



**LEADERSHIP
SNOHOMISH
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Everett Diversity Board Building Our Shared Understanding of Equity and Inclusion

April 15, 2019



Intention Setting:

- Building Common Ground
- Define and Develop Leadership Skills for Equity
- Acknowledging our changing communities
- Exploring our many dimensions of social identity and how our identities and lived experiences shape perceptions, beliefs and view points?
- Exploring Implicit bias
- Defining Inclusion and Equity and putting it into practice

Common Ground

“I am Seeking Common Group With My People Who.....”

Leadership Skills for Equity

- Listen Actively; Listen to Understand
- Stay Engaged, Stay in Relationship (Put Relationships First)
- Struggle Together
- Keep Focused On Our Common Goal
- Expect and Accept Non-Closure
- Trust Intent Acknowledge Impact
- Notice Power Dynamics In the Room/Group
- No Quick Fix
- Push Beyond Your Growing Edge
- Create a Space for Multiple Truths and Norms

A more diverse nation

Our Changing Communities

13 % OF THE U.S. POPULATION IS FOREIGN-BORN



1 IN **4** KIDS

UNDER AGE 6 IS A CHILD OF IMMIGRANTS



BETWEEN 2010 AND 2050, THE ASIAN POPULATION ^{IN THE U.S.} WILL GROW BY **134%**



MORE THAN 60 MILLION SPEAK A LANGUAGE OTHER THAN ENGLISH AT HOME

Our Changing Communities

BY 2050
LATINOS
WILL BE ALMOST
30% OF THE
U.S.
POPULATION

Hispanics/Latinos accounted for 56% of population growth from 2000–2010.

TOGETHER,
LATINOS AND ASIANS
WIELD MORE THAN
\$2 TRILLION
IN CONSUMER
PURCHASING
POWER

THE NUMBER OF PEOPLE
IDENTIFYING AS
MULTI-RACIAL
INCREASED BY
32%
FROM 2000 TO 2010



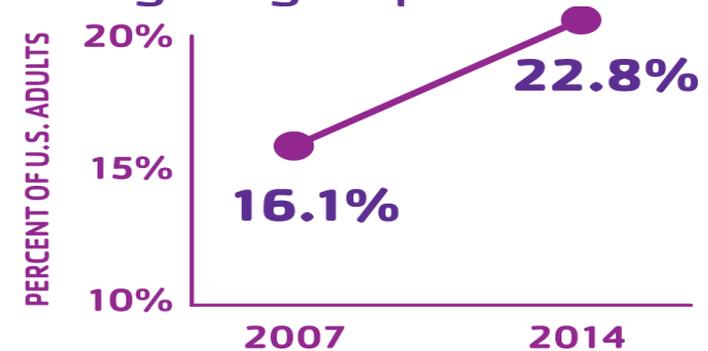
14% OF U.S. HOUSEHOLDS
FACE FOOD
INSECURITY

BY 2050 **22%** OF THE U.S. POPULATION
WILL BE 65+

39 % OF IMMIGRANTS IDENTIFY AS NON-CHRISTIAN

AMONG U.S. ADULTS, THE RELIGIOUSLY UNAFFILIATED ARE INCREASING

Muslims (10%), Hindus (7%) and the religiously unaffiliated (14%) comprise the largest groups.



