


What is Inclusion?

Nebraska State Patrol
September 13, 2018



Foundational Definitions

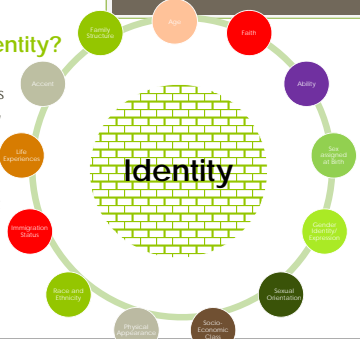
Identity consists of the **qualities, beliefs and expressions that make a person** or group different from others.

Intersectionality refers to **overlapping qualities of identity** that come together and provide a unique perspective and experience of the world.

Blinders are what happens when our **identities and natural bias influence our awareness of experiences different than our own**, which limit our ability to relate to and understand others.

What is identity?

Identity consists of the qualities, beliefs and expressions that make a person or group different from others.



- Visible
- Non-visible

Intersectionality

Intersectionality refers to overlapping qualities of identities that come together and provide a unique perspective and experience of the world.

Cycle of Socialization

Our identities shape the way we:
 > Perceive and experience the world
 > AND the way others perceive us


Implicit Bias

- We've all experienced socialization around our own identities and others'.
- This socialization creates biases.
- Implicit bias is the bias in judgment and/or behavior that results from subtle cognitive processes that often operate at a level below conscious awareness and without intentional control.
- Implicit bias does not naturally produce discriminatory behavior.

When our does our bias become a problem?

What does this all mean? 

- You have complex, multifaceted, intersectional identities.
- Others' personal identity is just as **complex**.
- Our **identities shape** the way we:
 - **Perceive** and **experience** the world
 - **AND the way others perceive** us.
- We tend to **ignore** those aspects of identity that just **aren't salient** for us.
- What relationship do your identities have to your social network and inclusion?



Who's in your Circle?

Color Key

- Blue = Same as you
- Red = Different Sexual orientation than you
- Black = Different Nationality than you
- Green = Different Faith than you
- Yellow = Different disability/ability status than you
- Orange = Different Race/Ethnicity than you
- Brown = Different Gender than you
- White = Do not know

Directions

- Step 1: Write down how you identify Example: I identify as Black – American, cis-Female, born in the US, Heterosexual, no disability (visual or non-visual)
- Step 2: I will ask you to select which colors represent the intersectional identities of certain people in your life. You will have 3 color options for each person.
- Step 3: Fill in your circle based on the intersectional identities of the people I mention. If there are multiple that fall into a category consider the identity that the majority of the people hold.
- In this activity we will be looking at the intersection of 3 identities. The identities will be different so see the slide for each one, before making your selection.

Example:

Favorite Teacher

- Race
- Gender
- Sexual Orientation

My favorite teach was Mrs. Foxall
Race: Black
Gender: cis-Female
Sexual Orientation: Heterosexual

All of Ms. Foxall's Identities are the same as mine, so I would color circle all blue

Questions?

If Mrs. Foxall had been a different race than I, I would color 2/3 blue and 1/3 Orange.

If hold the same Identity as you in every area color **BLUE**.

Partner	Neighbor
○ Race	○ Race
○ Nationality	○ Sexual Orientation
○ Disability	○ Gender


If hold the same Identity as you in every area color BLUE

Best Friend <ul style="list-style-type: none"> oRace oGender oDisability 	Mentor/Look up to <ul style="list-style-type: none"> oRace oDisability oGender
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Lunch in HS <ul style="list-style-type: none"> oFaith oSexual Orientation oNationality 	Lunch Now <ul style="list-style-type: none"> oFaith oSexual Orientation oNationality
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Social Hangout <ul style="list-style-type: none"> oSexual Orientation oNationality oRace 	Main Character <ul style="list-style-type: none"> oDisability oFaith oGender
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<p>Physician</p> <ul style="list-style-type: none"> o Race o Gender o Sexual Orientation 	<p>Finances/Legal</p> <ul style="list-style-type: none"> o Race o Disability o Gender
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Discussion

Define Diversity?

19

Define Inclusion?

20 August 30, 2018

How does your office demonstrate inclusion or diversity?

21 August 30, 2018

What could you do better?

22 August 30, 2018

What will you do to create a more inclusive culture for staff & clients?

Conclusion

- We all have bias and have experienced socialization from peers, family, the media regarding others' identity.
 - These biases create blinders
- This impacts the way we communicate and relate with each other;
- We need to do our best to be intentional about our social networks in order to expand our business circles
 - Avoid tokenism and check box diversity
- For us to diversify our organizations we must first create a culture that welcomes that diversity and is equitable for all.

Keep the Conversation Going!

- Attend an Omaha Table Talk
- Contact Cammy to schedule a workshop for your office. Cammy@inclusive-communities.org or 402-391-4460
- Visit our website for additional resources or events: www.inclusive-communities.org

INCLUSIVE COMMUNITIES

