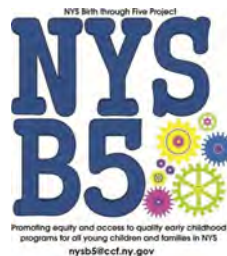




A SEVEN PART LEADERSHIP SERIES FOR PARENTS  
AND CAREGIVERS OF YOUNG CHILDREN

# Diversity, Equity & Inclusion

Session 3



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# DEI Session Goals

- Define diversity, equity and inclusion
- Reflect on the similarities between diversity, equity and inclusion
- Identify strengths in thinking about diversity, equity and inclusion
- Identify how to think and act on issues relating to equity and inclusion
- Develop knowledge, practices and behaviors for working toward positive solutions using a diversity, equity and inclusion lens

# Parking 101: What do you see?



## Reflect

- What are your first thoughts and reactions to the Parking 101 picture?

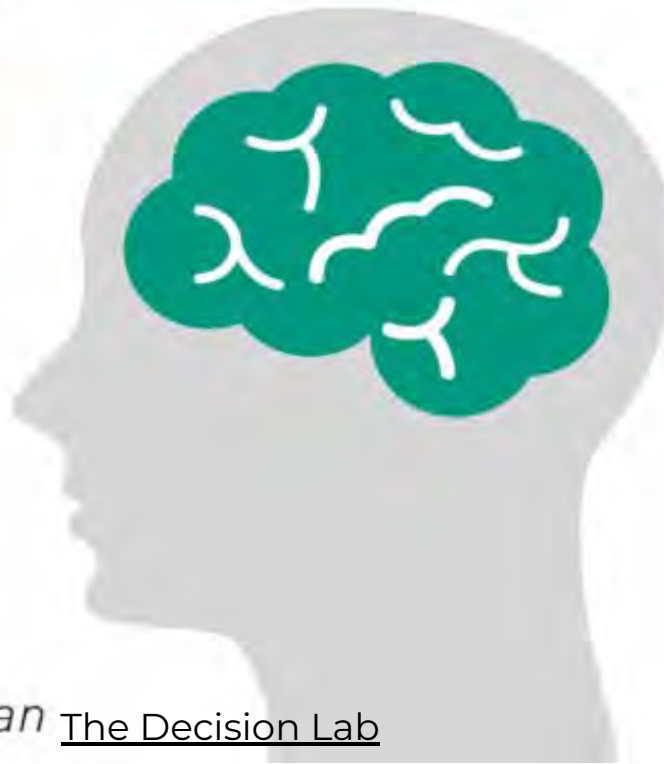
# Connecting the Dots: Let's talk about 'thinking'

## SYSTEM 1

First Reactions



Fast  
Automatic  
Impulsive  
Little / No Effort  
Emotional



## SYSTEM 2

Thinking



Slower  
Deliberate  
Reflective  
Effortful  
Analytical

Source: Daniel Kahneman [The Decision Lab](#)

# Are you willing to be disturbed?

...As we work together to restore hope to the future, we need to include a new and strange ally—**our willingness to be disturbed**. Our willingness to have our beliefs and ideas challenged by what others think. No one person or perspective can give us the answers we need to the problems of today. Paradoxically, we can only find those answers by admitting we don't know. We have to be willing to let go of our certainty and expect ourselves to be confused for a time...

Source: [Margaret J. Wheatley Willing To Be Disturbed](#)

# Let's define diversity

**Diversity:** Encompasses acceptance and respect. It means understanding that each individual is unique, and recognizes our individual differences. These differences can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Source: University of Oregon: [Definitions of Diversity](#)



# Why is diversity important?

Diversity is important in today's world because it helps us learn from each other and understand that everyone is unique and special in their own way. Diversity is important for several reasons, both in society and in the workplace, education, and communities, for example:

1. Enhance Creativity and Innovation
2. Better decision making
3. Encourages learning and personal growth
4. Improves performance
5. Fosters inclusivity
6. Reflects and Serves the needs of different populations

Source: [Diversity for Social Impact](#)

