

Igniting the Power of Us

Consciously Weaving Equity, Diversity and
Inclusion into Everyday Work and Life

The Civic Canopy
2018 Summit

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I'm sure glad the hole isn't in our end...



What I'm Seeing...

Observations from across the country

Diversity Fatigue is a Thing



More Observations...

- ✓ Term confusion
- ✓ Tackling the “word” that feels easiest
- ✓ Hesitancy/lack of finesse to discuss any of this due to our social-political climate
- ✓ Assumption that POC should be leading this work

Table Topic #1

Give examples of how you have seen diversity fatigue show up in your work, community or personal experiences. What did you see, hear or... experience yourself?

Learning Objectives

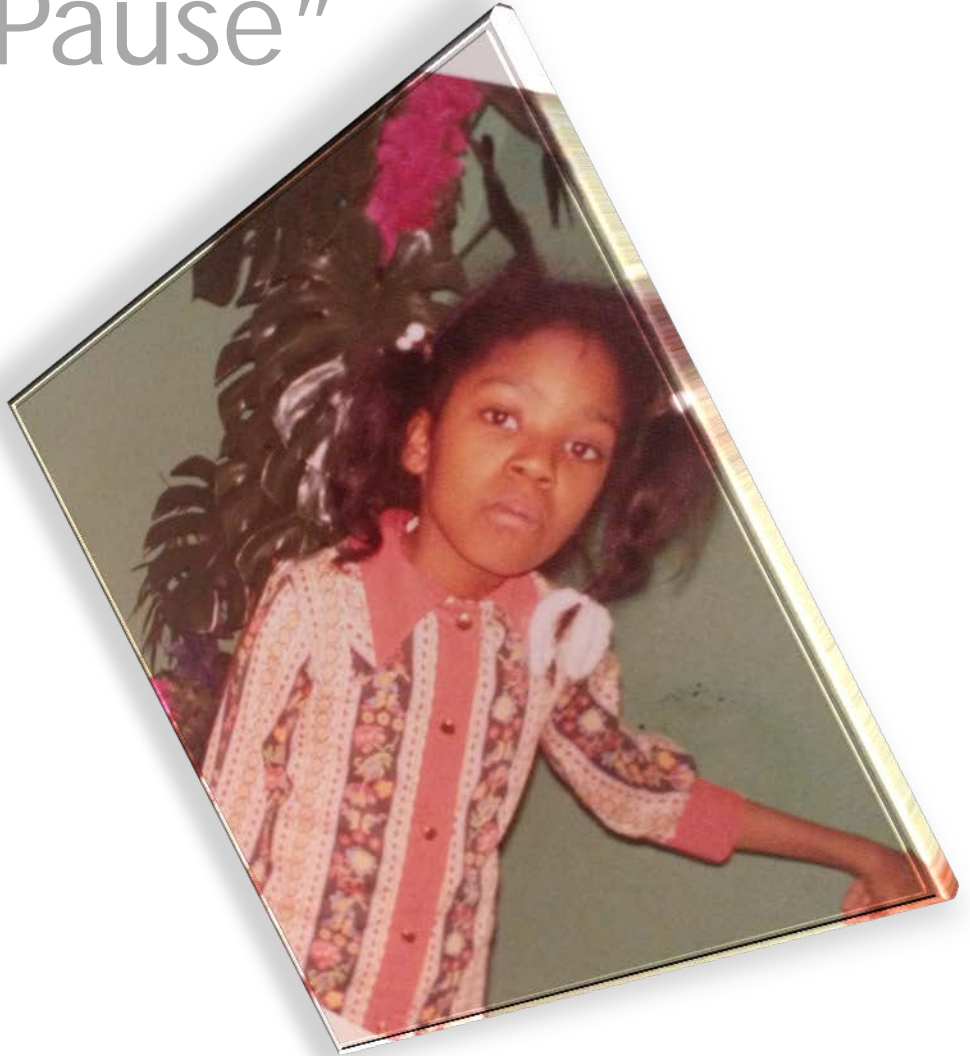


- I understand the distinctions between diversity, inclusion, equity and equality, and how they help to weave our equity tapestry.
- I understand the impact of bias on the advancement of equity.
- I have a better understanding of social power and how I can use mine to influence the power systems in my environment.

**“The problem is, we hire for diversity
but then have a culture that rewards
and promotes conformity.”**

- The World According to Nita

Honoring the “Power in the Pause”



Partner Chat Topic #2

- Discuss a time when **you have been successful** because the “power of the pause” occurred.
- Discuss a time when **you struggled** because the “power of the pause” was missing.

