DIVERSITY, INCLUSION, AND EQUITY
EMBRACING DIVERSITY

Welcome and Overview of Training  5 minutes
  o Why developed this training

Videos of (Sharon Nakamoto, Mary Rose Ortega)  5 minutes

Facilitated Discussion  10 minutes
  o What is your reaction to those videos?
  o How has bias, diversity, and empathy impacted you in your life?
  o What biases do we have (develop a list to start and provide)

How Can CARA Be More Inclusive and Welcoming?  10 minutes
  o Videos of CARA members (how they have felt discriminated against in organizations/businesses)
  o (Windsor Young, Michelle Krug)

Facilitated Discussion  20 minutes
  o How did those videos make you feel?
  o What can we do to be more inclusive/welcoming at CARA?
  o What organizations/individuals need to be better represented in CARA?
  o Brainstorm of groups/individuals we should reach out to – invite to join CARA
  o Do we need any special accommodations to include these groups?
  o Buddy System to follow up as new people join CARA?
  o What else?

Wrap Up/ Close  15 minutes
  o Final comments/observations of today’s workshop
  o How can we improve this?
  o Please consider offering this workshop at your CAT, your own organization, 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.