

OBJECTIVES

- Breakdown of culture and our multiple identities
 - Define and understand the term “microaggression” and the impact these actions possess
 - Understand what implicit bias is and how to respond to it within ourselves and others
 - Cultivate an inclusive workplace environment that celebrates diversity and promotes cultural sensitivity
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GETTING
COMFORTABLE
BEING
UNCOMFORTABLE

Be confident in your
compassion

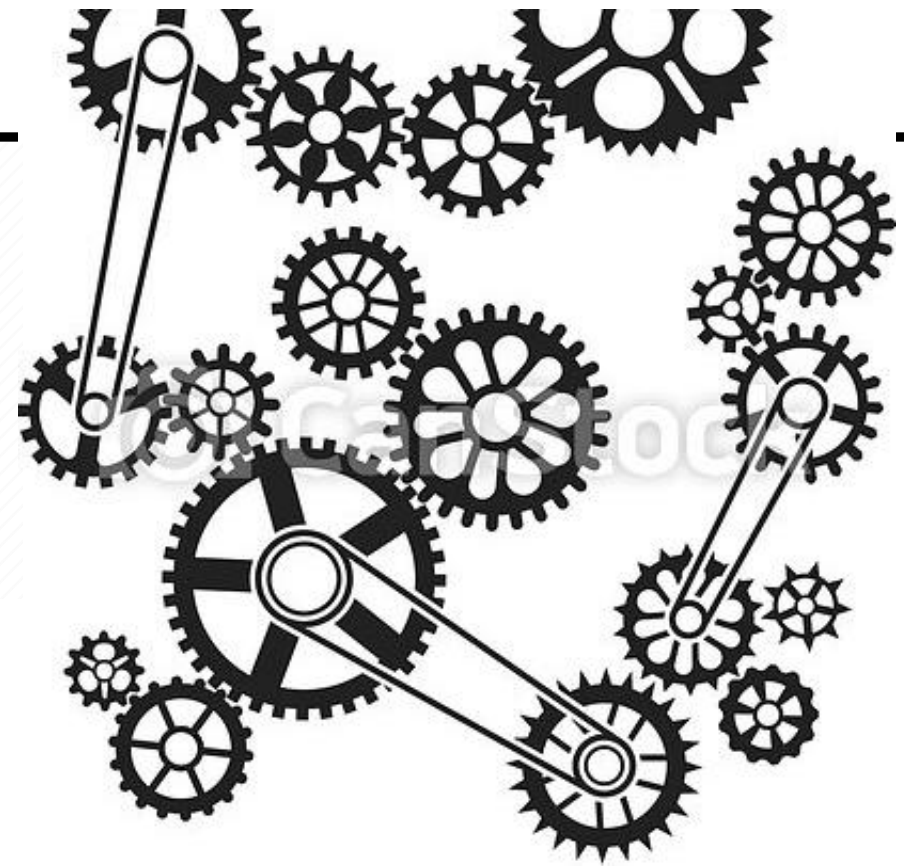
Ooops! Ouch!

DIVERSITY



The broad spectrum of experiences, abilities, and racial/cultural differences that make us unique. Any collective mixture characterized by similarities and differences

- Roosevelt Thomas, PhD
American Institute for Managing Diversity



TERMS

Inequality

Unequal access to opportunities



Equality?