Deconstructing Equity

Understanding the sometimes unspoken criteria for leadership



Diversity



Inclusion



Equality



Equity



Start with Equity

- Equity is systems-based
- It is all about developing systems where all of us can thrive
- Systems that are free from bias, favoritism or injustice



Equity is about...

- **Equity** is about economic justice.
- **Equity** is about health.
- **Equity** is about education.
- **Equity** is about the justice system.
- **Equity** should be in the built and natural environment and the structures of all systems.



Delineating Diversity and Inclusion

Considerations in using a diversity lens

- Diversity is not always strategic; it can happen accidentally
- Does not describe how people function or work
- It is quite possible to “be diverse” and not be “included”
- Success and failure often tied to statistical performance (i.e., *we hired X% of people of color...or not*)

“The description of your differences”

Considerations in using an inclusivity lens

- Intentional
- Goes beyond simply “becoming diverse” by truly leveraging the abilities, unique qualities and perspectives of individuals.
- Focuses more on the real experience of employees and clients feeling welcomed and valued regardless of their diversity.
- Success is more often measured through retention, employee/client engagement and natural acceleration of diversity.

“What you DO with your diversity”

Three Filters of Inclusivity

Whatever diversity you leverage, must be:

- A win-win for the **individual**
- A win-win for the **organization**
- A win-win for the **community**

What is Bias?

- Biases are nonconscious drivers — cognitive quirks — that influence how people see the world.
- Conscious biases are intentional prejudices formed about others.
- Unconscious biases are stereotypes that are formed outside of awareness or intention that affect our understanding, actions and decisions. *They are influenced by socialization, experiences and human instinct. They are innate in all humans.*

Underneath Bias is Fear...

There are two kinds of fear:

- **State** of Fear: What you feel when you encounter something you didn't expect, have already experienced or is potentially harmful.
Experience danger, feel fear
- **Trait** of Fear: An enduring attitude of fear. Is not connected with any present danger; it is about an imagined danger. **Feel fear, avoid action altogether**

“The reason for gaps may be that implicit bias training attempts to change individuals without reforming the culture or chronic situations of the institutions in which they work. Training tries to reform the internal beliefs of individuals, not their behaviors.”

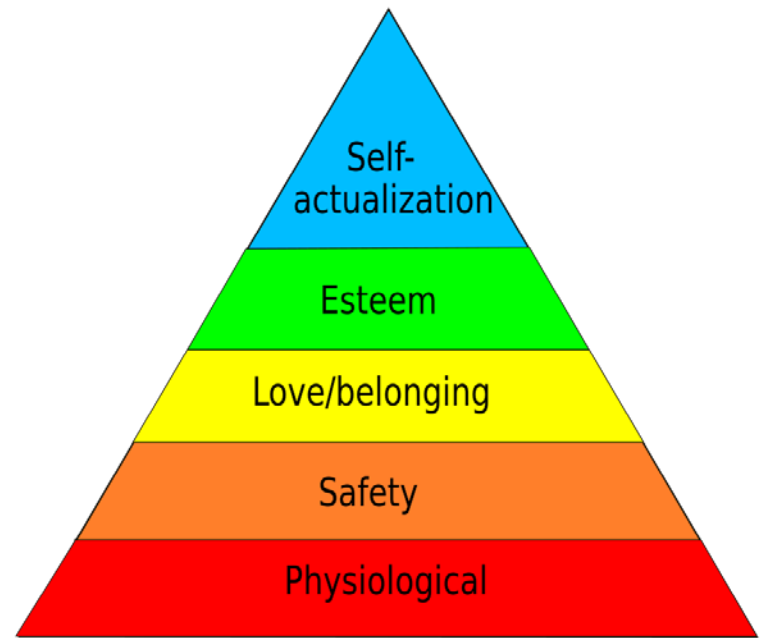
- The World According to Nita

Group Topic #3

How have you seen implicit bias show in your work, community, experiences, etc.? Give examples.

Let's bring the power of Maslow back!

- In order to understand our power, increase leadership and to tackle socio-political issues in your “community,” there should be a general understanding of where people (including yourself) are in the hierarchy.
 - Based on where people are in the hierarchy (1) informs you about your “community,” (2) can provide indicators of exclusion sources and (3) determines how (or if) people can even hear your messages.
- ✓ **This is where the understanding of leadership begins.**





Humble Expertise is Key!

- Even if you know it all, leave space for the expert power of others. Authenticity counts.
- Know that your audience will always contains the disengaged, the antagonists, the passive, the engaged and the “experts.”
- Making space for stories is the key to entering into this work.

**Be sure to create spaces filled with grace
(versus “safe spaces”)**

The Five Bases of Social Power

(French & Raven)

1

Legitimate Power

power based on title or rank

2

Expert Power

power based on skills and knowledge

3

Referent Power

power based on reciprocity or mutual respect

4

Reward Power

power based on the ability to give and take away rewards

5

Coercive Power

power based on the ability to punish

Table Topic #4

How have you seen these power bases show up in your work, community, etc.? Give examples.

