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

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DEI work

Language – systems thinking, strategies based on an understanding of root causes

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

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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

Internal Initiative

Exploring and Understanding Implicit Bias

Building Internal Capacity by Increasing Cultural Competence

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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.

Where does DEI work begin?

Understanding Root Causes

Sample of DEI Training Solution

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Culture: a way of life that shapes **how we experience our experiences**

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
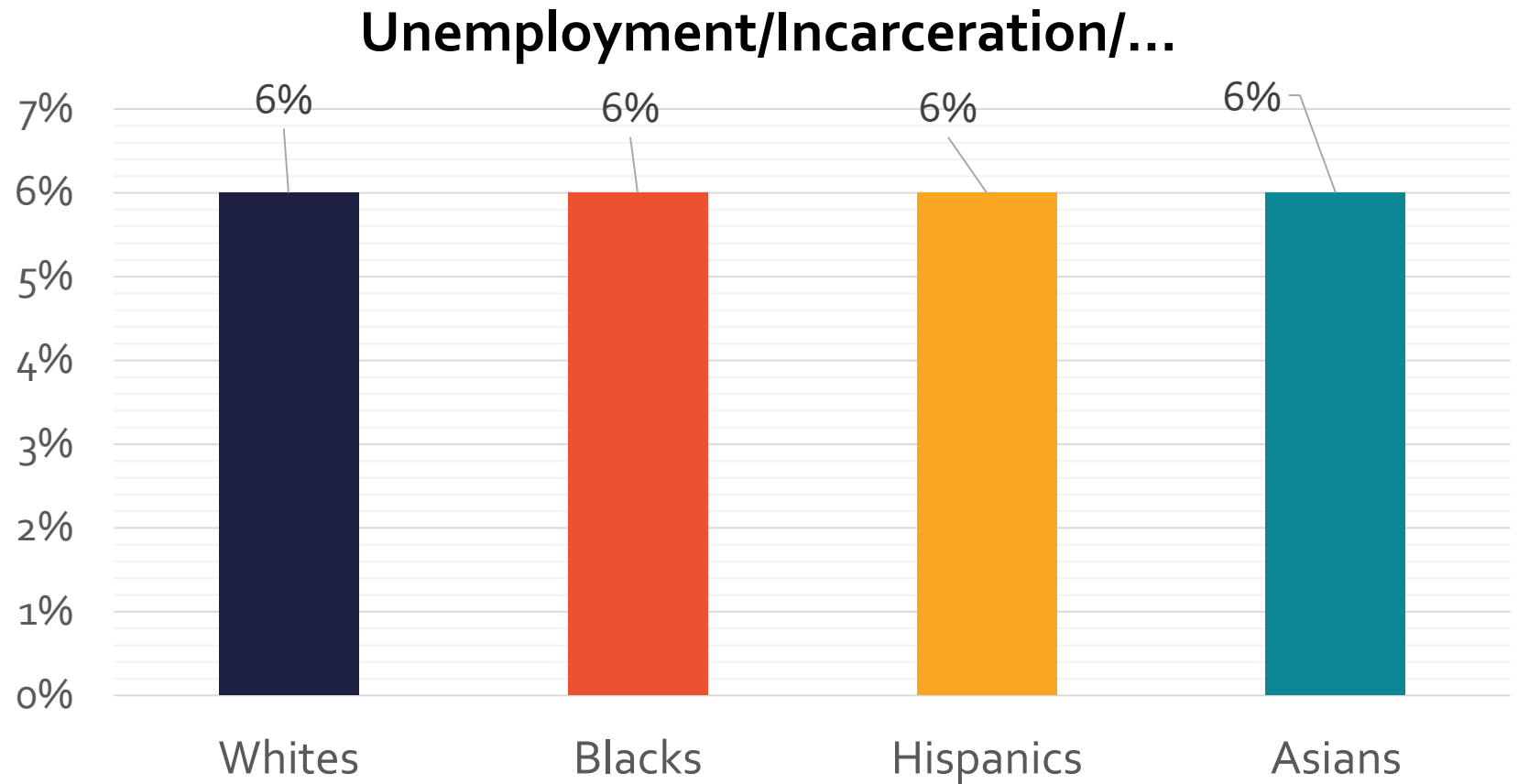
Definition the Terms

