An Intro to Diversity, Equity and Inclusion (DEI) Work

Alfredo Hernandez – Equity Officer – Michigan Department of Civil Rights (MDCR)
Today’s Objectives

- **Introduce** MDCR’s Internal Racial Equity Initiative – purpose and mission
- **Introduce** MDCR’s DEI training solutions – through experiential learning – and the level of commitment required to create and sustain DEI
- **Introduce** post training next steps
- **Q&A**
Who am I?
An introduction

Alfredo Hernandez

• I cook all the time and 90% of the time I cook Japanese food
• I have visited Japan more than 20 times and speak conversational Japanese
• 皆さん, よろしくお願いします. わたしのなまえはアルフレドです. 日本語が少し話せます でもまだじょうずじゃありません. はじめまして.
• My mother is half Dutch
• I only listened to Rock and Roll for the first 20 years of my life

PROMOTING AWARENESS AND INTENTIONALITY
Internal Initiative
Exploring and Understanding Implicit Bias
Building Internal Capacity by Increasing Cultural Competence

A LOOK AT THE INTERNAL WORK

- Training a core team – agents of change – made up of representatives from every unit and division of MDCR.
- 50+ hours of racial equity training to the core team.
- Developing a common language and systems thinking approaches
- Raising levels of racial consciousness and cultural competence
- Developing a capacity building plan and organizational structure to institutionalize equity
- Providing training, resources and tools to advance equity within state agencies and local jurisdictions.
Culture: a way of life that shapes how we experience our experiences

Where does DEI work begin?
Understanding Root Causes
Sample of DEI Training Solution

How do your implicit bias impact you, the work you do and the people you serve?
DEI Work Flow

Creating a common language through clear definitions

maximize clarity to engage in meaningful dialogue through clear and concise definitions

Adapted from: "Challenging Racism Systematically" Applied Research Center
Definition the Terms

What is Racial Equity?

The **systemic fair treatment** of people of all races and ethnic backgrounds that produce equitable access to opportunities for all.
Racially Equity?
2019

Unemployment/Incarceration/…

- Whites: 6%
- Blacks: 6%
- Hispanics: 6%
- Asians: 6%
FY 2018 – FORMAL COMPLAINTS

- 1,667 formal complaints were opened
Some complaints have more than one basis, thus the basis grand total count does not equal the complaint grand total count.
Definition the Terms

**Equality**

**Equity**

*Not synonyms*

Equality = Sameness

Giving everyone the same thing → It only works if everyone starts at the same place

Equity = Fairness

We must first ensure equity before we can enjoy equality

Adapted from: “Challenging Racism Systematically” Applied Research Center
Definition the Terms

**Diversity**: the state of having people who are of different races or cultures in a group.

**Inclusion**: the state of being incorporated within a group.

*Inclusion is not a natural consequence of diversity.*
**Definition of the Terms**

**Prejudice** is a *preconceived judgment or opinion*, usually based on limited information.

**Racism** is a *system of advantage* based on race.

*Not synonyms*

Adapted from: "Why Do All the Black Kids Sit Together in the Cafeteria?" by Dr. Beverly Daniel Tatum
Prejudice + power = system of advantage

**System:** connected parts forming a complex whole

**Power:** access to social, cultural and economic resources and decision making. *Power is guided and sustained through dominant narratives*

Adapted from: "Why Do All the Black Kids Sit Together in the Cafeteria?" by Dr. Beverly Daniel Tatum
Gender prejudice + power = sexism

Dominant Narrative:

We are all the same, regardless of sex or gender. Sexism is a thing of the past – at times women are at least a big part of the problem.

System: connected parts forming a complex whole

Power: access to social, cultural and economic resources and decision making

Adapted from: "Why Do All the Black Kids Sit Together in the Cafeteria?" by Dr. Beverly Daniel Tatum
Prejudice + Power = System of Advantage

Power is guided and sustained through dominant narratives

Class prejudice + power = classism

Dominant Narrative:

Those who are poor have not worked hard enough

System: connected parts forming a complex whole

Power: access to social, cultural and economic resources and decision making

Adapted from: "Why Do All the Black Kids Sit Together in the Cafeteria?" by Dr. Beverly Daniel Tatum
Prejudice + Power = System of Advantage

Power is guided and sustained through dominant narratives

Sexual orientation, age, ability, weight, etc.