Say What?

- famous line from Rush Hour with Chris Tucker (1998)



*Do you understand
the words that are coming
out of my mouth?*

How does the power of words impact our work and those we serve...and why?

1

“One or two words or phrases that irritate you ...and why?”

2

African American or Black?

3

Queer?

4

Handicapped?

5

Illegals?

Don't forget

“The Leadership Power Equation”

The 20-60-20 Rule

- 20% - Love!
- 60% - Hhhhmmmm....
- 20% - Nope!



5 Tips to Advance **DIVERSITY**

1. Acknowledge Differences. What examples of diversity can you identify amongst your colleagues?
2. Convert all job descriptions to using gender-neutral language.
3. Take a fresh look at the visuals of your careers pages/collateral materials.
4. Value **All** Diversity and define what that means. *Understand that our differences are not our obstacles.*
5. Build diverse teams to address strategic business challenges.

5 Tips to Advance **INCLUSIVITY**

1. State your commitment to building a diverse and inclusive culture in your job descriptions and careers page.
2. Have coworkers take an Implicit Association Test to help them realize their own biases.
3. Start an Employee/Community Resource Group.
4. Hang a poster describing how every employee can contribute to an inclusive workplace.
5. Include D&I in performance conversations/evaluations.

5 Tips to Advance **EQUALITY**

1. Examine compensation structures/pay/gender parity opportunities.
2. Determine each person's values and goals. What does each individual need to attain their values and goals?
3. Understand that Equality focuses on access and sameness.
4. Use disparities data to unpack opportunities for equality.
5. Don't forget to think of intersectionality as you explore opportunities to increase equality.

5 Tips to Advance EQUITY

1. Create alignment between your local equity work and system-level equity work.
2. Look/Listen for signs of “fatalism” as your opportunity for advancing equity.
3. Formalize “experience sharing.”
4. Explore “differentiated instruction” in the way that we teach and share; *and we need it in the real world, too.*
5. Focus on fixing the systematic obstacles (rather than *fixing* individual differences).

Recommended Reading/Experiences

**Implicit bias assessment -
Project Implicit:** Harvard University

<https://implicit.harvard.edu/implicit/takeatest.html>

Community - by Peter Block

The Color Of Law - by Richard Rothstein

The Social Animal - by David Brooks

Hillbilly Elegy - by J.D. Vance

White Working Class - by Joan Williams

Blindspot - by Mahzahrin R. Banaji

Color Blind - by Tim Wise

**Dream With Me: Race, Love
and the Struggle We Must Win**

- by John M. Perkins

Thinking Fast and Slow

- by Daniel Kahneman

Decolonizing Wealth - by Edgar Villanueva

On Bullsh*t - by Harry Frankfurt

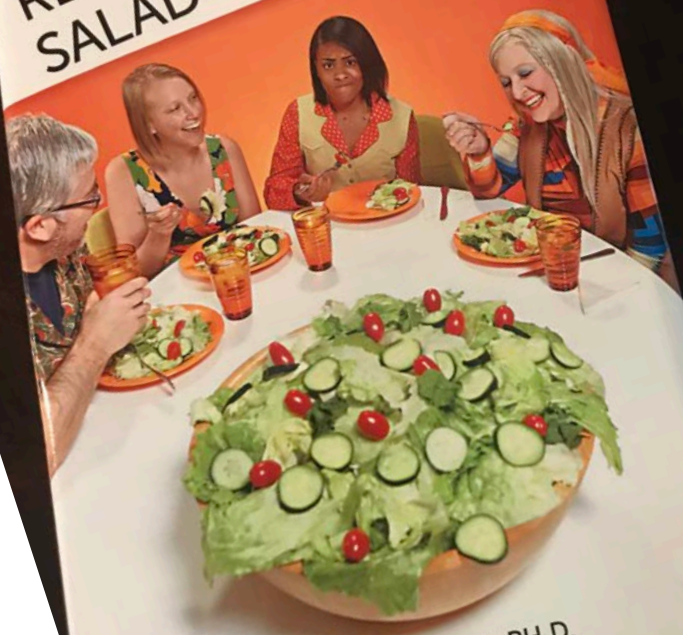
The Cathedral Within - by Bill Shore

**What Really Matters: Searching for
Wisdom in America** - by Tony Schwartz

It Doesn't Have to Be Crazy at Work - by
Jason Fried & David H. Hanson

WHITE PEOPLE REALLY LOVE SALAD

What My Childhood Taught Me
About Diversity, Equity & Inclusion



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Thank you!

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