

What is Inclusion?

Nebraska
State Patrol
September 13, 2018

INCLUSIVE
COMMUNITIES



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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.

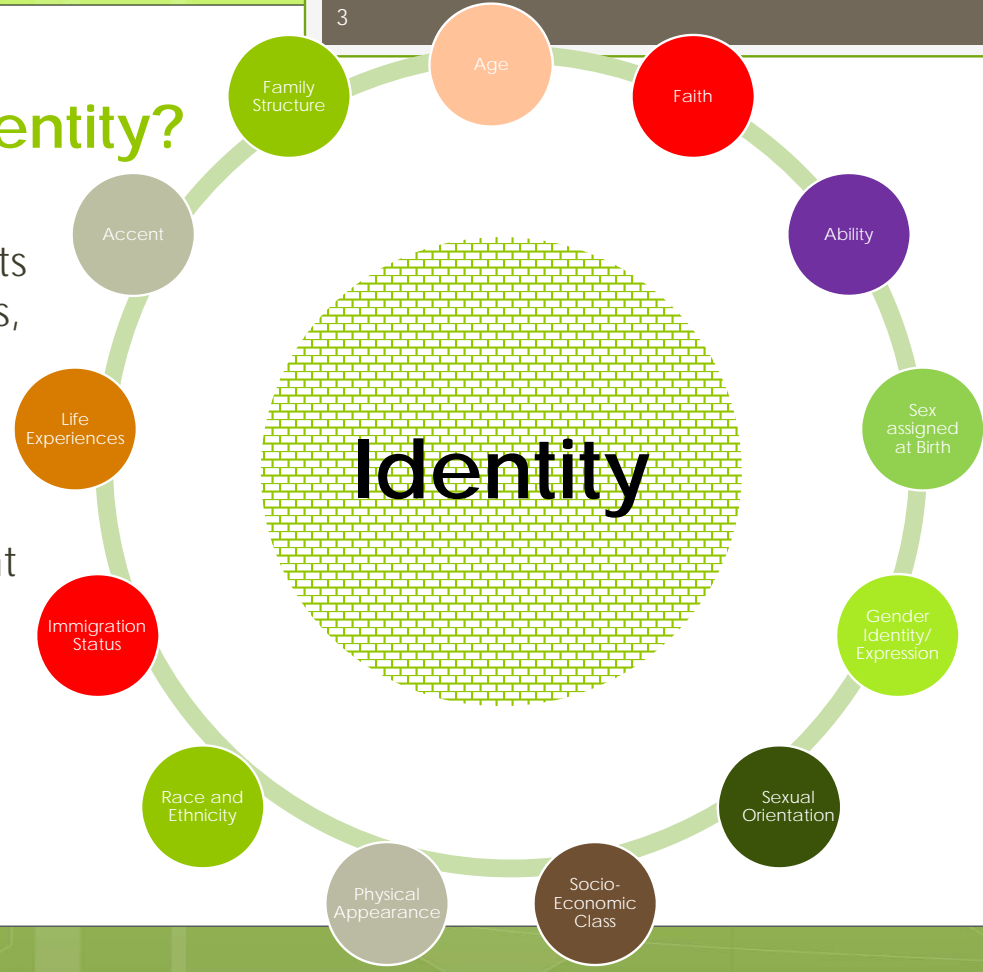
Blinders are what happens when our **identities and natural bias influence** our **awareness of experiences different than our own**, which **limit** our **ability to relate to and understand** others.

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What is identity?

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

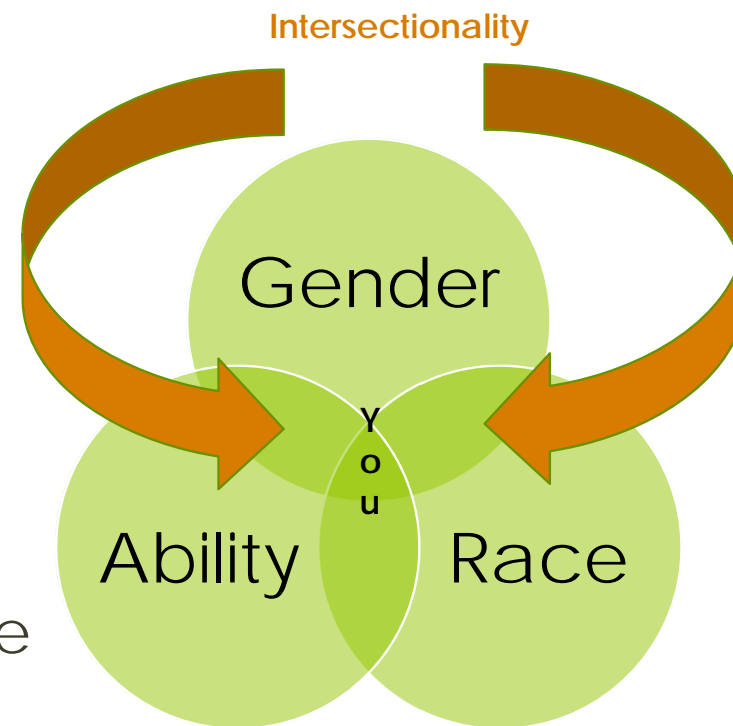
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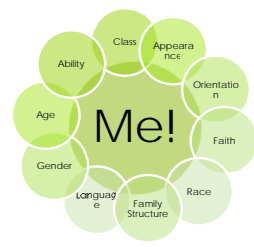