What is *Racial Equity?*

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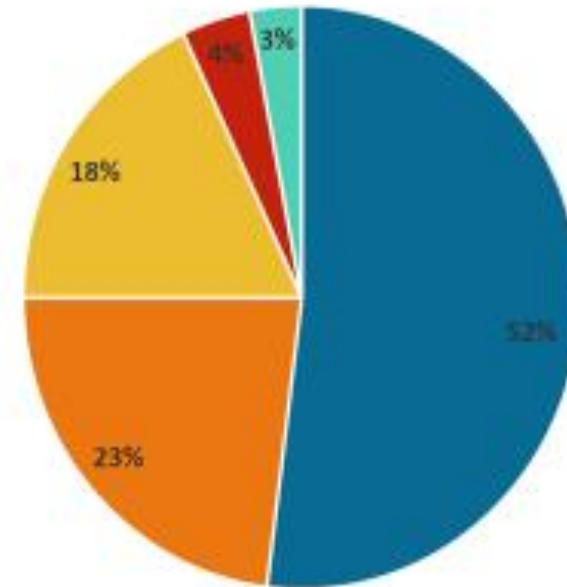
Racially Equity? 2019

Unemployment/Incarceration/...

	Whites	Blacks	Hispanics	Asians
	6%	6%	6%	6%
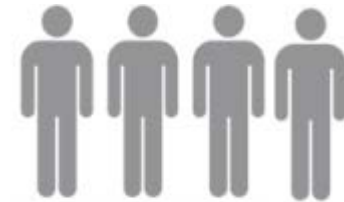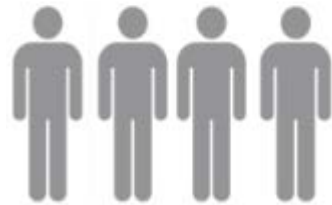
MDCR Enforcement Division

FY 2018 – FORMAL COMPLAINTS

- 1,667 formal complaints were opened

Pie chart:
- Employment 52%
- Housing 23%
- Public Accom / Service 18%
- Education 4%
- Law Enforcement 3%