# Reflect

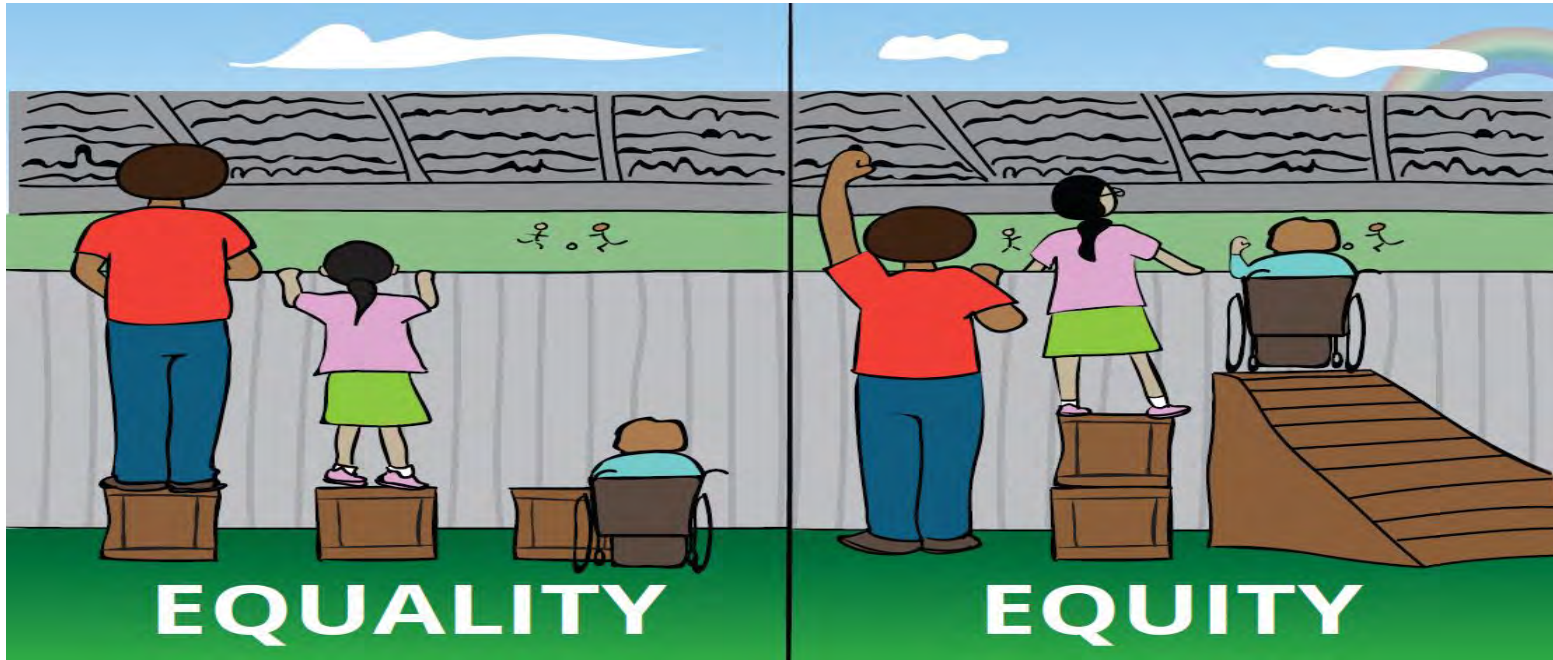
- What are some ways that diversity can be a strength?
- Can you think of a time when you have seen diversity in action?

# Let's define Equity

**Equity** seeks to ensure fair treatment, equality of opportunity and fairness in access to information and resources for all. This is best achieved in an environment built on dignity and respect.

Source: [Ford Foundation diversity, equity and inclusion](#)

# Connecting the Dots



Source: [Quaker EarthCare Equality-Equity-Justice-Transportation](#)

# Is there a difference?

- What do you think is the difference between equality and equity?

# There is a Difference!

- **Equality**

Equality begins with the assumption of sameness, “equal footing,” and a “level playing field.”

Everyone is treated the same exact way, regardless of need or any other individual difference

- **Equity**

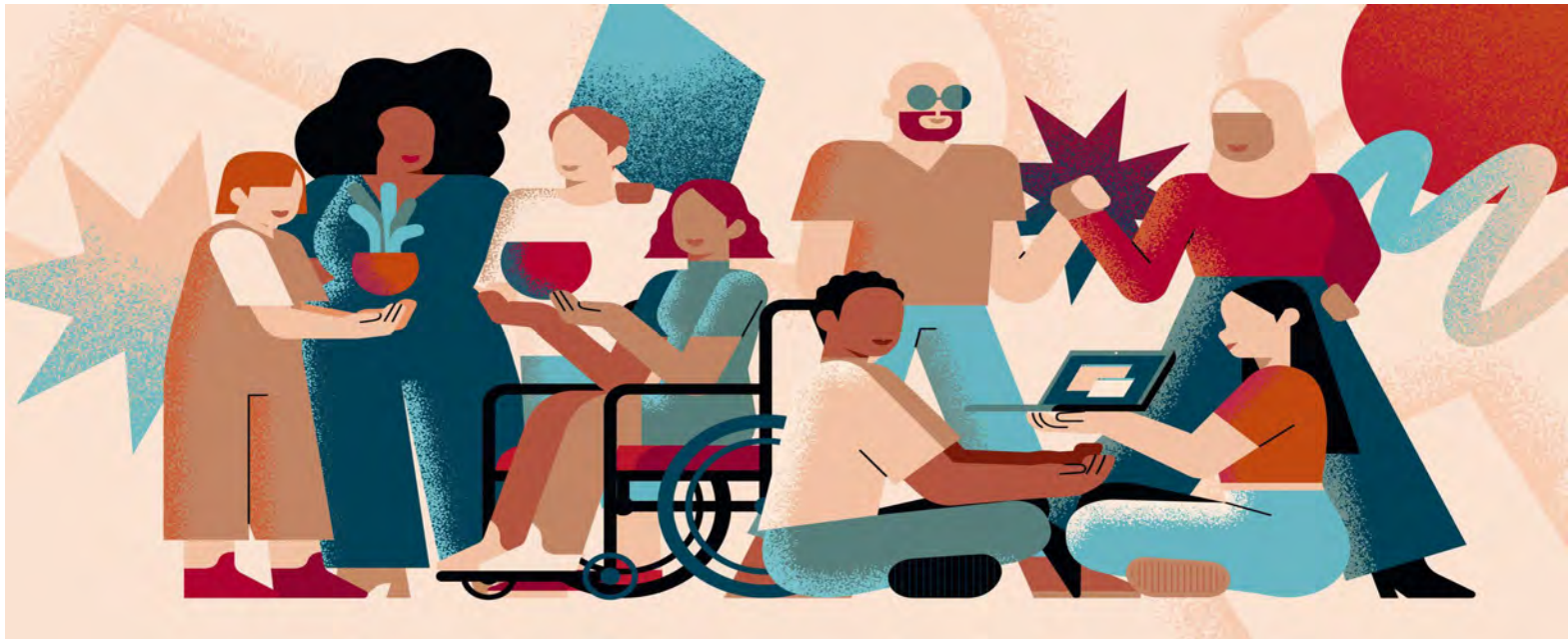
Equity begins with listening to each condition:

