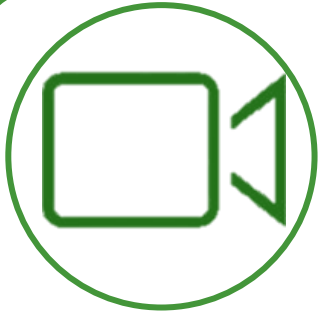


Leading with Equity

Add to the chat:

- Your name
- Your organization & job role
- One thing you're hoping to learn more about today

In this virtual session, we will:



Use the video function for engagement and connection.



Use audio for open discussions and questions.



Use the Chat function for comments and sharing.



Use Breakout Groups for reflection and discussion.

WHEN WE LISTEN AND CELEBRATE WHAT IS BOTH COMMON & DIFFERENT, WE BECOME WISER, MORE INCLUSIVE, & BETTER AS A TEAM [ORGANIZATION]

Pat Wadors



Objectives

1. Explain Bronson's commitment to equity
2. Define key DEI terms:
 - Diversity
 - Bias
 - Discrimination
 - Stereotypes
 - Prejudice
 - Microaggressions
3. Describe management behaviors that support a culture of equity
4. Identify strategies to approach conversations around equity and inclusion

What do co-workers want from each other?

- Reliability
- Responsiveness
- To Feel Valued
- Empathy
- Competency
- Teamwork
- And





Achieving Inclusion

WHO

The “mix” of differences

Focus on the impact of difference

Measured by demographic analysis

HOW

How to make the “mix” work

Focus on capacity

WHAT

The “mix” feeling valued and engaged

Having a voice

Focus on the experience

Measured by outcomes

What is Diversity?

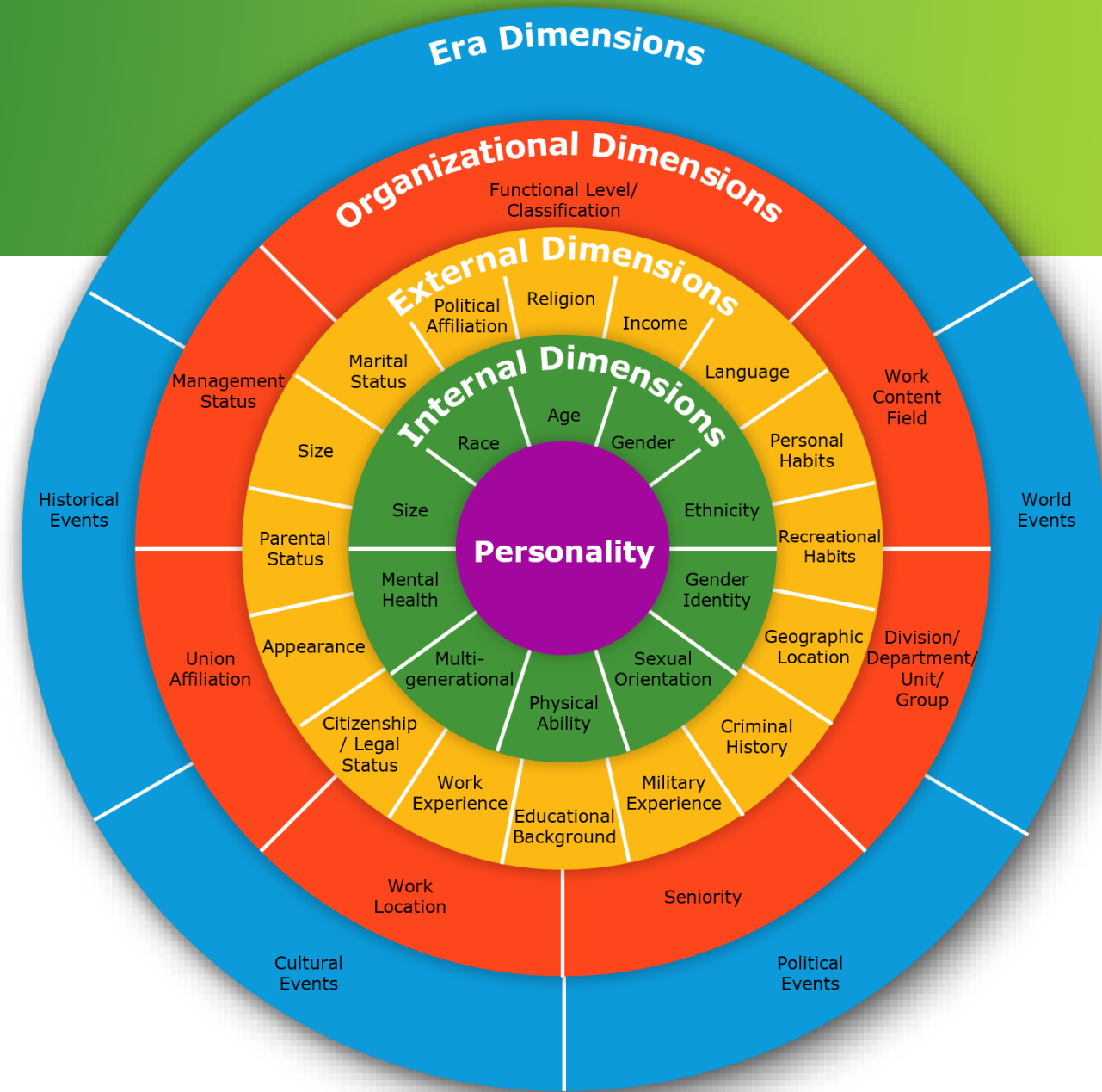
- Diversity is about how we embrace people who are unlike ourselves.
- It's about the environment we work in and respecting our constituents and colleagues.
- It's about how we value and appreciate those that are unlike ourselves.
- It's about how we think and how that translates into how we act towards others.