MDCR Enforcement Division

Fiscal Year 2018
Basis

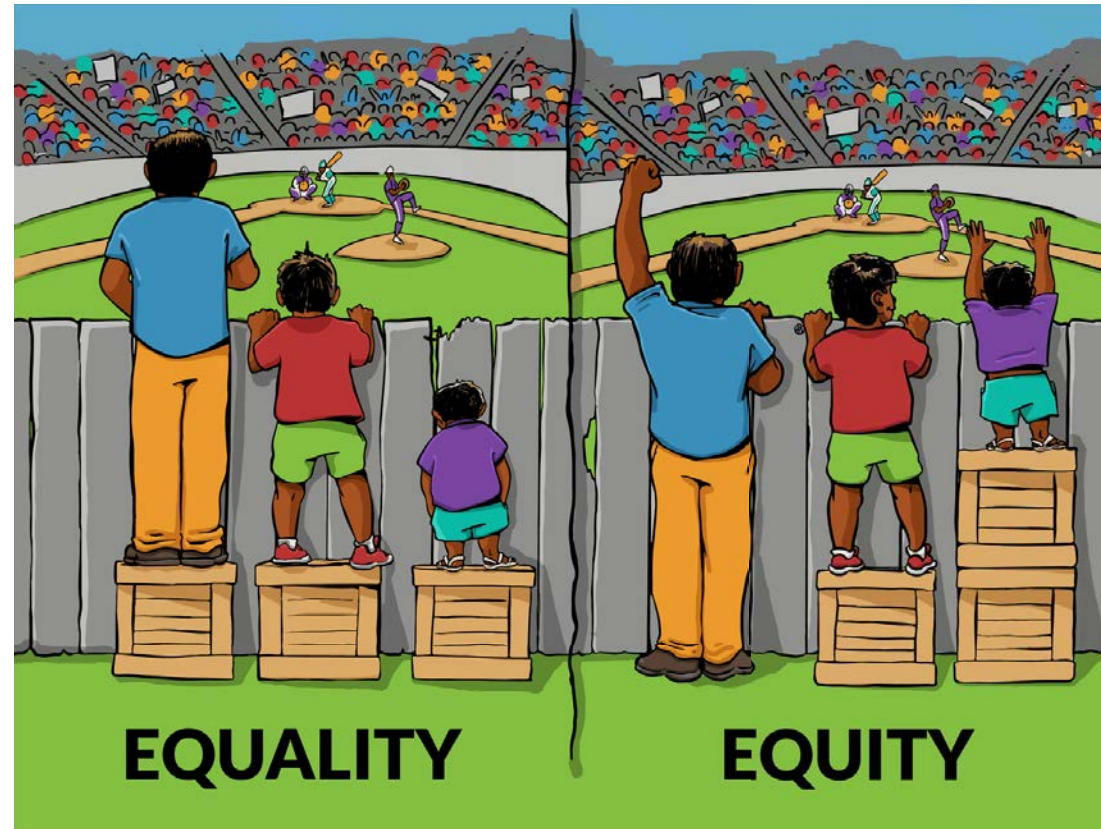|	
Race	839
Disability	797
Retaliation	450
Sex	424
Age	307
National Origin	176
Religion	78
Weight	24
Color	21
Familial Status	19
Height	16
Arrest Record	8
Marital Status	7
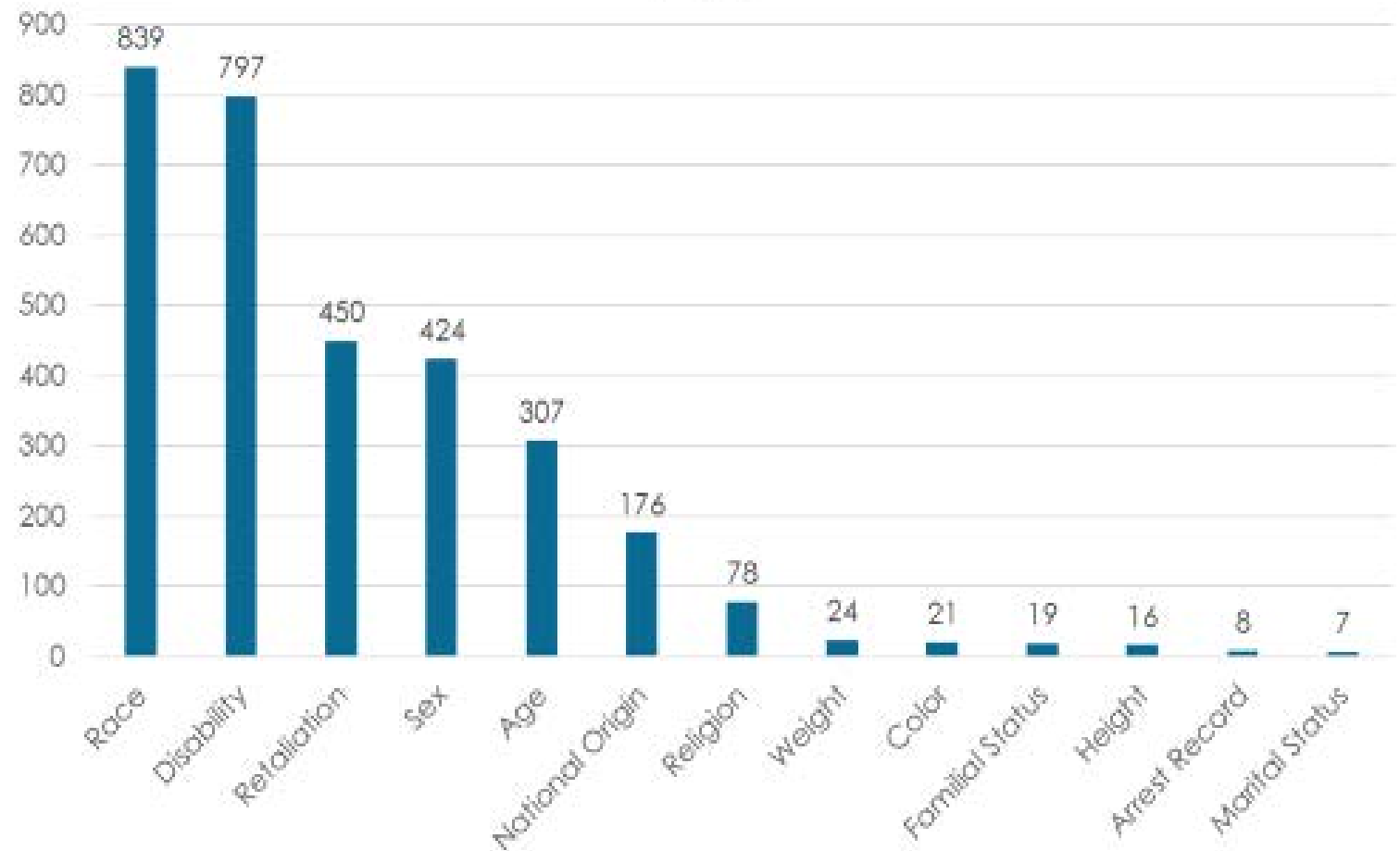
Some complaints have more than one basis, thus the basis grand total count does not equal the complaint grand total count.