9 MILLION U.S. ADULTS IDENTIFY AS LESBIAN, GAY, BISEXUAL OR TRANSGENDER

45.3 MILLION PEOPLE LIVE IN POVERTY IN THE U.S.

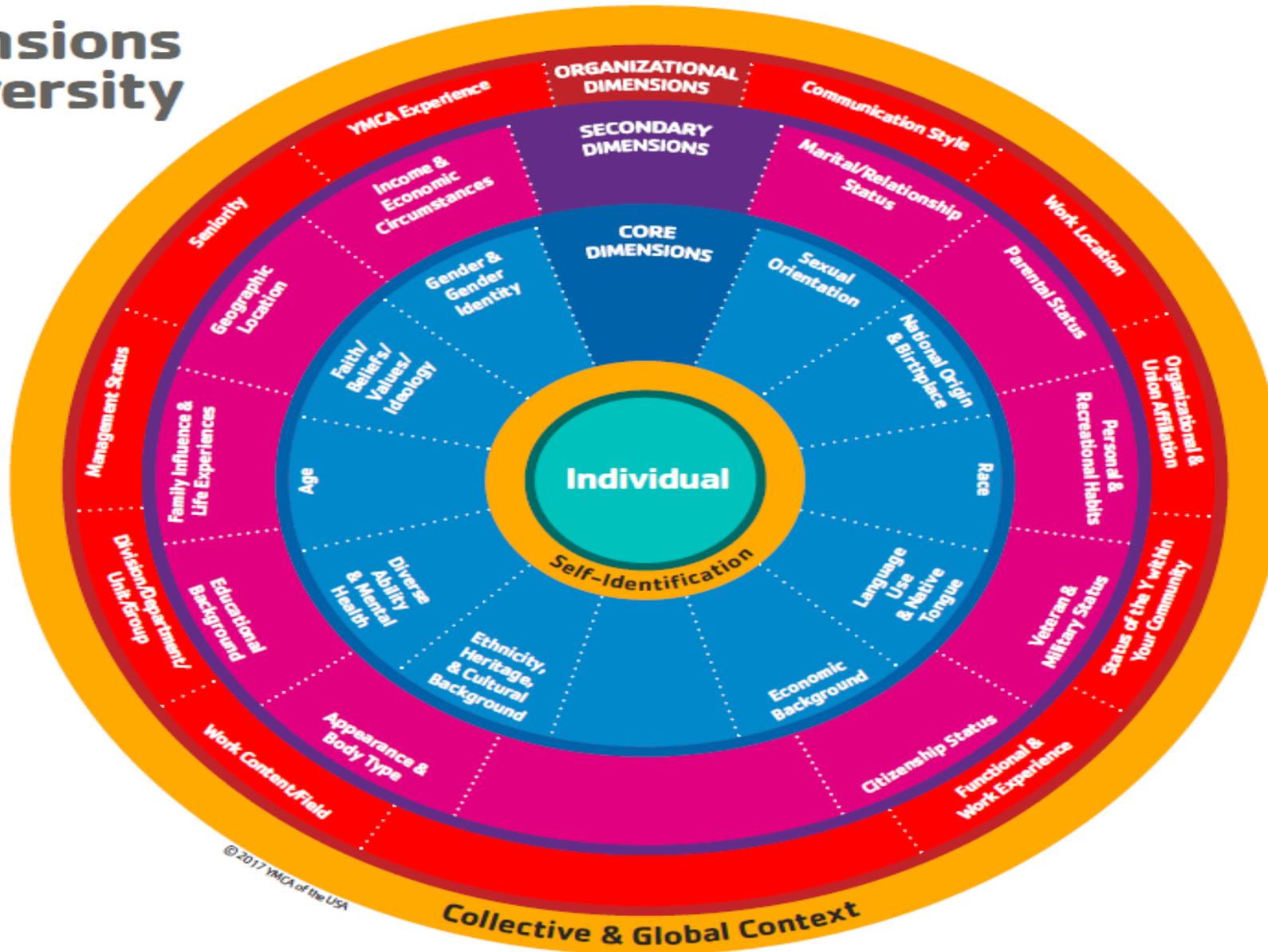


What changes are *you* seeing in Everett?

Discussion: What changes/trends are you seeing today in Everett neighborhoods?