What do we mean, “Understanding Diversity”

- Acknowledging our own prejudice and bias.
- Increasing understanding of other’s point of view.
- Increasing respectful behavior.
- Increasing openness.
- Increasing humility.

Reflection

Am I comfortable with people who identify with a different dimension of culture than my own?



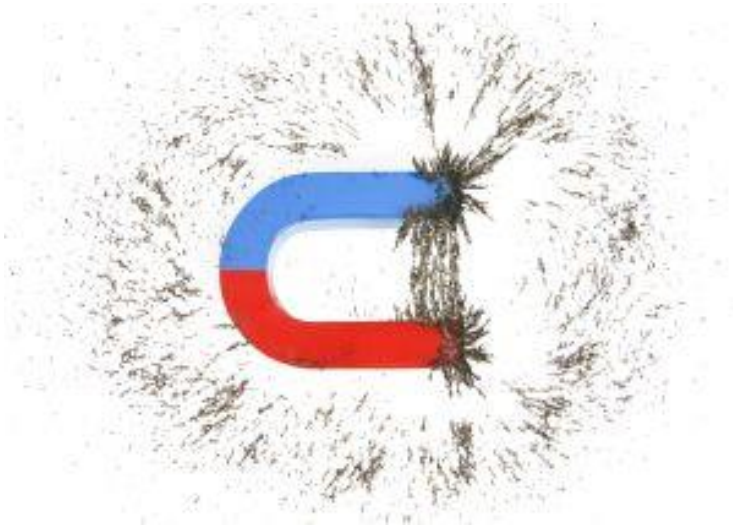
What is Bias?

Bias can be referred to as a process where you prefer one person/place/thing over another.

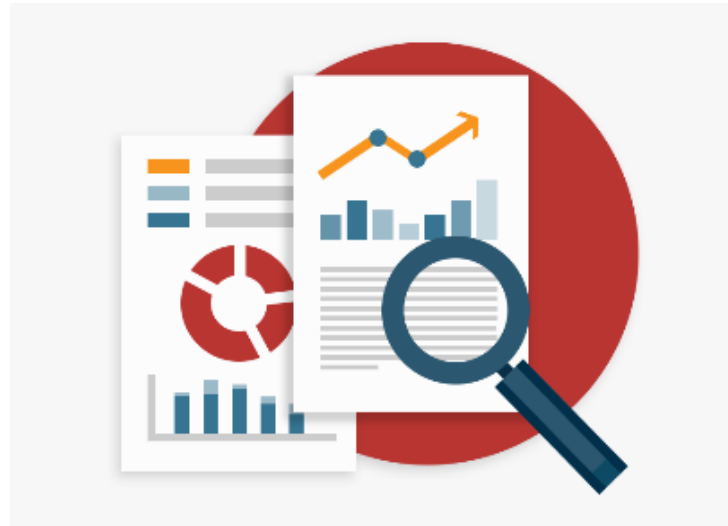
- Implicit: unconsciously held; cannot identify through introspection.
- Explicit: consciously accessible through introspection.
- We ALL have both.

