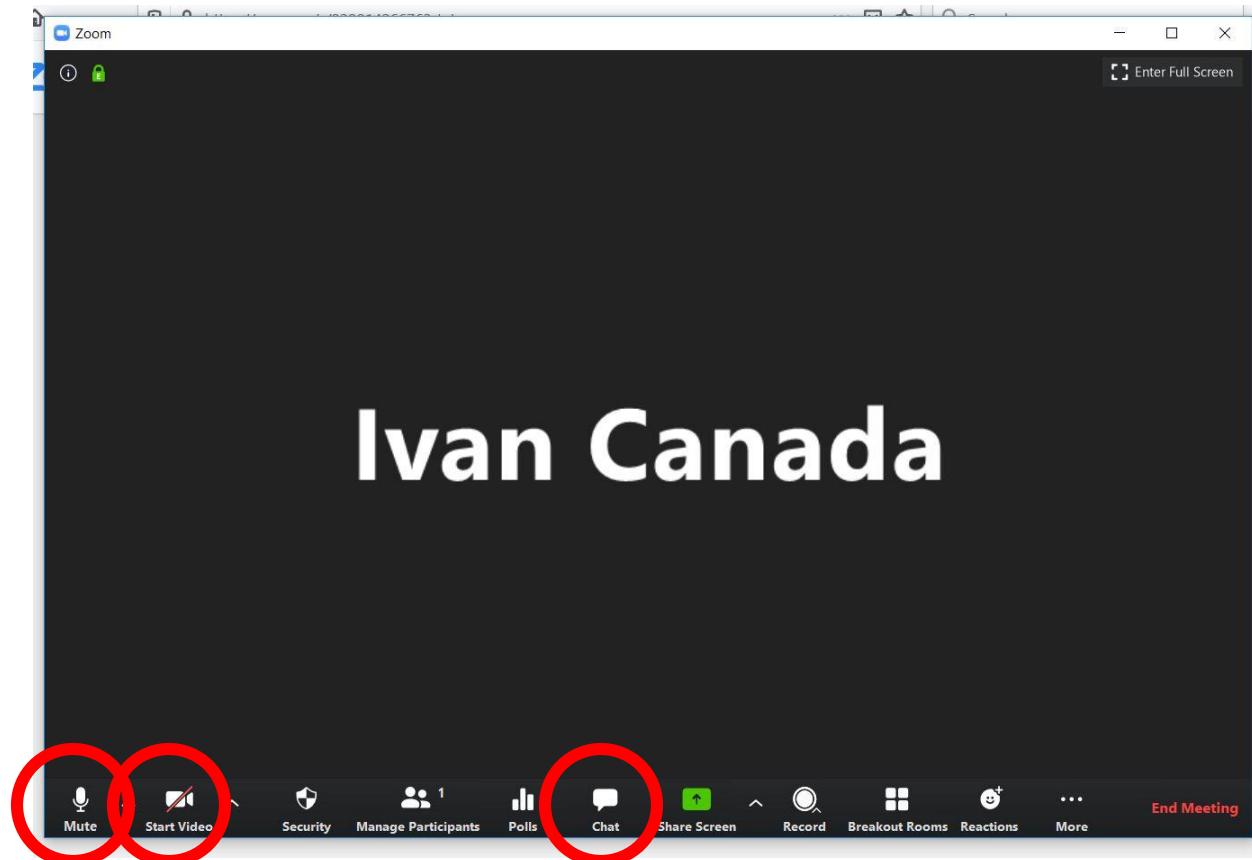




AuthoraCare Inclusion Team
June 19, 2020

Quick Zoom Overview

The most important icons



New Rules for Virtual Engagement

While this format isn't ideal...let's make the most of it

- If you aren't speaking, **please mute your line** so we don't get your background noise while others are speaking
- **Be engaged.** We all know that it can be difficult to feel connected and engaged with virtual meetings, so please make an effort to be present (no multi-tasking) to the presentation and conversation.
- Please make **use of the chat box.** This is where we would like you to ask questions or respond to questions asked by the facilitator.
- **Turn on your video** whenever possible and be camera ready. It is helpful to the facilitator and other participants to see your faces.