Equity means everyone is provided with whatever they need to succeed.

Source: [Quaker EarthCare Equality-Equity](#)  
Source: [Rise To Win Equality vs. Equity](#).

**Equality is giving everyone the same pair of shoes.**

**Equity is giving everyone a pair of shoes that fits**



# Let's define Inclusion

**Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value and we strive to create balance in the face of the power of differences. No person can or should be called upon to represent an entire community. At this table, ALL are welcome.

Source: [Ford Foundation: diversity, equity, and inclusion](#)



# Reflect

- In what ways are diversity, equity and inclusion the same?
- In what ways are diversity, equity and inclusion different?

# The DEI Connection



Source:  WordStream  
by LOCMAR

# Leading with diversity, equity & inclusion



- **Be An Active Ally:** Listen to learn, educate others, be willing to be disturbed...
- **Be An Accomplice:** Accept accountability, ask others to join you, interrupt jokes and harmful comments...
- **Be A Co-Conspirator:** Imagine and co-create, act accountably, be vigilant, be seen and heard.

Source: Britt Hawthorne

# Reflect: Connecting the dots

## Supporting diversity, equity & inclusion when necessary

- As a child, what types of unfairness did you notice? Were you concerned? Were you aware of unfairness? What did you do in the face of unfairness? What happened when you tried to act?
- As an adult, what specific incidents of unfairness or discrimination have you witnessed? Did you act? What/who motivated or supported you? If you kept silent, what stopped you from acting?

# Diffusion of Innovations Theory

- **Diffusion of Innovation Theory (DOI)**- E. M. Rogers, 1962
- Longstanding social science theory
- Employed across multiple disciplines, including diversity, equity & inclusion theories
- How a thought or idea takes hold and spreads over time
- End result is a new idea or behavior

Source: Boston University School of Public Health

# Diffusion of Innovation Theory

## How does change happen?

### Adopter Categories

- Innovators
- Early Adopters
- Early Majority
- Late Majority
- Laggards

### Stages of change:

- Knowledge
- Persuasion
- Decision
- Implementation
- Confirmation

# Connecting the dots: Diffusion of Innovations and Change

## Learning to embrace and understand change in yourself and others

- Think of a time when you were an ‘early adopter’ to an idea:
  - What was the idea and why did you embrace the idea?
  - How did the idea affect you and your family?
  - Did you tell others about the idea?
- Overall, are you comfortable or uncomfortable with change? Why or why not?

# **This is the Year: Turning to One Another**

## **The Practice of Reflective Listening**

- Decide on Ground Rules (protocols)
- Listen Actively
- Communicate to be Understood
- Reject All Name Calling, belittling, stereotyping and bias
- Pay attention to your feelings and triggers
- Consider the Relationship
- Be Mindful of Power Issues
- Agree to Disagree

Source: ADL® [Tips for respectful conversations in schools and workplaces](#)



# **This is the Year: Turning to One Another**

## **The Practice of Conversation**

- We Acknowledge One Another As Equals
- We try to stay curious about each other
- We recognize that we need each other's help to become better listeners
- We slow down so we have time to think and reflect
- We remember that conversation is the natural way that humans think
- We expect to be messy at times

Source: Turning to one another, simple conversations to restore hope to the future, Margaret J. Wheatley, 2009

# Key Takeaways

- Listen, think and reflect before judging
- Understand the meaning of diversity, equity and inclusion
- Support diversity, equity and inclusion when necessary
- Learn to embrace and understand change in yourself and others



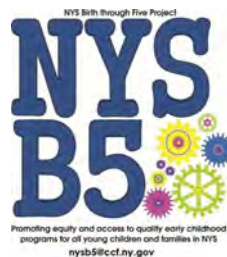
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# Thank you for joining us today!

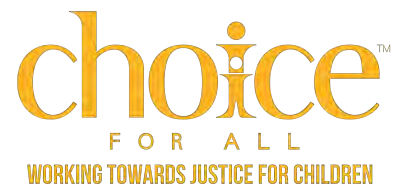
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