What are the different types of bias?

Affinity Bias



Confirmation Bias



In-group Favoritism

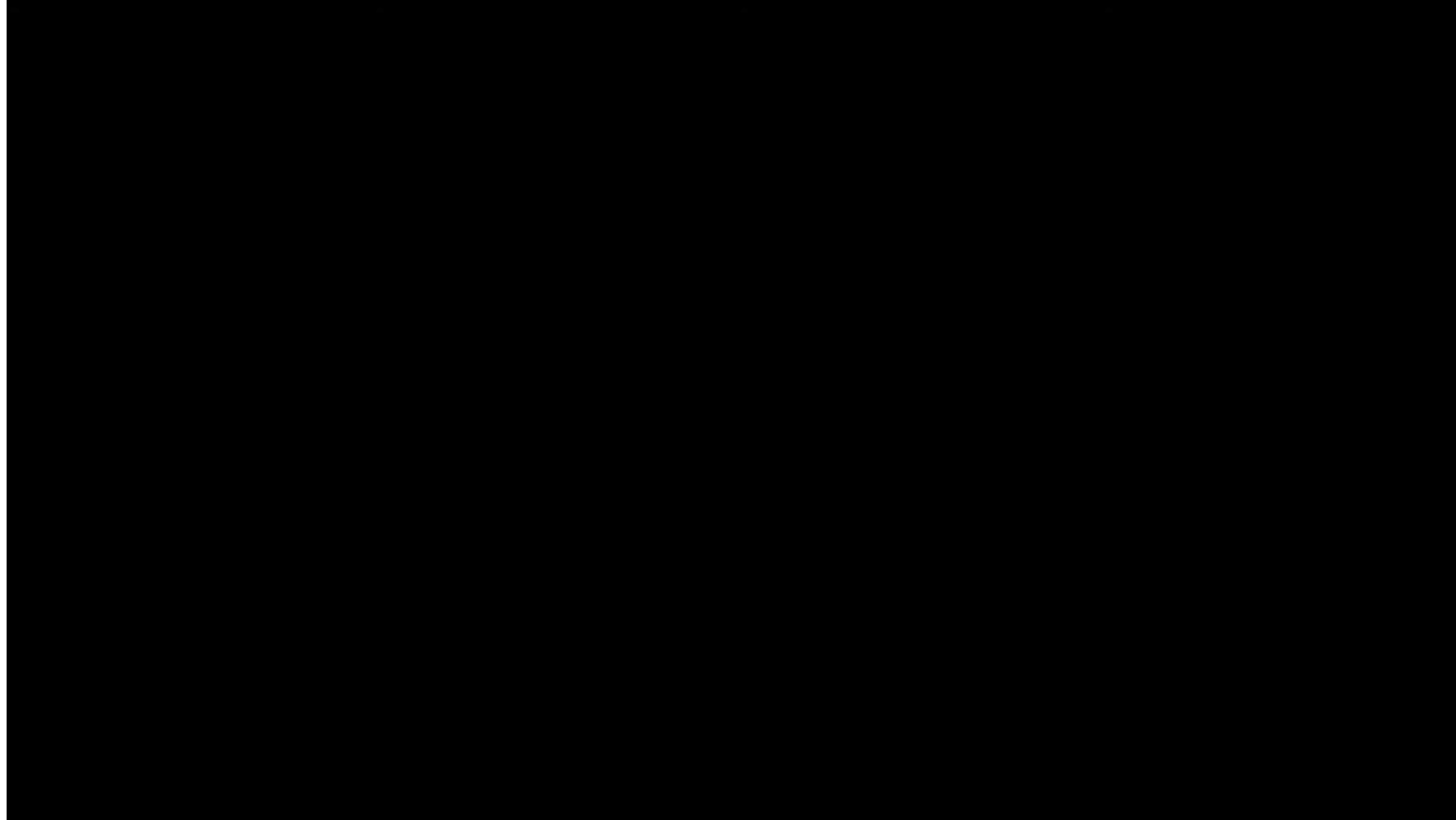


Impact of Bias

- Doctors are less likely to prescribe life-saving care to people of color.
- Managers are less likely to call back or hire members of a different ethnic group.
- NBA referees are more likely to subtly favor players with whom they share a racial identity.
- Teachers call on boys more often than girls.

