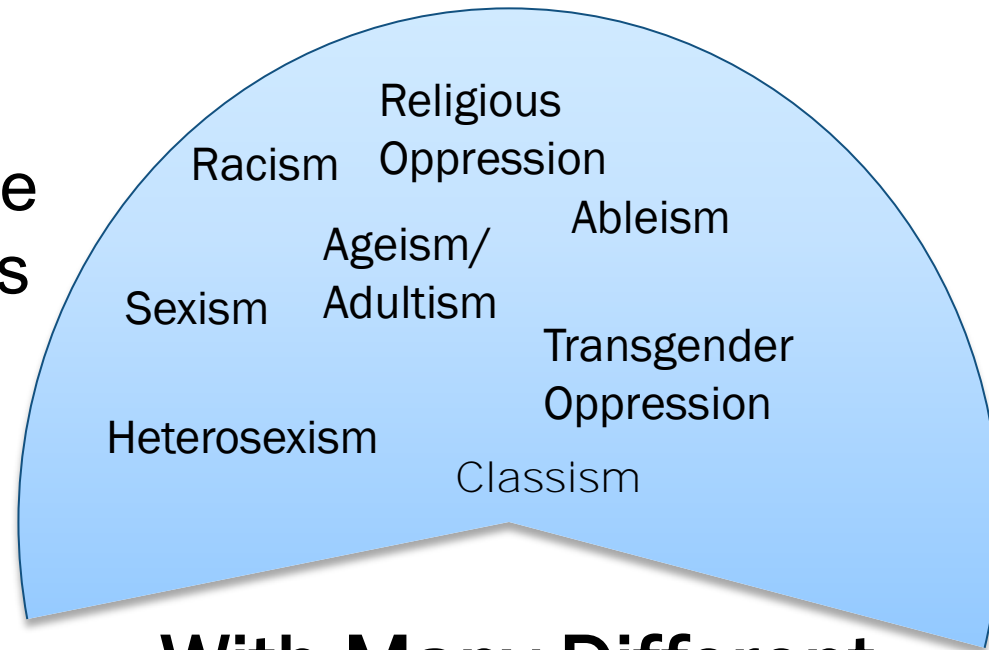
STEREOTYPES

PREJUDICE

DISCRIMINATION

Oppression

Depends on socialization into systems of belief that mask injustice and promote “common sense” rationales for accepting social injustice as part of the natural order, the result of meritocracy, hard work, or individual talent.



With Many Different Manifestations

Four I's of OPPRESSION



Ideological

A system of beliefs or ideas



Institutional

Using the laws, the legal system, the education system, public policy, media, political power, etc... to maintain ideology



Interpersonal

The idea that one group is better than another and has the right to dominate/control the other



Internalized

The oppressor doesn't have to exert any more pressure, because we now do it to ourselves and each other

Dynamics of Oppression



How do I build alliances and promote justice and change?



connectedness

- Feeling of belonging, being heard, valued, and seen
- What are examples of social connections?
- Why is it important to build connections with others?
- Essential components of building connections
 - Authenticity
 - Common cause
 - Consistency
 - Reciprocity

Emergence of Modern Global System

How are
we doing?

What we already know: the lessons of social theory

- Paulo Freire (1970)
 - Liberation theorist
- Michel Foucault (1980)
 - Postmodernist sociologist
- Henry Blau (1965)
 - Social exchange theorist





Fostering Inclusion

Engagement

- Sense of purpose
- Invested
- Focused
- Mindful
- Increased connections
- Greater authenticity

(Diversity and Inclusion, Cornell University)

A hand is shown placing a white puzzle piece with a blue silhouette of a person in a suit into a larger puzzle. The puzzle is composed of many pieces, each with a similar silhouette, set against a light blue background. The hand is positioned at the bottom center, with fingers gripping the edges of the piece being placed.

Benefits of Inclusive Community

Improved critical thinking and leadership skills

Positive, collegial atmosphere

Respectful discourse

Mutual respect for comments and views of all

Open to new ideas and expression of counter or conflicting ideas in civil and respectful manner

Active discouraging bias and hurtful speech and behaviors

Respectful disagreement

Exploration of controversial issues through open dialogue

Ability to disagree with person's ideas without attacking their humanity

(Obear, 2018)

Drivers of Engagement

- Psychological Meaningfulness
- Psychological Availability
- Psychological Safety

(Diversity and Inclusion, Cornell University)