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

Definition the Terms

Diversity
Inclusion

Not synonyms

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
Racism

__*Not synonyms*__

Prejudice is a *preconceived judgment or opinion*, usually based on limited information.
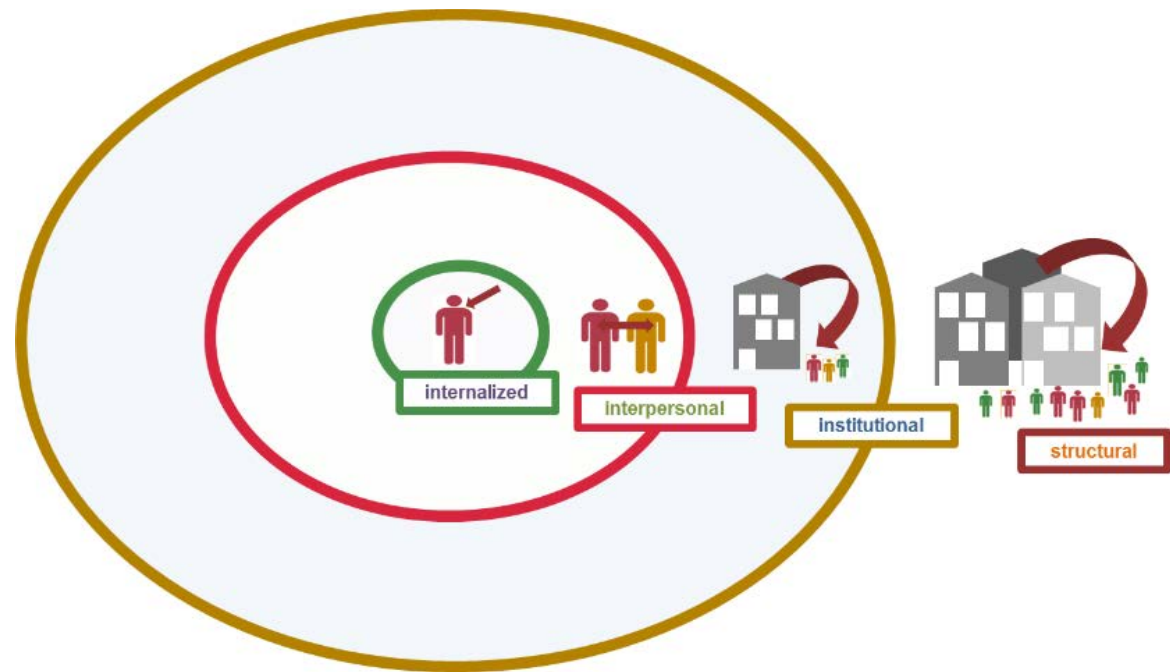
Racism is a *system of advantage* based on race.

Promoting Systems Thinking

System of Advantage

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**

Prejudice + Power =
System of Advantage

Power is guided and sustained through dominant narratives

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

Prejudice + Power =
System of Advantage

Power is guided and sustained through dominant narratives

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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

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

System of Advantage

This one is difficult to accept and/or recognize even when the equation (prejudice + power) is the same

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

A Strategy for Increasing Allies and Minimizing the Resistance

	Traditional		Away from blame/shame
Cause:	who is a racist?	-	what is causing racial inequities?
Effects:	good intention	-	impact of my actions
Response:	sense of guilt	-	empowered sense of responsibility

An Extensive Focus on Race – why?