Source: racial bias examples from <http://writers.unconsciousbias.org/unconsciousbias/>

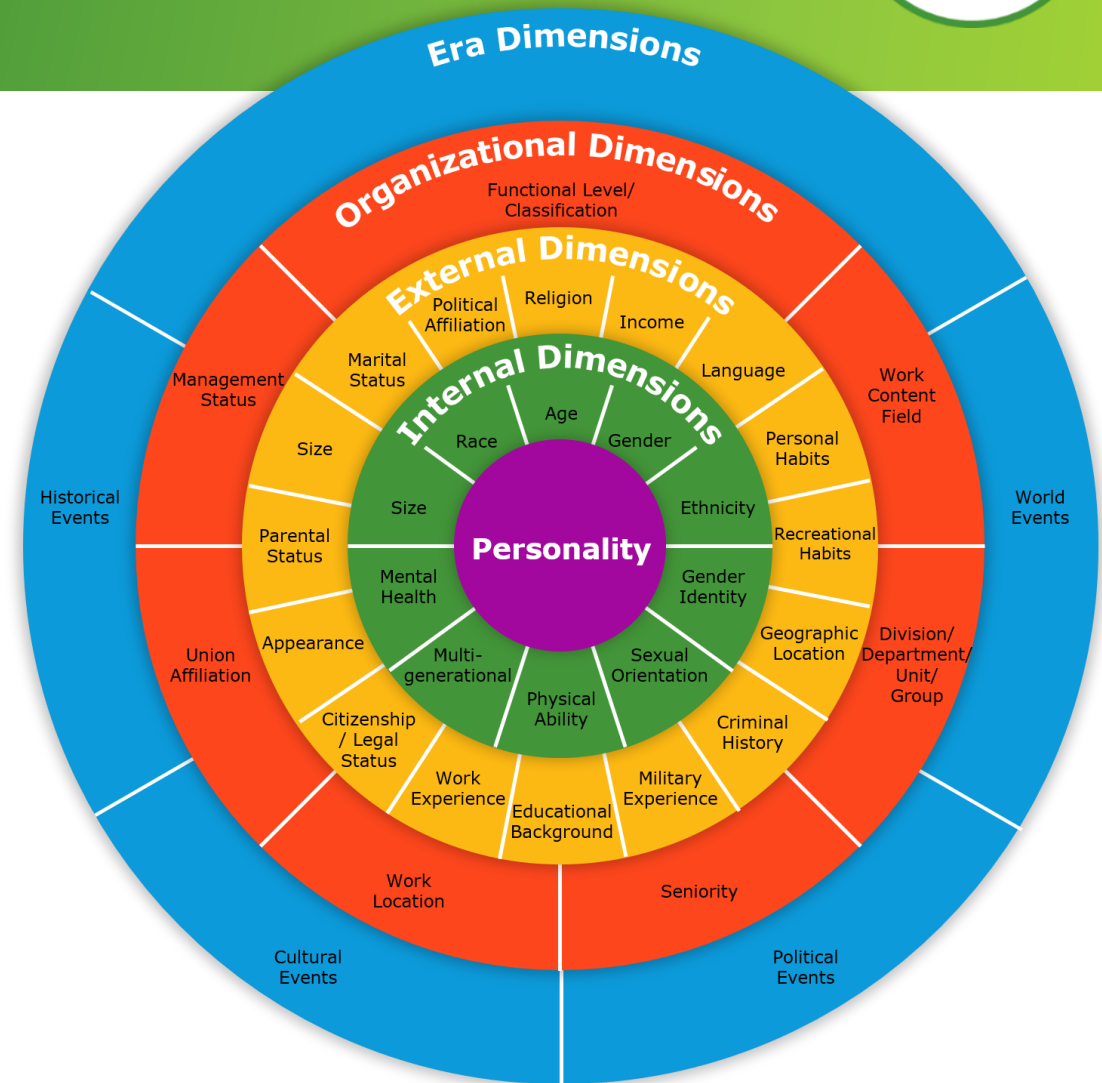
Think About It



Reflection & Breakout



1. What stood out to you in the video?
2. As a leader, how do you create an environment where people feel safe and supported enough to show up with their differences?