Evenly distributed tools and assistance



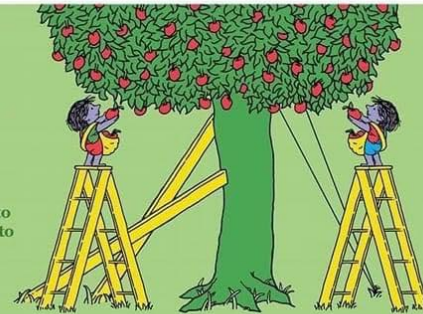
Equity

Custom tools that identify and address inequality

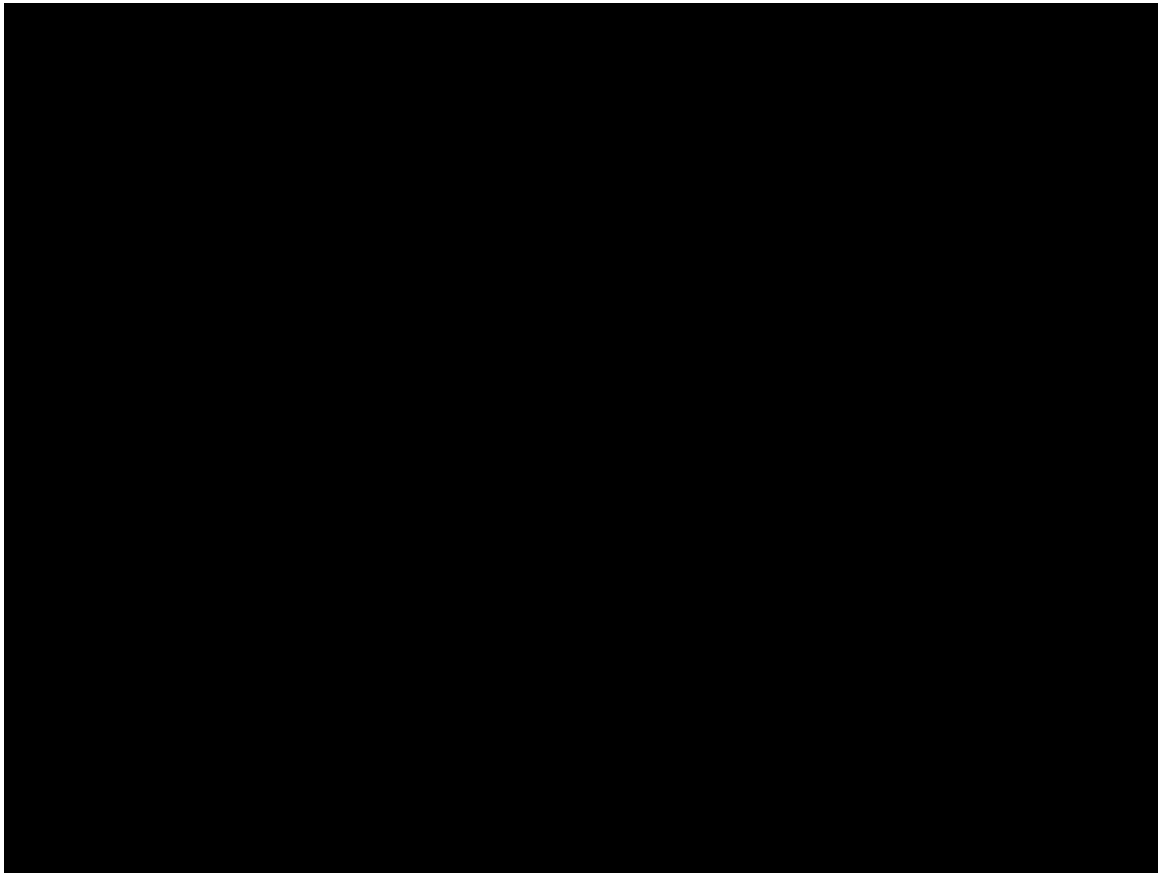


Justice

Fixing the system to offer equal access to both tools and opportunities



Source: TAHITonline Youtube



THE LOOK

A story about bias in America.