Dimensions of Diversity



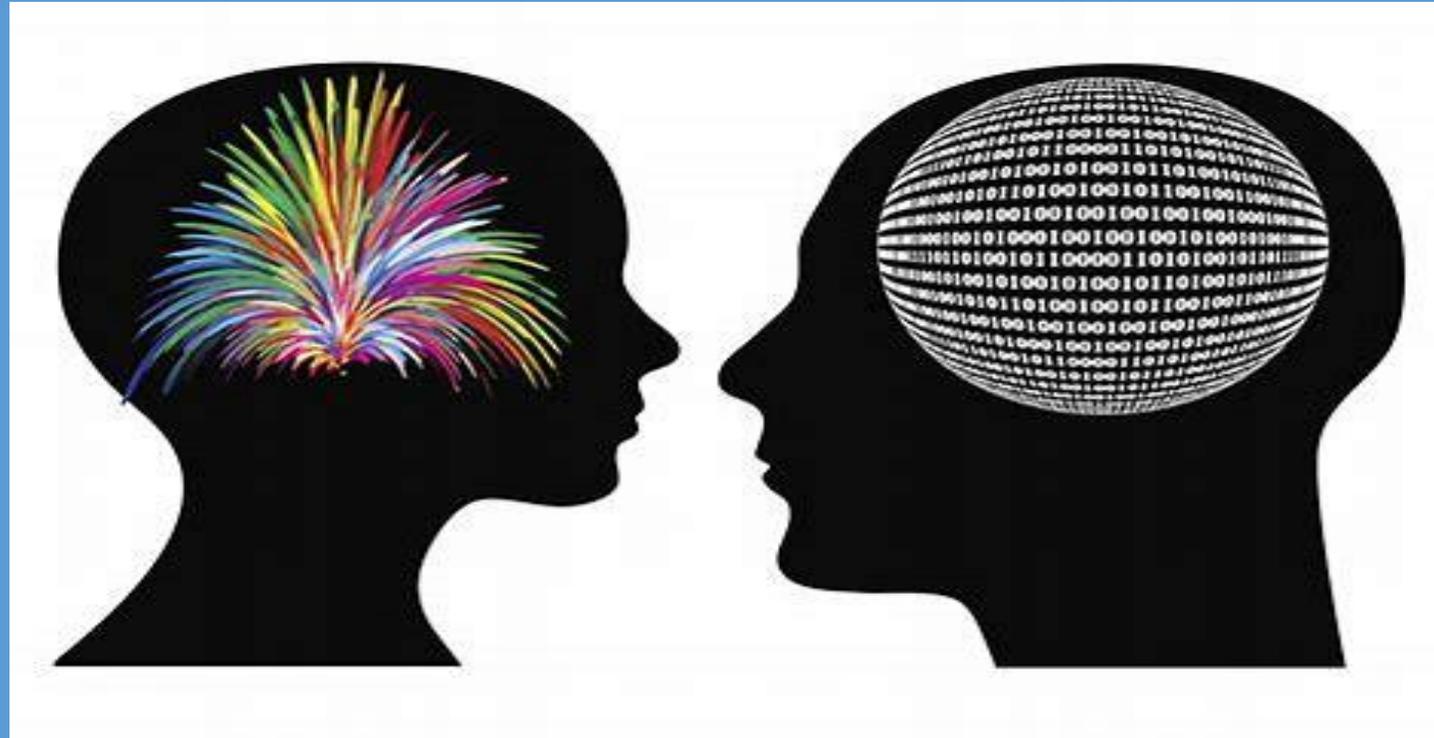
Diversity Wheel is used by the YMCA with permission from the creator, Marilyn Loden

Social Identity Activity





HOW DO OUR IDENTITIES AND LIVED EXPERIENCES SHAPE PERCEPTIONS, BELIEFS AND VIEW POINTS?





Think of a number from 1 to 10.

Multiply that number by 9.

If the number is a 2-digit number, add the digits together.

Now subtract 5.

*Determine which letter in the alphabet corresponds to the number you ended up with...
(example: 1=a, 2=b, 3=c, e.t.c.)*

Think of a country that starts with that letter.

Using the last letter of the name of that country....

Now, think of the an animal that starts with that letter.

Using the last letter of the name of that animal....

Now, think of a fruit that starts with that letter.

Implicit Bias

- What does implicit mean?
- What does Bias mean?

Definition

A term referring to unconscious and relatively automatic features of prejudiced judgment and social behavior toward members of socially marginalized groups.

Explicit bias

Expressed directly

Aware of bias

Operates consciously

Example -- "I like whites more than Latinos."

Implicit bias

Expressed indirectly

Unaware of bias

Operates sub-consciously

Example -- sitting further away from a Latino than a white individual.

Source: Unconscious (Implicit) Bias and Health Disparities: Where Do We Go from Here?

The Unconscious Mind



The unconscious parts of the mind are most of the mind – where most of the decisions and many of the impressive acts of thinking take place.