Discrimination



- What's your definition?
- Behavior that treats people unequally because of their group memberships.
- Discriminatory behavior, ranging from slights to hate crimes, often begins with negative stereotypes and prejudices.

Nature of Stereotypes and Prejudice

- Categories give order to life, and every day, we group other people into categories based on social and other characteristics.
(**Stereotype**)
- A ***prejudice*** is an opinion, prejudgment or attitude about a group or its individual members.

Characteristics of Prejudice

- **Prejudices** are often accompanied by feelings of insecurity, fear and/or hatred.
- **Prejudices** are formed by a complex psychological process that begins with attachment to a close circle of acquaintances or an "in-group" such as a family. Prejudice is often aimed at "out-groups."
- **How we think determines how we act.**

The 'Golden Rule'

“Treat others the way you want to be treated.”

(Micro) Aggression

- Everyday incidents/comments in which someone accidentally (or purposely) makes an offensive statement or asks an insensitive question.
- Originally called Microaggressions, they are defined as verbal, behavioral, and environmental indignities that communicate hostile, derogatory, or negative slights and insults to the target person or group.

Impact of Aggressions

- Jokes about anyone's race, gender, ethnicity, sexual orientation, age, physical ability, etc. are never ok.
- They perpetuate the racism, sexism, ableism, etc. that exist in our society; even though they might seem harmless, they reinforce discrimination and prejudice.
- They affect the mental health, well-being and culture of the workplace.

Mosquito Bites Hurt



Lateness is not a class of people

Over the last month, Christina has been 10 to 15 minutes late to work for every shift. Finally, Paul, her supervisor, pulls Christina aside to speak to her about her tardiness. Coming from the break room, Olive and Violet see Paul and Christina talking and with a giggle, Olive blurts out "I don't see why Paul bothers, he should know Black people are always late."

Sadly, both Christina and Paul overheard, Christina was mortified. Paul felt badly, especially now knowing that the bus stop in front of Christina's home was no longer available due to bus route changes. Christina has been having a tough time figuring out reliable bus services to get to work.

Articulate “not like the others”

Juan loves his job as a Physician Assistant – and you can tell because his patients and colleagues speak highly of him. When Juan is working, everyone has a smile on their faces and the shift goes by quickly because of his kindness and easy demeanor. One afternoon, during a snowstorm, a patient, Mazie, in room 314 seems particularly agitated. Because staff tease Juan of being the “patient whisperer”, he goes to check on her.

Continued on next slide

Articulate “not like the others”

Continued

After 30 minutes, Juan reemerges from the room, satisfied that Mazie is feeling calm. Her meds are in order, and she is not in any pain. Mazie is afraid of snowstorms but talking to Juan made her feel better. Several hours later, Juan’s attending physician, Dr. Liza, prepares to give Mazie her evening meds. Juan tags along to see for himself that Mazie is still feeling calm. When they arrive at the room, Mazie’s son is visiting. She smiles, says hello to Dr. Liza and Juan, then turns to her son, points at Juan and exclaims *“That’s the one who helped me today! He speaks English really well, he’s so articulate, I understood everything he said. He is not like the others.”*

What do co-workers want from each other?

- Reliability
- Responsiveness
- To Feel Valued
- Empathy
- Competency
- Teamwork
- Other Thoughts?



Session Review

- Diversity
- Bias
- Stereotypes
- Prejudice
- Discrimination
- (Micro) Aggressions

Reflection

We'll leave you with two more questions:

1. What surfaced for you after experiencing this session?
2. What ideas do you have to address the issues presented in this session?

feedback

ideas

comments

thoughts

suggestions