ads of brands



**Micro
Aggressions**

LEAN IN



**SPEAK
UP**

Speak up when you notice inequity—

TERMS DEFINED

RACE

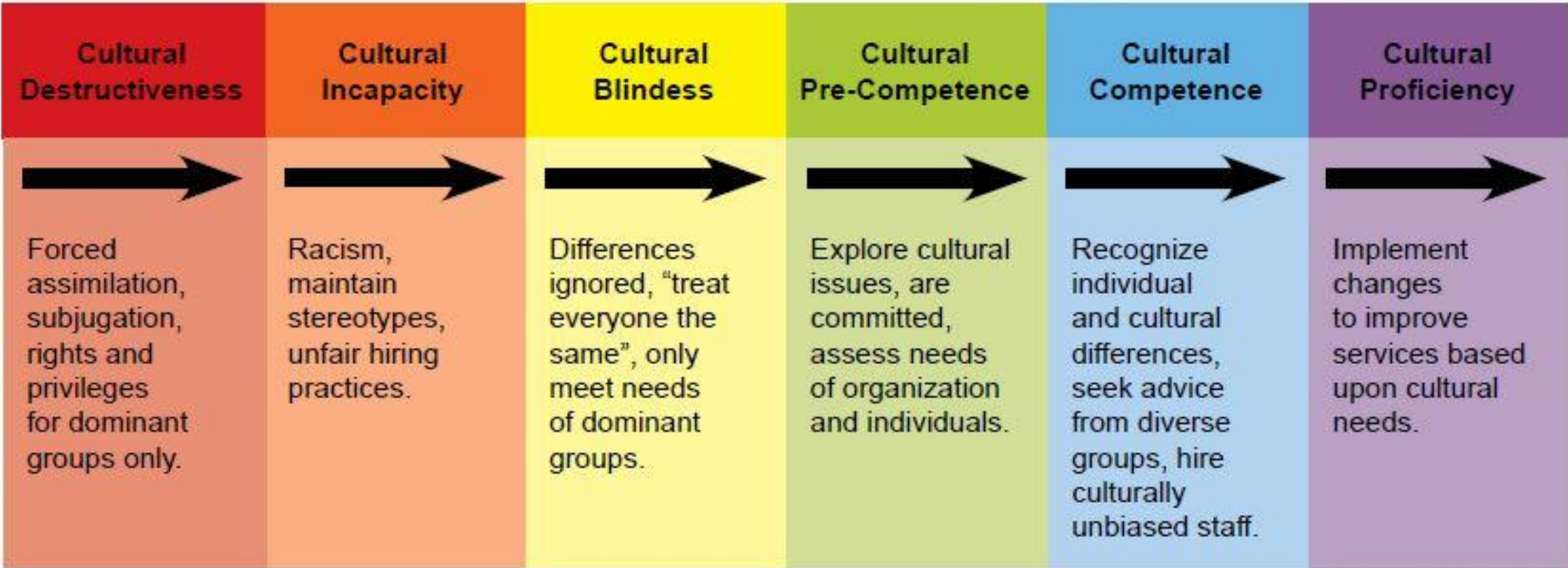
a social construct defined by agreed upon physical markers such as skin color, hair texture, eye shape, ancestry among other traits. It is important to note that individuals from different countries of origin may not be familiar or comfortable identifying with the racial categories we have established in the United States.

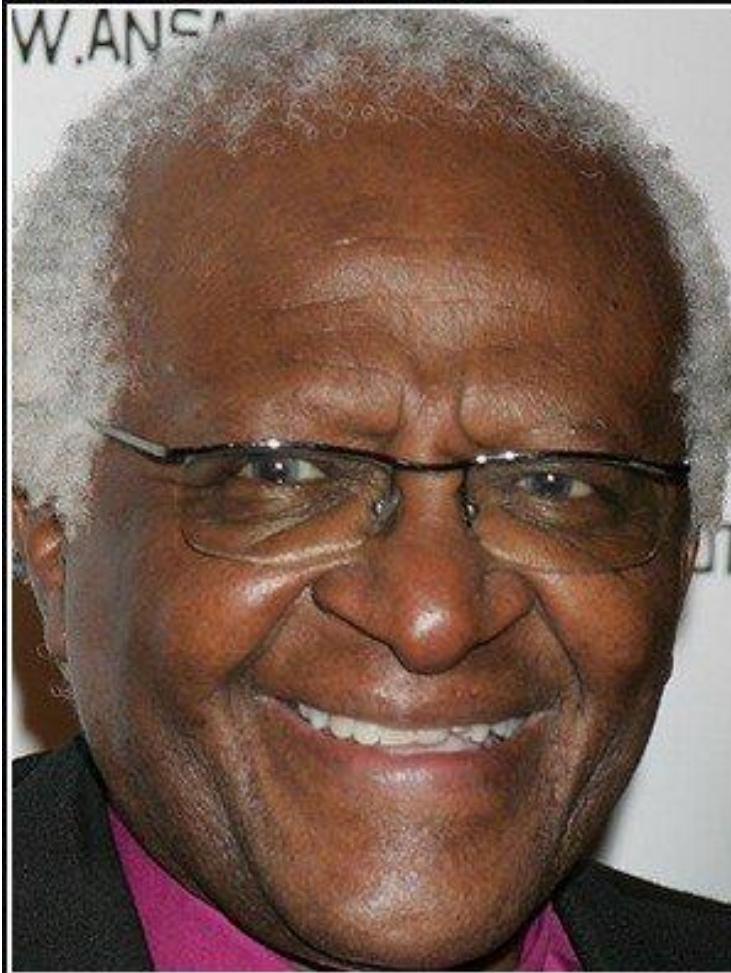
a type of cultural background and can include individuals from many different races since culture is something that is learned.