Operating Assumptions

- We are all good people and we are in this together!
- We all have an individual and organizational role in improving the overall well-being of our communities and our state.
- Cultural, institutional, and systemic inequities are real.
- Working toward equity is a life-long process and an organizational journey.

Norms For Our Time Together

- Expect and accept a lack of closure.
- Notice your experience, emotions and feelings. It is okay to feel uncomfortable and challenged; it's an important part of growth and change.
- Use “I” statements - Speak from the “I” not for a group.
- Maintain confidentiality - What is said here stays here, what is learned here leaves here.
- Practice giving the benefit of the doubt.
- Be open to new ideas, and approach differing opinions with curiosity.
- It is okay to "speak in first draft."
- You are the expert of you.

What We're Not Here To Do

- Debate whether cultural, systemic, and institutional inequities exist (We did not create them *and* it is our collective responsibility to change them.)
- Place guilt, shame or blame people
- Judge or police you or your organization/department
- Pretend there is one right way to go about EDI work or that we have all the answers

SHARED LANGUAGE

Diversity

Includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another.

A mix of people of different socially relevant group identities working or living together in a defined social system.



Iceberg Model of Diversity



Inclusion

Creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to fully participate.

An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

Goal: an organizational climate in which diversity is valued and in which staff, board members, volunteers, and stakeholders from diverse backgrounds feel welcomed and included.

Difference Between Diversity & Inclusion

Diversity = the mix



Inclusion = making the mix work



DIVERSITY ≠ INCLUSION

- DIVERSITY is the presence of difference
- INCLUSION is the accepting, respecting, and valuing of diversity

“

INCLUSION
requires
INTENTION”

Equity

The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

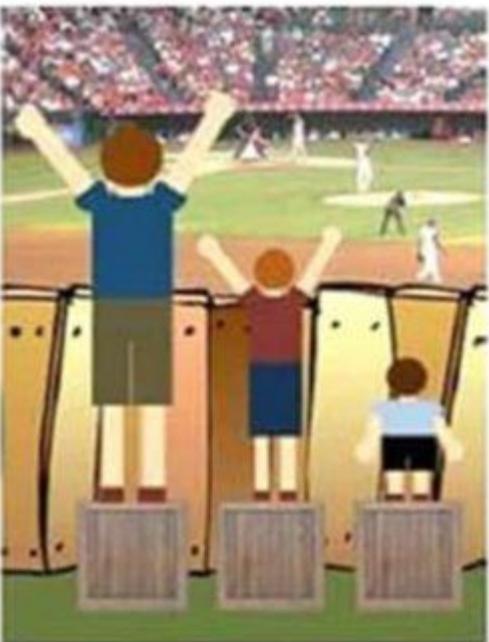
Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.



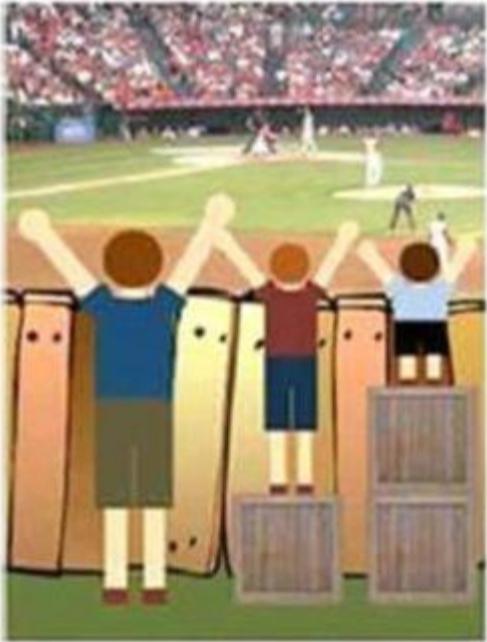
EQUALITY



EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible to have equal access to the game. They are being treated equitably.