The impact of not talking about race

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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**

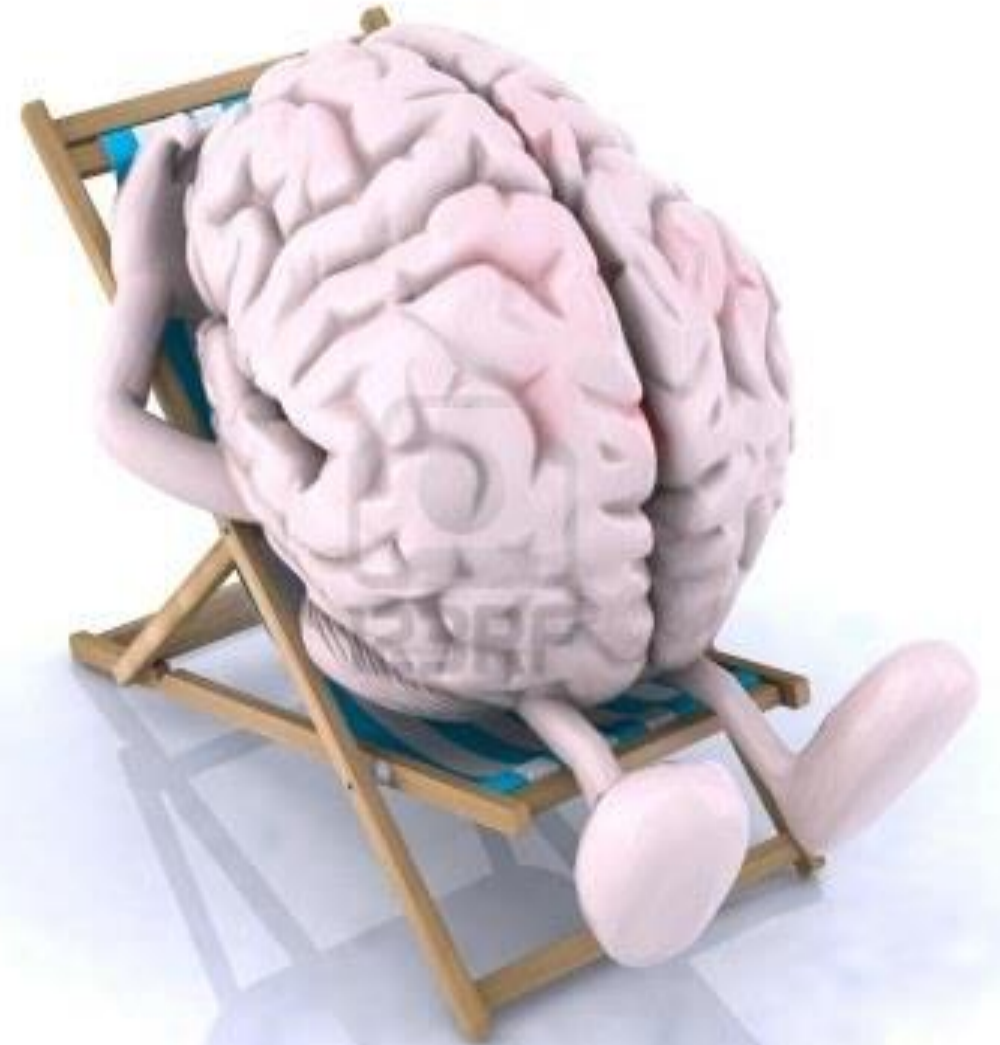# Repetitive messages shape perception of reality

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.**

xybts

xybts

xybts

xybts

xybts

xybts

Cognitive Scripts

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

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YELLOW

GREEN

PURPLE

ORANGE

RED

BLUE

Aoccdrnig to a rscheearch at Cmabrigde Uinervtisy, it deosn't mttaer in waht oredr the ltteers in a wrod are, the olny iprmoetnt tihng is taht the frist and lsat ltteer be at the rghit pclae. The rset can be a toatl mses and you can sitll raed it wouthit porbelm.

TOP

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

Hardwired to form bias + **Racialized society** + **Mindless cognitive scripts impact behavior** =