ETHNICITY

Nationality?

Continuum of Cultural Competency





If you are neutral in situations of
injustice, you have chosen the side
of the oppressor.

— *Desmond Tutu* —

AZ QUOTES



**Allyship
at
Netflix**

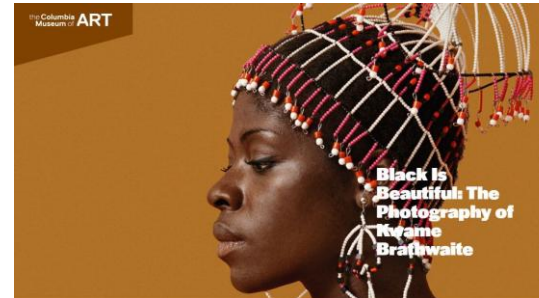
WAYS TO OVERCOME IMPLICIT BIAS IN A HISTORICAL CONTEXT

BOOKS BY AUTHORS WITH DIFFERENT BACKGROUNDS THAN YOUR OWN



MOVIES PRODUCED AND DIRECTED BY INDIVIDUALS WITH DIFFERENT BACKGROUNDS THAN YOUR OWN

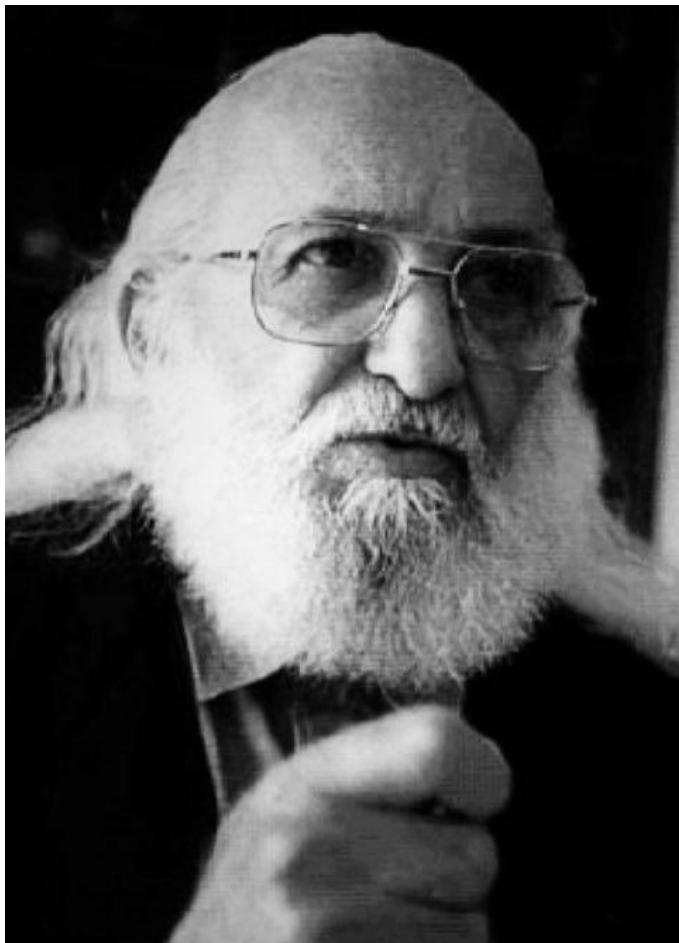
POETRY, MUSEUMS, MUSIC