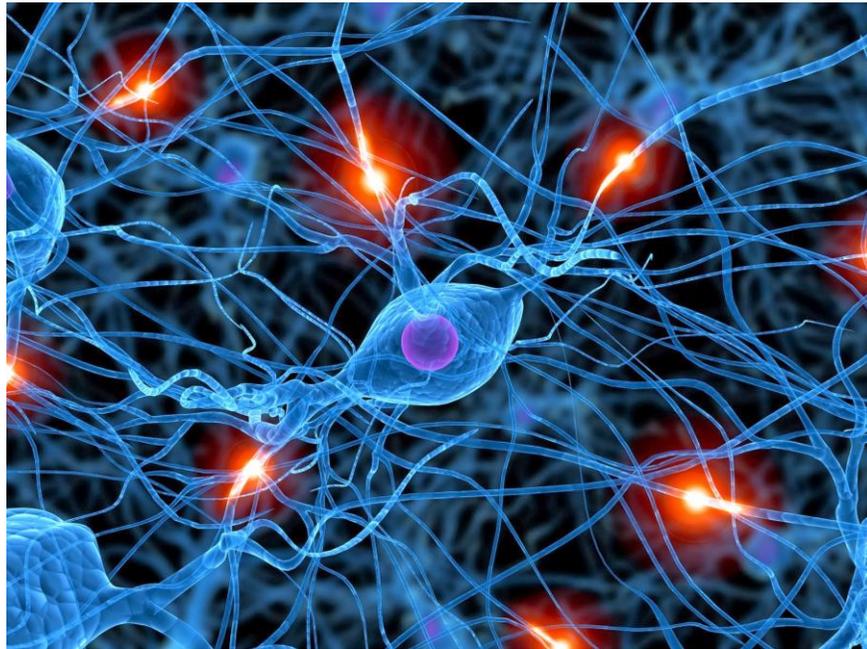
- David Brooks, *The Social Animal*

About our Brain



- 11 million pieces of information a second
- Only 40-50 are conscious

Implicit Bias



- Bias kicks in before you are even aware it exists (it lives in unconscious mind)
- It occurs through the building of synapses image by image, message by message (over time)
- Results in “autopilot”

Turn and Talk...



1. How do our identities and lived experiences shape perceptions, beliefs and view points
2. How might our perceptions and beliefs impact the effectiveness and cohesion of the Board to work towards change?

City of Everett Working Definitions

Diversity: A group or community in which a variety of social and cultural characteristics exist.

Equity: Recognizing that advantages and barriers exist and working to correct and address this imbalance.

Inclusion: The act of creating an environment in which individuals or groups can be and feel welcomed, respected, supported, and valued to fully participate.

Equality: Aiming to promote fairness and justice by ensuring everyone gets the same opportunities.

Defining Inclusion and Equity



Inclusion defined

- *The **full engagement and development** of all stakeholders (members, staff, policy volunteers, program volunteers, partners, local communities, vendors, etc.)*
- *It is about being **POWERFUL** together and co-creating the culture we want to be and work in together.*
- ***All voices are present** and influence decision making*