Unconscious racial **biases**
Unconscious racialized **behavior**

Dissonance between our conscious and unconscious values

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*

DEI Training Solutions

self awareness through cultural consciousness

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- 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**
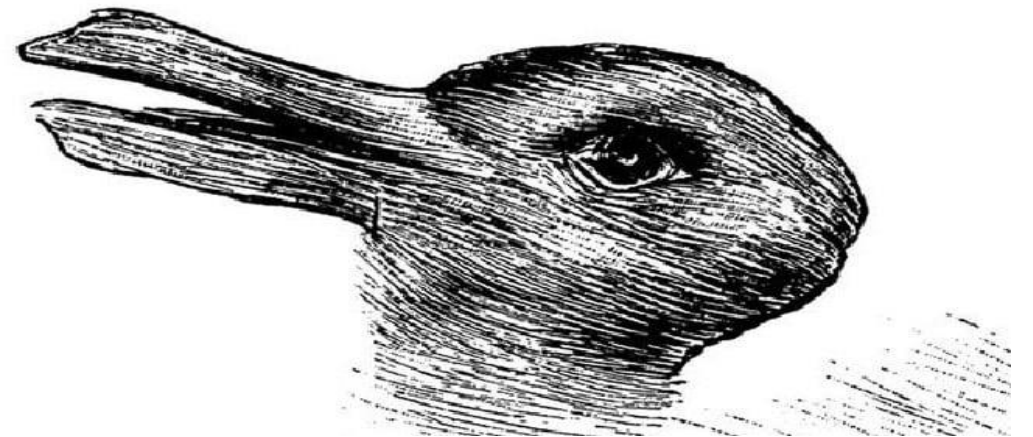
Strategies rooted in systems thinking

A Racial Equity Lens

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- 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
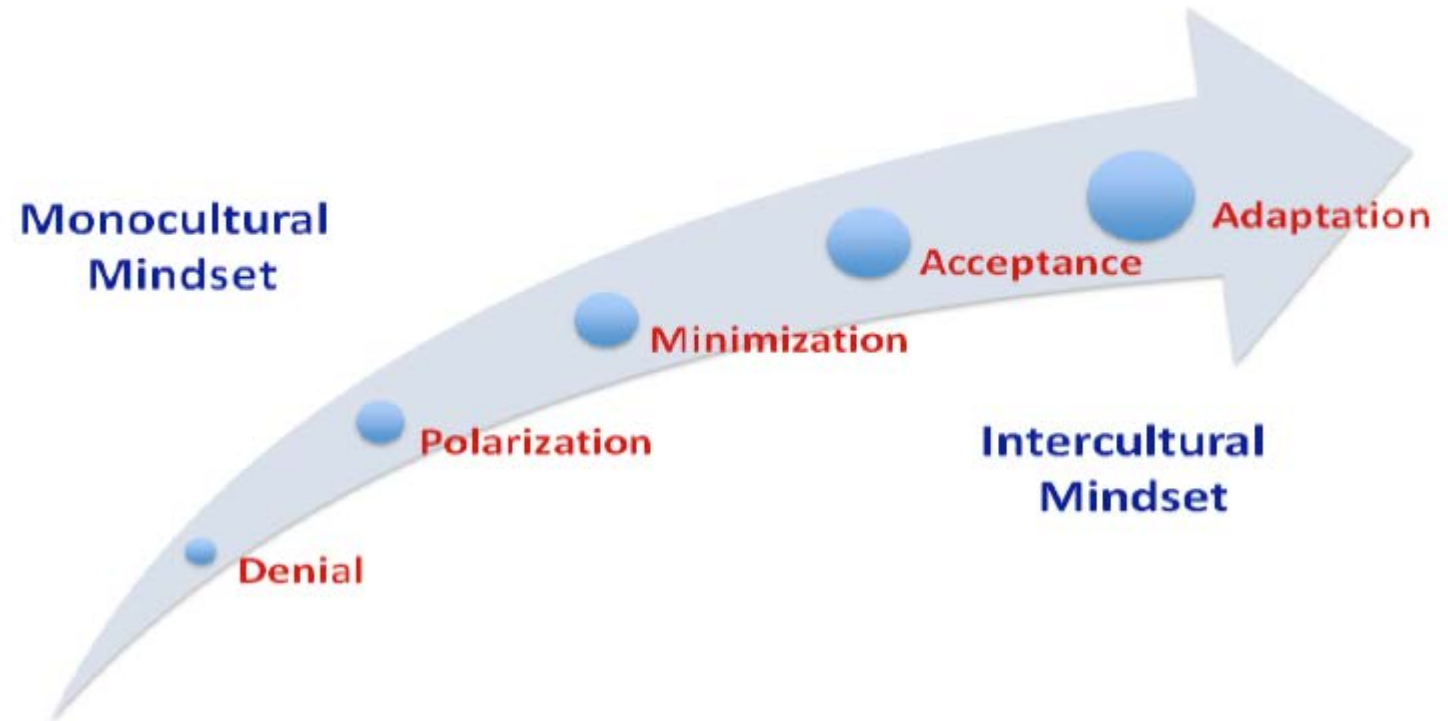