Dominant Narrative:

- **System**: connected parts forming a complex whole
- **Power**: access to social, cultural and economic resources and decision making

Adapted from: "Why Do All the Black Kids Sit Together in the Cafeteria?" by Dr. Beverly Daniel Tatum
Racial prejudice + power = racism

Dominant Narrative:
We are post-racial, we don’t see color, we are all the same, I only see humans, talking about race is the problem

System: connected parts forming a complex whole
Power: access to social, cultural and economic resources and decision making

Adapted from: "Why Do All the Black Kids Sit Together in the Cafeteria?" by Dr. Beverly Daniel Tatum
A Strategy for Increasing Allies and Minimizing the Resistance

<table>
<thead>
<tr>
<th>Traditional</th>
<th>Away from blame/shame</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cause:</strong> who is a racist?</td>
<td>what is causing racial inequities?</td>
</tr>
<tr>
<td><strong>Effects:</strong> good intention</td>
<td>impact of my actions</td>
</tr>
<tr>
<td><strong>Response:</strong> sense of guilt</td>
<td>empowered sense of responsibility</td>
</tr>
</tbody>
</table>

Adapted from: Racial Justice Leadership, by Terry Keleher, Applied Research Center
Why Should We Talk about Race?

- Race has been a principal force in building, sustaining and shifting social and political structures.
- It plays a significant role—either explicitly or implicitly—in many of the decisions that we make in our personal, professional and social lives: where we live, who our children’s friends are, who our friends are, etc.
- Our understanding of race has been incomplete and distorted.
- A transformative dialogue on race can shine light on the structural dynamics of social and economic disparities.
- When we start with race, we start from the bottom of social disparity – hence we are building equity for all when we work on racial equity.
A Root Cause Analysis of Implicit Bias
(overt discrimination – no longer the main problem)

What shapes and sustains implicit bias and cognitive dissonance?
1. Human nature predisposes us to be biased
2. We live in a polarized society where we receive repetitive
Repetitive messages shape perception of reality
Internalized Privilege absorb positive messages

Internalized Oppression absorb negative messages
Our Brain Prefers to Relax

- Cognitive Scripts
- Primed to focus on certain things and fill in gaps
- Influenced by repetitive messages
- Messages shape behavior and responses
Cognitive Scripts

For the following slides, say out loud the **color** that you see. Do not worry about the letters, just say the color.
90% unconscious bias
90% unconscious bias

xybts
90% unconscious bias
90% unconscious bias
For the following slides, say out loud the **color** that you see. Do not worry about the letters, **just say the color**.
90% unconscious bias

YELLOW
GREEN
90% unconscious bias
ORANGE

90% unconscious bias
RED
According to a research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be at the right place. The rest can be a total mess and you can still read it without problem.
TOP

90% unconscious bias
We pull from our basket of knowledge

**Denmark** comes to mind over Democratic Republic of the Congo, Djibouti, Dominica, Dominican Republic, or Democratic People’s Republic of Korea (North Korea)

**Kangaroo** comes to mind far more than kiwi, koala, kestrel, killdeer, Komodo dragon, kookaburra, kingsnake, katydid, etc.

**Fruits** that start with “O” – Olive, Oranges, Ogeechee Limes, Oval Kumquat
Unconscious racial biases

Unconscious racialized behavior

Dissonance between our conscious and unconscious values

Hardwired to form bias

Racialized society

Mindless cognitive scripts impact behavior
The Good News

Biases are *malleable* and can be unlearned.

It involves the *construction* of *new mental associations*.

Breaking of a habit requires *attention, intention, and time*.
• Help organizations **develop a strategy for meaningful change** through an understanding of root causes

• Promote reflection and introspection on the ways dominant narratives and the spaces we occupy influence how we experience our experiences

• Provide tangible tools to **review internal processes, levels of cultural competency and desired interpersonal and structural change**
Strategies rooted in systems thinking

A Racial Equity Lens

- Result Based Accountability (RBA)
- Targeted Universalism
- Intercultural Development Inventory
Methodology
Distinguishes between change for:
1. The population or whole community
2. The performance of programs, services, agencies, systems and initiatives

• Begin with the end in mind and work backwards to means
• Use data to inform decision-making that ultimately impacts population
• Measure, monitor and evaluate progress
IDI
Identifying the gap between perceived actions and actual procedures
Increasing racial consciousness through cultural competency – foundation for transformation and measuring growth

Normal distribution* (where "100" represents the mean average) is Denial = 3.05%, Polarization = 15.55%, Minimization = 66.25%, Acceptance = 14.65%, Adaptation = 1.55%
Equity is founded in awareness. The steps for implementation – operationalizing equity – are guided through cultural competency and racially conscious approaches.

**How does implicit bias** impact you, the work you do, the people you serve?