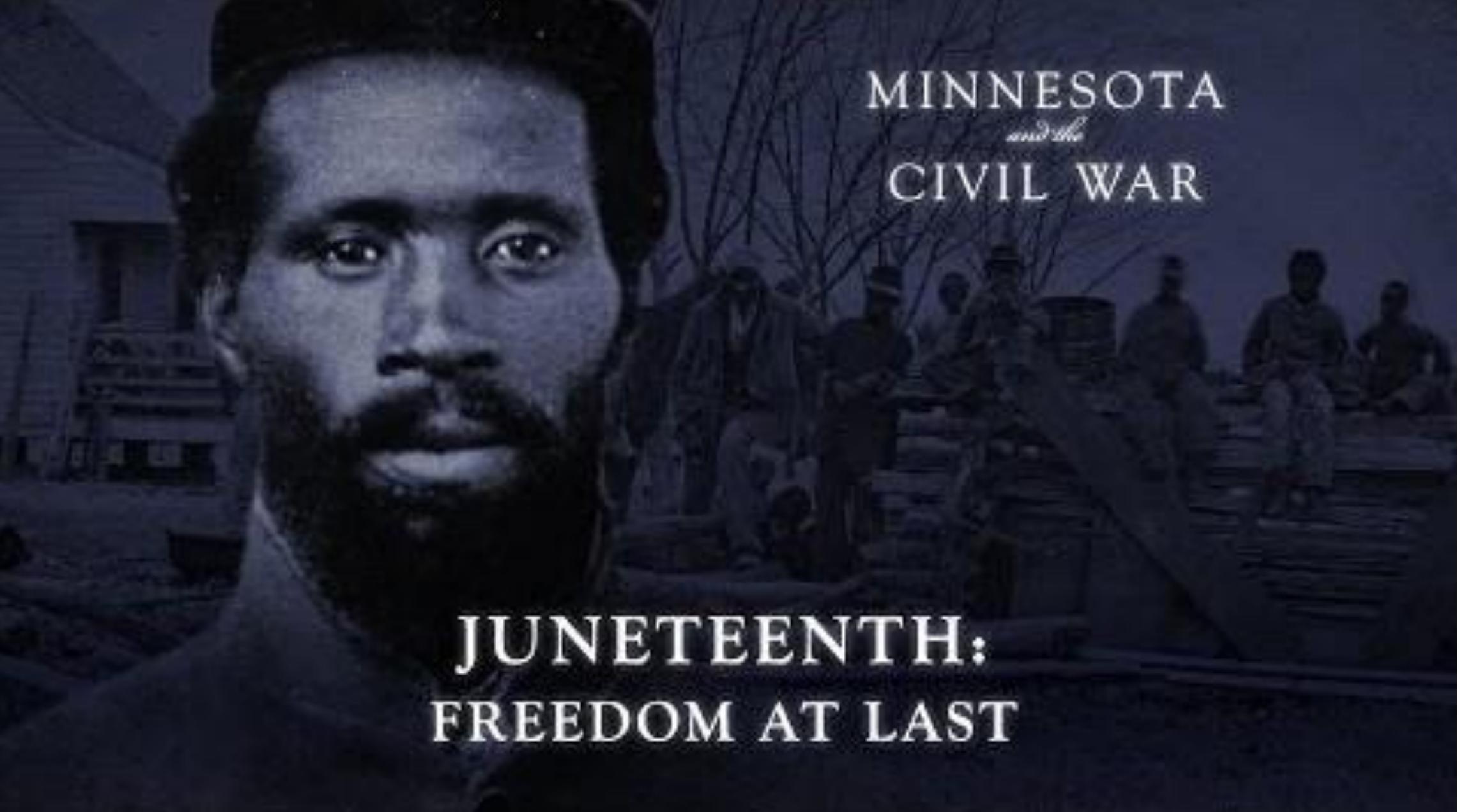
In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



Equality is giving everyone
a shoe

Equity is giving everyone
a shoe that fits

JUNETEENTH



MINNESOTA
and the
CIVIL WAR

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FREEDOM AT LAST



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