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Intersectionality

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

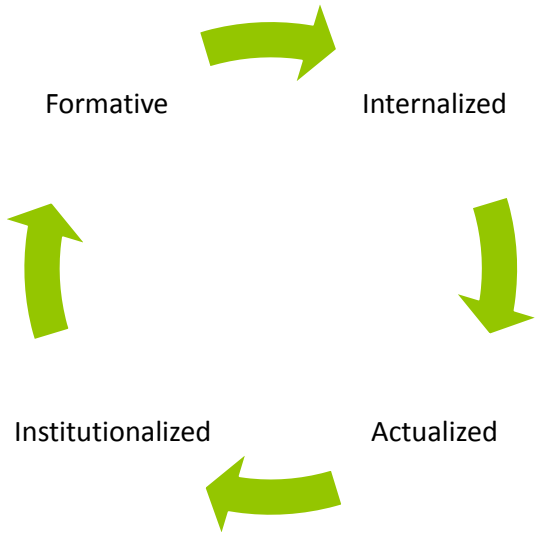




- Our **identities shape** the way we:
 - **Perceive** and **experience** the world
 - **AND the way others perceive** us



Cycle of Socialization



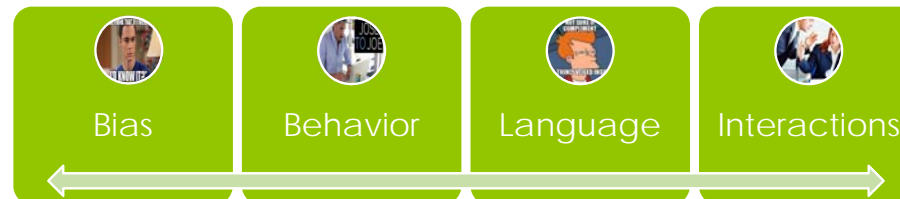
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Implicit Bias

- 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 bias becomes a problem?

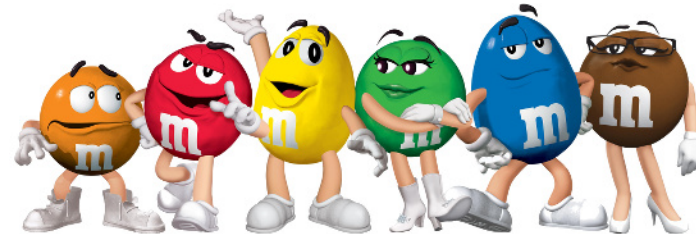


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What does this all mean?

- 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?

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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.

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Example:

Favorite Teacher

- Race
- Gender
- Sexual Orientation

Questions?

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

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

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

Partner

- Race
- Nationality
- Disability

Neighbor

- Race
- Sexual Orientation
- Gender

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

Best Friend

- Race
- Gender
- **Disability**

Mentor/Look up to

- Race
- **Disability**
- Gender

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Lunch in HS

- Faith
- Sexual Orientation
- Nationality

Lunch Now

- Faith
- Sexual Orientation
- Nationality

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Social Hangout

- Sexual Orientation
- Nationality
- Race

Main Character

- Disability
- Faith
- Gender

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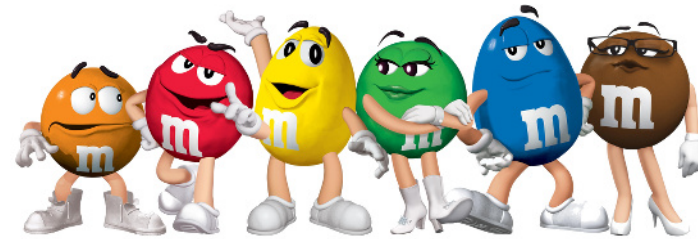
Physician

- Race
- Gender
- Sexual Orientation

Finances/Legal

- Race
- Disability
- Gender

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Discussion

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Define Diversity?

Define Inclusion?

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How does your office demonstrate inclusion or diversity?

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What could you do better?

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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.

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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



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Thank you!

Cammy Watkins
Inclusive Communities
6001 Dodge St CEC 122
Omaha NE 68182

402-391-4460
www.inclusive-communities.org