BE AWARE OF THE TYPE OF DISCRIMINATIONS THAT EXIST AND THE HISTORIES

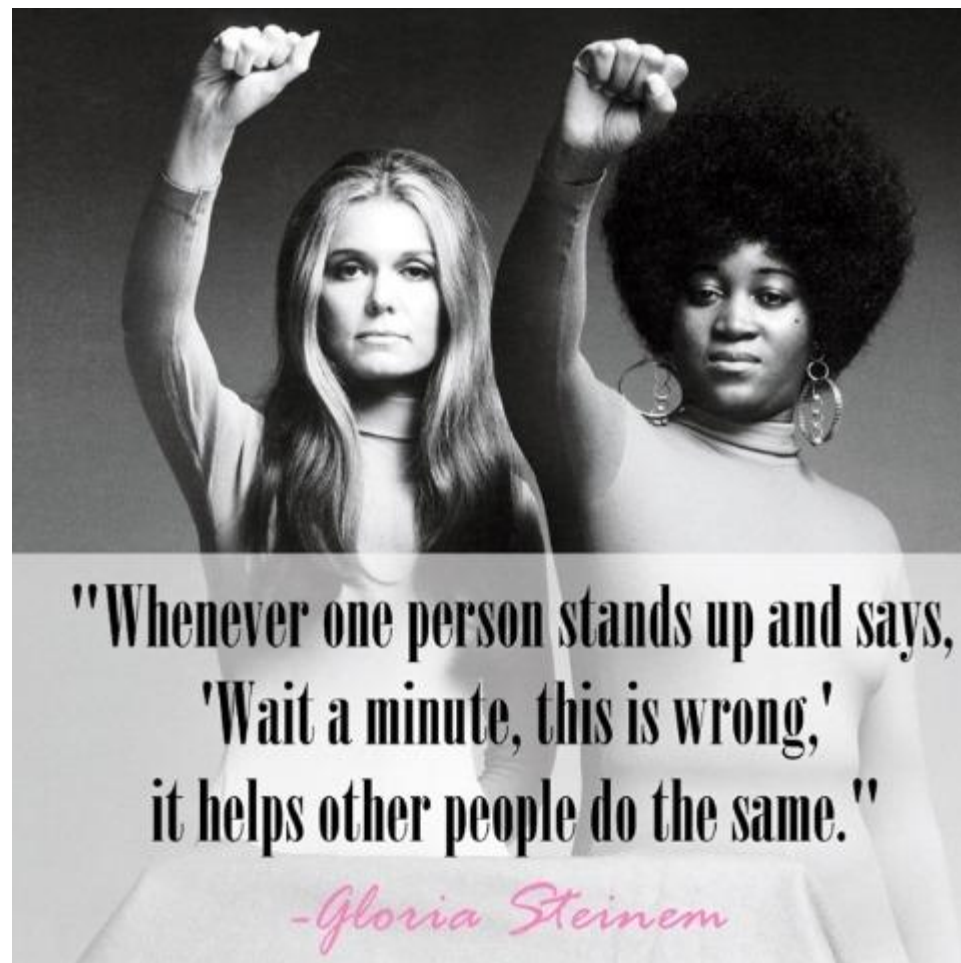
Examples:

- Bracero Program
 - The New Deal
 - GI Bill
 - Black women suffrage (1965)
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A change maker is marked
by their ability to trust
others, to believe in the
capacity of others to think,
dream, create, build, to
know, and to act."

– Paulo Freire



"Whenever one person stands up and says,
'Wait a minute, this is wrong,'
it helps other people do the same."

– Gloria Steinem