- Begin with the end in mind and work backwards to means

- Use data to inform decision-making that ultimately impacts population

- Measure, monitor and evaluate progress

IDI

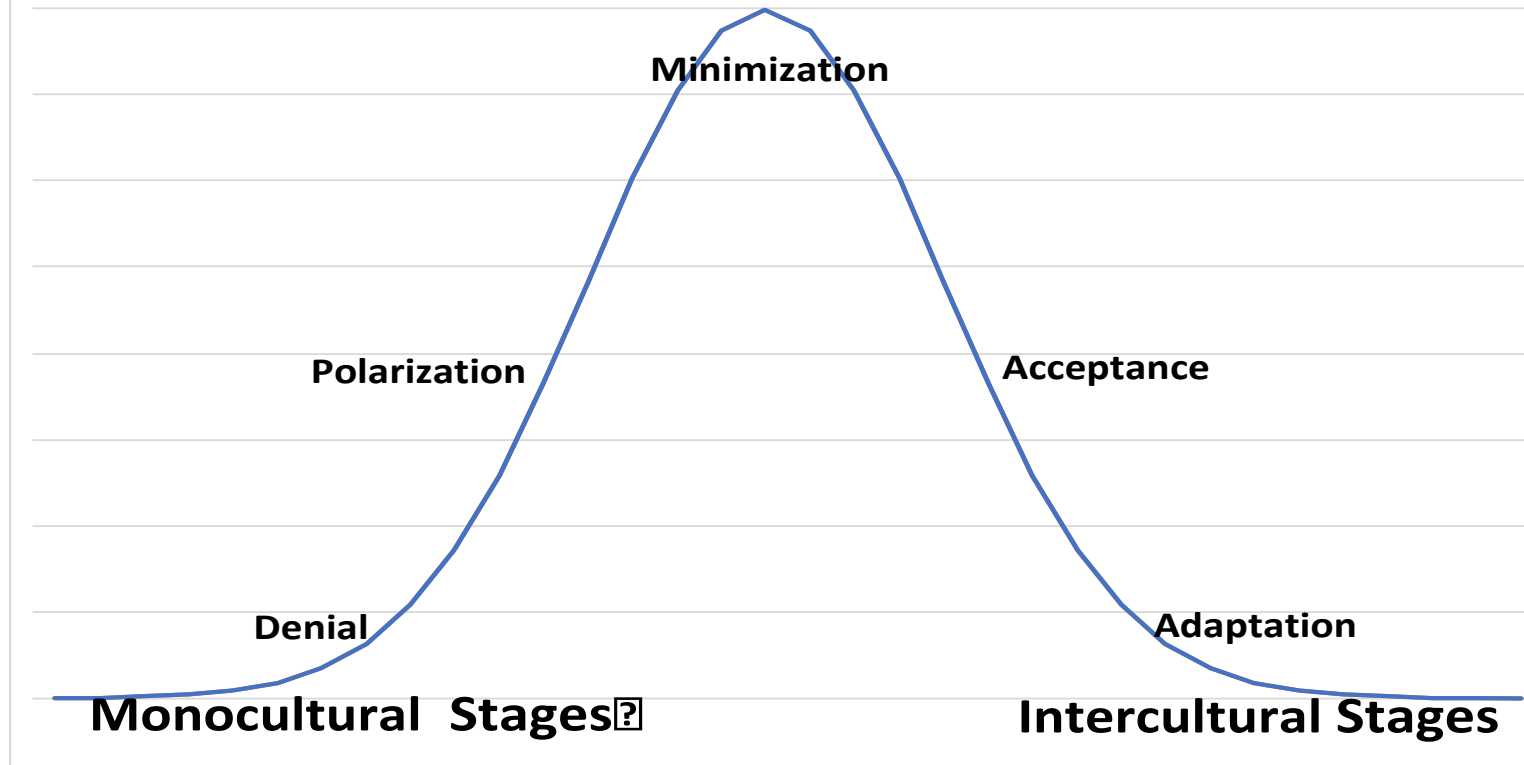*Identifying the gap between perceived actions and actual procedures*

Increasing racial consciousness through cultural competency – foundation for transformation and measuring growth

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IDC Continuum Distribution

Minimization

Polarization

Acceptance

Denial

Adaptation

Monocultural Stages

Intercultural Stages

Normal distribution" (where "100" represents the mean average) is Denial = 3.05%, Polarization = 15.55%, Minimization = 66.25%, Acceptance = 14.65%, Adaptation = 1.55%

Q&A

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?

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