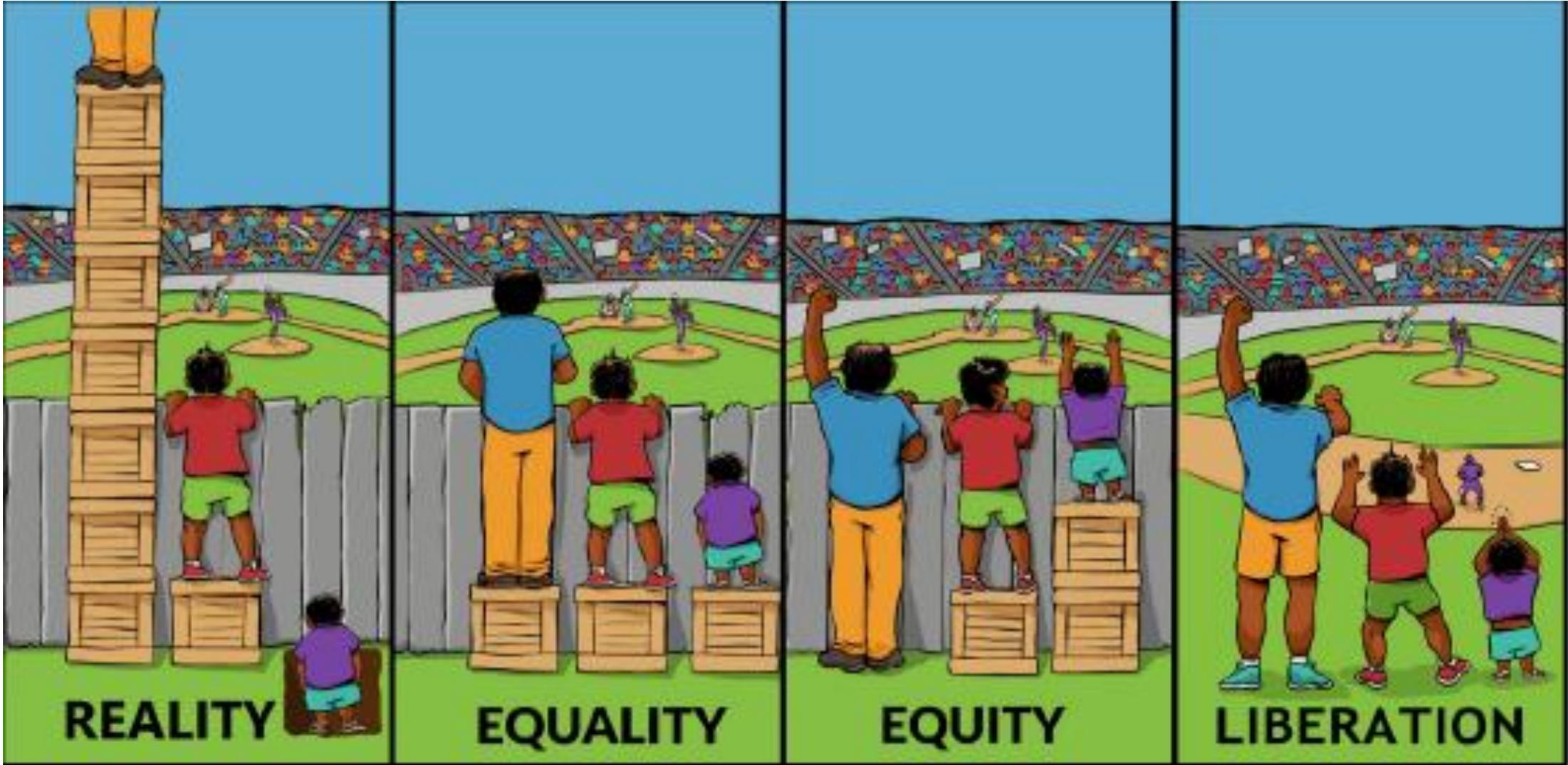
	Inclusion	Collaborative Solidarity
Culture	As a core group we fold people into our way of being, values, principles, beliefs, and practices assuming that our culture is right, and those not a part of the core are treated as an afterthought. Assimilation into dominant status quo (i.e white supremacy culture).	Being powerful together with the intention to co-create the culture we want to be, and work in together - ideally from the beginning and letting it be an iterative process that is responsive and responsible to our lived experiences and needs.
Participation	Spending time figuring out if there is an equal balance of participation and engagement into a culture that is designed to placate and tokenize people's participation. It distracts us from creating equitable conditions to address root cause issues.	Creating space and time to design the kind of relationships that will best support us through reflection and learning. Equality, equity, and liberation are the standard not the exception.
Power	Still operating from a place of power over people. We are including people so that they have any opportunity to get access to what we have control over.	We co-exist to build power among us in our interconnectedness. We are creating the opportunities we want that will benefit us from our own lived experiences of what will best support us Healing, Wellness, etc..

Provided By

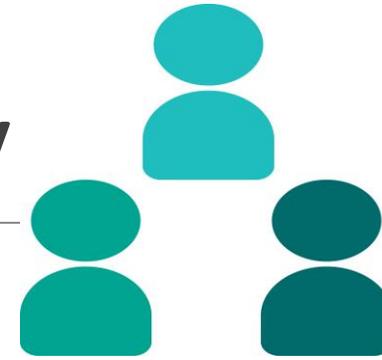
1. *Beyond Inclusion: Reflections on Collaborative Solidarity* by Elle Hearn, Allen Kwabena Frimpong, and Aaryn Lang and J Mase

Defining EQUITY

- Equity is the guarantee of fair treatment, access, opportunity, and advancement for all, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- The principle of equity is different from equality, in that it acknowledges that there are historically underserved and underrepresented populations
- Equality is giving everyone the same thing, while equity is giving everyone what they need to be successful. Equality cannot provide the same opportunity for all because not everyone starts from the same place and needs the same support.



Equity and Inclusion activity



Step I: Identify a local Policy or Procedure

Step II: Discuss and decide whether this policy or procedure is inclusive and equitable, exclusive or both and why

Step III: Identify who is impacted – who are the stakeholders

Step IV: Name 1-2 steps you would take (if you could) to adjust or change the policy or procedures?



What is our “What’s Next”?

1. As we wrap up I am feeling.....
2. As we move forward I would like to see a next step for the Diversity Board is.....
3. My commitment to the Board is.....

Thank You



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