

DIVERSITY, EQUITY, AND INCLUSION

Workbook



Defining Privilege
Association Awareness
Personal Identity Markers

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Video I: Definitions

Stereotypes

"A fixed, over-generalized belief about a particular group or class of people often assumed to be true."

SOURCE: RACIAL EQUITY GLOSSARY, WASHINGTON STATE.

Prejudice

"A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics."

SOURCE: INSTITUTE FOR DEMOCRATIC RENEWAL AND PROJECT CHANGE ANTI-RACISM INITIATIVE: A COMMUNITY BUILDER'S TOOLKIT.

Oppression

"A form of economic, social, and/or political exploitation, often portrayed as "good for everybody." Affirms a two-category system hierarchically arranged as agents (superior) or targets (inferior). There exists a gross imbalance of power in this system."

SOURCE: RACIAL EQUITY GLOSSARY, WASHINGTON STATE.

Discrimination

"To discriminate is to make distinctions on the basis of preference or prejudice. It involves any situation in which a group or individual is treated differently and sometimes unfairly, based on something other than individual reason, usually their membership in a socially distinct group or category. Such categories would include, race, ethnicity, gender, religion, age, sexual orientation or disability."

SOURCE: RACIAL EQUITY GLOSSARY, WASHINGTON STATE.

Video I: Definitions (cont.)

Diversity

"Includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender – the groups that most often come to mind when the term "diversity" is used – but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values."

SOURCE: UC BERKELEY CENTER FOR EQUITY, INCLUSION AND DIVERSITY, GLOSSARY OF TERMS.

Inclusion

"Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power."

SOURCE: OPENSOURCE LEADERSHIP STRATEGIES, SOME WORKING DEFINITIONS.

Equity

"A measure of fair treatment, opportunities and outcomes across race, gender, class and other dynamics."

SOURCE: RACIAL EQUITY GLOSSARY, WASHINGTON STATE.

Privilege

"Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it."

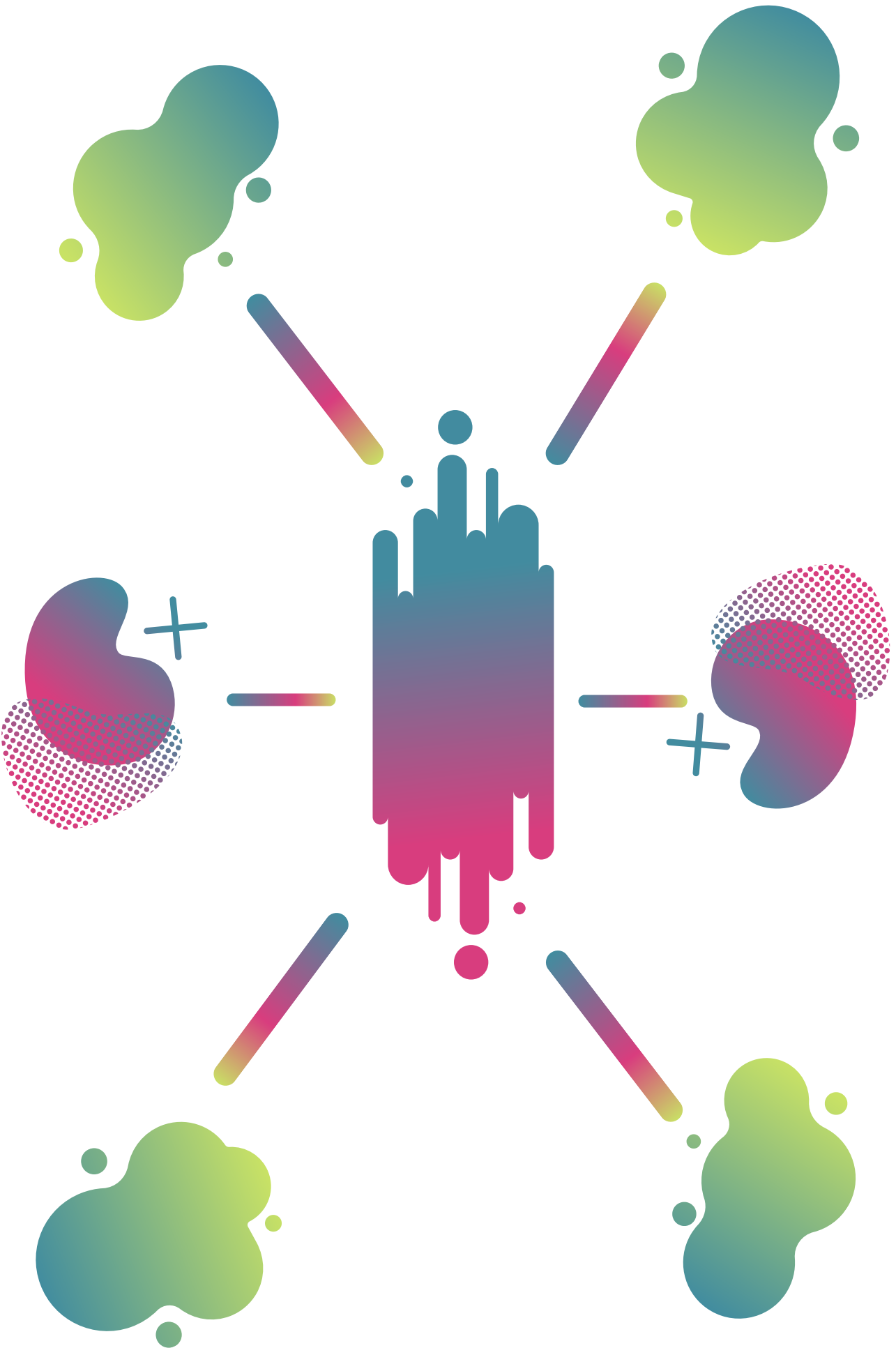
SOURCE: COLORS OF RESISTANCE ARCHIVE ACCESSED JUNE 28 2013.

Video II: 5 Closest Friends Handout

	1	2	3	4	5
NAME					
GENDER					
RACE/ ETHNICITY					
RELIGION/ SPIRITUALITY					
SEXUAL ORIENTATION					
PREFERRED GENDER PRONOUNS					



Video III: Identity Molecules



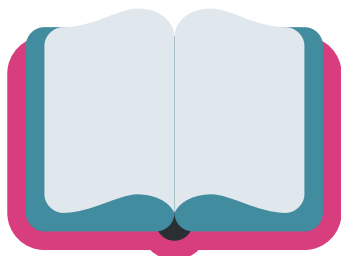
Video IV: Cultural Humility



Definition.

A lifelong process that supports others to be open to the other to tell us their cultural identity; it's not textbook and not a generalized framework. It is a process to learn about other cultures and be sensitive to cultural differences.

What's On My Nightstand:



- Uprooting Racism: How white people can work for racial justice by Paul Kivel
- Between the World and Me by Ta-Nehisi Coates
- White Fragility: Why It's So Hard for White People to Talk About Racism by Robin Di Angelo
- Braving the Wilderness: The Quest for True
- Belonging and the Courage to Stand Alone by Brené Brown

