Diversity and Inclusion Training Pt. I

Understanding Culture, Identity and Implicit Bias

Presented By:
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April Francis-Taylor is the new Director of Diversity, Equity, and Inclusivity at Eastern Suffolk BOCES. She is an advocate for equitable systems and a regional education leader with over 17 years of experience. She received her B.A., M.A., and Certificate of Advanced Studies in Education Leadership from Hofstra University. Francis-Taylor has served as a teacher, building and district administrator in the Long Island and Westchester regions. Additionally, due to her advocacy for equity, she has served on NYSED Culturally Responsive and Sustaining (CR-S) Framework stakeholder committee, NYSED Civic Readiness Task Force, the NYS DemocracyNY Coalition, and as Vice President of the New York State Council of the Social Studies. Mrs. Francis-Taylor is the recipient of the Nassau BOCES “Education Partner” Award and the National Council of Social Studies (NCSS) “Program of Excellence Award.” She has presented at over 15 conferences nationally and facilitated over 50 workshops with educators, community groups, parents, and students. She has been featured in various education publications, such as NCSS “Social Education” and McGraw-Hill “The Art of Teaching.”
Setting **Norms**

Protocols and Strategies to Support Courageous Conversations in Virtual Meetings:

1. Please ensure you have renamed yourself
2. Please mute when you are not speaking
3. When others are speaking, use the “chat” room to share any thoughts
4. Stay engaged and be “present” as much as possible using your camera/video option
5. Share your appreciation for colleagues who BRAVE through our conversation

As always, let’s be kind, courteous, and civil in our conversations.
Today’s Agenda

- Developing norms and protocols
- Understanding our “Why” as members of the alliance
- Defining and unpacking culture, identity, and bias
- Reflections
Don’t Be Afraid To Have Courageous Conversation

- Stay Engaged
- Experience Discomfort
- Speak Your Truth
- Expect and Accept Non-Closure
Diversity, Equity, & Inclusivity

**Diversity**- is the presence of difference within a giving setting. The differences typically refer to identity like race and gender, and sometimes ethnicity, religion, nationality, or sexual orientation. A person isn’t diverse. They’re unique. They can bring diversity to a group though. You’re not looking for a diverse candidate. Diversity is about a collective or a group.

**Inclusion**- has to do with people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (whether that’s a team, workplace, or industry): “Diversity is being asked to the party. Inclusion is being asked to dance.”

**Equity**- is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don’t all start from the same place because advantages and barriers exist. It’s a process that acknowledges uneven starting places and seeks to correct the imbalance.
Thoughts?

In break out rooms:
Introduce yourself and share your thoughts!
“Start With Why” - Simon Sinek

The Golden Circle

**WHAT**
Every organization on the planet knows WHAT they do. These are products they sell or the services

**HOW**
Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

**WHY**
Very few organizations know WHY they do what they do. WHY is not about making money. That’s a result. WHY is a purpose, cause or belief. It’s the very reason your organization exists.
NYWCA
Original “Why”

HOW IT ALL BEGAN.... One day in early 1981, an exciting rumor was weaving its way through the test kitchens, restaurants, magazines, catering halls, food businesses and publishing houses of New York City. There was to be a meeting at La Tulipe... READ MORE

https://vimeo.com/106591773
What is your “why” as an alliance member?
How can we define “Culture”?

The New York State Education Department understands **cultural as the multiple components of one’s identity**, including but not limited to: race, economic background, gender, language, sexual orientation, nationality, religion, and ability. Culture far transcends practices such as cuisines, art, music, and celebrations to also include ways of thinking, values, and forms of expression….
Iceberg Model of culture

- Level 1 - surface
- Level 2 - right below the surface
- Level 3 - Deeply below the surface

**visible**
Ex: race, food, dress, music, visual arts, drama, crafts, dance, literature, language, games

**values and beliefs**
Ex: family values, traditions, religion, social interactions, economics, ethnicity, courtship practices, rules of conduct, concepts of beauty, nonverbal and verbal communication

**thought patterns & behavior**
Ex: mental health, learning abilities, prior abuse, family dynamics, unconscious thoughts, patterns of group decision-making, preference for competition or cooperation, expressions of pain, conception of self, conception of past and future, power dynamics

How does your culture impact your identity, personality?
Check-in
## Explicit vs. Implicit Bias

<table>
<thead>
<tr>
<th>Explicit Bias</th>
<th>Implicit Bias</th>
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</thead>
<tbody>
<tr>
<td>Expressed directly</td>
<td>Expressed indirectly</td>
</tr>
<tr>
<td>Aware of bias</td>
<td>Unaware of bias</td>
</tr>
<tr>
<td>Operates consciously</td>
<td>Operates subconsciously</td>
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**Example:**

"Women who are mothers are not serious about their research."

**Example:**

Not promoting women with families or not inviting them on research collaborations.
Break out rooms...

- How has implicit bias played a role in your life?
- How can you become more aware of it?
REFLECTING

How has the workshop pushed your thinking?

What is one thing you will commit to doing differently after today?

Next Workshop: Was that a Micro-aggression? How to recognize and combat them

Action: Take the Test

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