5 WAYS TO HELP CREATE PSYCHOLOGICAL SAFETY



1. MAKE
it an explicit
priority.



2. FACILITATE
everyone
speaking up.



3. ESTABLISH
norms for how
failure is handled.



4. CREATE
space for new ideas
(even wild ones).



5. EMBRACE
productive
conflict.



Center for Creative Leadership®

Intergroup Dialogue

Raising

Debate, Discussion, Dialogue



Dialogue Styles



Neutrality or impartiality

Multipartiality

Overtly and intentionally use positional power as facilitators (teachers) to “push back” on the dominant narrative (Risher & Petryk, 2017)

- Seek to name it and reveal the way it works as well as its implications
- Balance social power among individuals
- Equally invite and encourage participation of dominant and less privileged individuals

Techniques to Foster Multipartiality: Counter Narratives

Alternative Narrative

Tools Educators Can Use



INQUIRY THROUGH READINGS



GUEST SPEAKERS



FOSTER EMPATHY BY INVITING
PANELISTS TO SHARE PERSONAL
EXPERIENCES



SHARE OWN LIVED
EXPERIENCES

Affirming Inquiry

To challenge and counteract the power of the dominant narrative we must practice affirming inquiry

- Mutual risk-taking or vulnerability
- Shared and mutual responsibility for contributions
- Shared and mutual benefit
- There to learn but not more important than the agency of others to answer or not answer questions

Making Dialogue a Success

Deliberative dialogue, not debate

Avoid role of “expert”

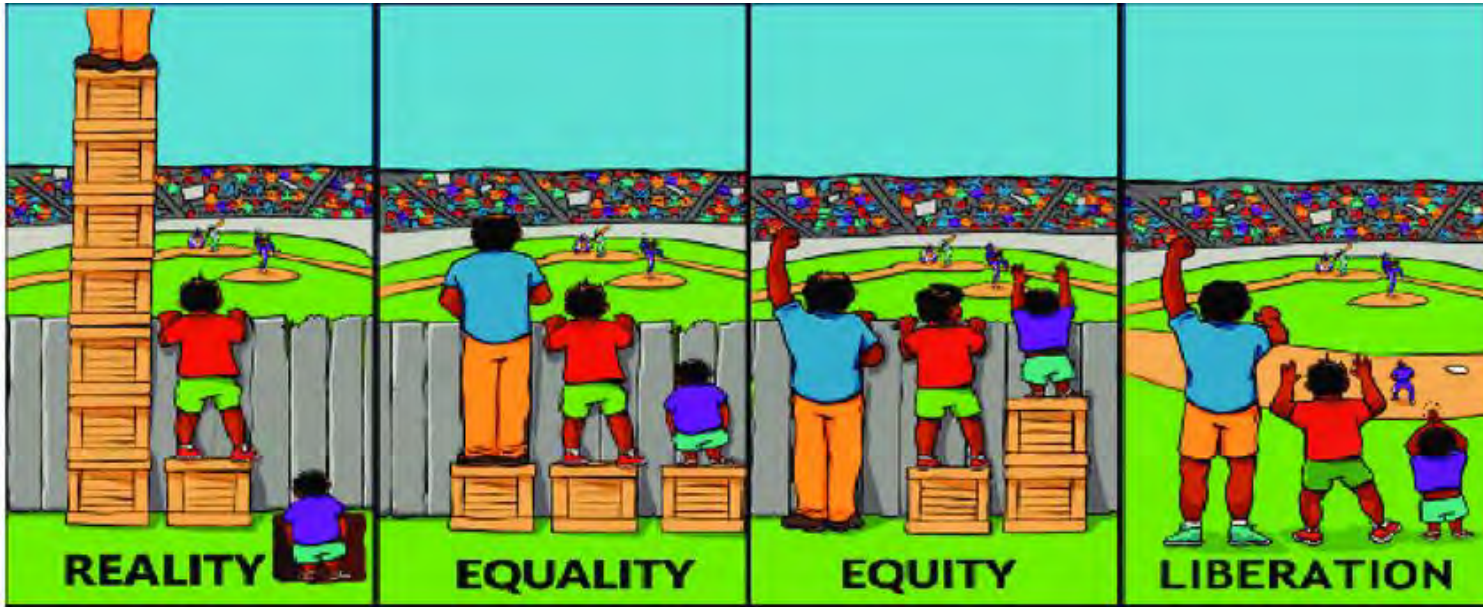
Exploring agreements and disagreements, not searching for consensus

Exploration, not knowing all the answers

Open, honest dialogue

Active and regular participation

Balance of challenging and supporting is critical!



Equality vs Equity



THANK YOU!

