

# DIVERSITY, INCLUSION, AND EQUITY



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## EMBRACING DIVERSITY

### Welcome and Overview of Training

5 minutes

- Why developed this training

### Videos of (Sharon Nakamoto, Mary Rose Ortega)

5 minutes

### Facilitated Discussion

10 minutes

- What is your reaction to those videos?
- How has bias, diversity, and empathy impacted you in your life?
- What biases do we have (develop a list to start and provide)

### How Can CARA Be More Inclusive and Welcoming?

10 minutes

- Videos of CARA members (how they have felt discriminated against in organizations/ businesses)
- (Windsor Young, Michelle Krug)

### Facilitated Discussion

20 minutes

- How did those videos make you feel?
- What can we do to be more inclusive/welcoming at CARA?
- What organizations/individuals need to be better represented in CARA?
- Brainstorm of groups/individuals we should reach out to – invite to join CARA
- Do we need any special accommodations to include these groups?
- Buddy System to follow up as new people join CARA?
- What else?

### Wrap Up/ Close

15 minutes

- Final comments/observations of today's workshop? minutes
- How can we improve this?
- Please consider offering this workshop at your CAT, your own organization, etc.

- Biological racism
- Cultural racism
- Behavioral racism
- Class racism

We have recognized that diversity is a strength, not a weakness. It is a good thing that we have a variety of people in our organization.

### DIVERSITY

- We all can agree that different people, in a way, is a good thing and that it is the reality of our social condition.
- Diversity is more than race – includes gender, age, ability, economic, sexual orientation, spirituality, language, and other differences, etc.

## Definitions for to help us build a more Inclusive, Welcoming, Diverse CARA

### BIAS:

**Anchoring Bias** – First impression on someone or something influences how we respond to that person or thing.

**Fundamental attribution** – Overall emphasis is that a person has control of their reactions independent of their

**Confirmation Bias** – Notice and remember situations or traits that reinforce what you already believed to be true and don't notice what challenges what we already believe.

**Prejudicial Bias**- Preference from some groups or belief that some groups superior to others.

- Biases can assume that we feel threatened by that group/trait.
- Biases often reinforce one another
- Biases are often subconscious
- Biases can influence our personal behavior. They can also impact or shape our organizational or policy decisions and perspectives

### RACISM

- Biological racism
- Cultural racism
- Behavioral racism
- Class racism

We must recognize that racism is pervasive in our society and must call it out and act against it.

### DIVERSITY

- We might all agree that difference and variety is a good thing and that it is the reality of our social condition.
- Diversity is more than race – it includes gender, age, ability, economics, sexual orientation, spirituality, customs, education, preferences, etc.