

Diversity, Equity, and Inclusion



Who We Are

- Founded in 2009
- One of 40 nationwide public health institutes
- Designate PHI for Maryland, Virginia, and Washington D.C.
- Our equity work has allowed us to expand nationwide



Our Mission

...to create partnerships across sectors and cultivate innovative solutions that improve health and well-being for all populations and communities across the region, particularly those most affected by health inequities.





Healthy and Equitable Communities Curriculum Outline

Healthy and Equitable Communities Overview

- Winner of the National Network of Public Health Institutes 2022 Elevating Practice Award
- Developed in 2013-14
- Adult learning theory
- Practical application of concept and use of tools
- Provide training and TA across the country



Overarching Objectives

By the end of this workshop you will be able to:

- Identify root causes of health inequities
- Design strategies to promote diversity, inclusion, and equity
- Build diverse and inclusive partnerships
- Develop practical, upstream strategies to promote equity in your community



Individual Modules

- Module 1: Overview
- Module 2: Equity, Diversity, and Inclusion
- Module 3: Community Participation and Power
- Module 4: Communicating Equity
- Module 5: Action Planning



Objectives

- Define terms related to **racism, diversity and inclusion**
- Articulate and practice **cultural humility**
- Describe how **systems of oppression** work and how they impact health outcomes
- Recognize **implicit biases** and review strategies to overcome them
- **Promote diversity and inclusion** in policies, programs, services, organizations, and communities as a means to advance racial equity



Creating an Effective Learning Space

- “Try on”
- Okay to disagree
- Not okay to blame, shame or attack self or others
- Practice “self-focus”
- Practice “both/and” thinking
- Be aware of intent and impact
- Confidentiality



Comfort Levels/Where are you?

ACTIVITY

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Diversity of
people,
perspectives



Inclusion: Power,
voice,
organizational
culture

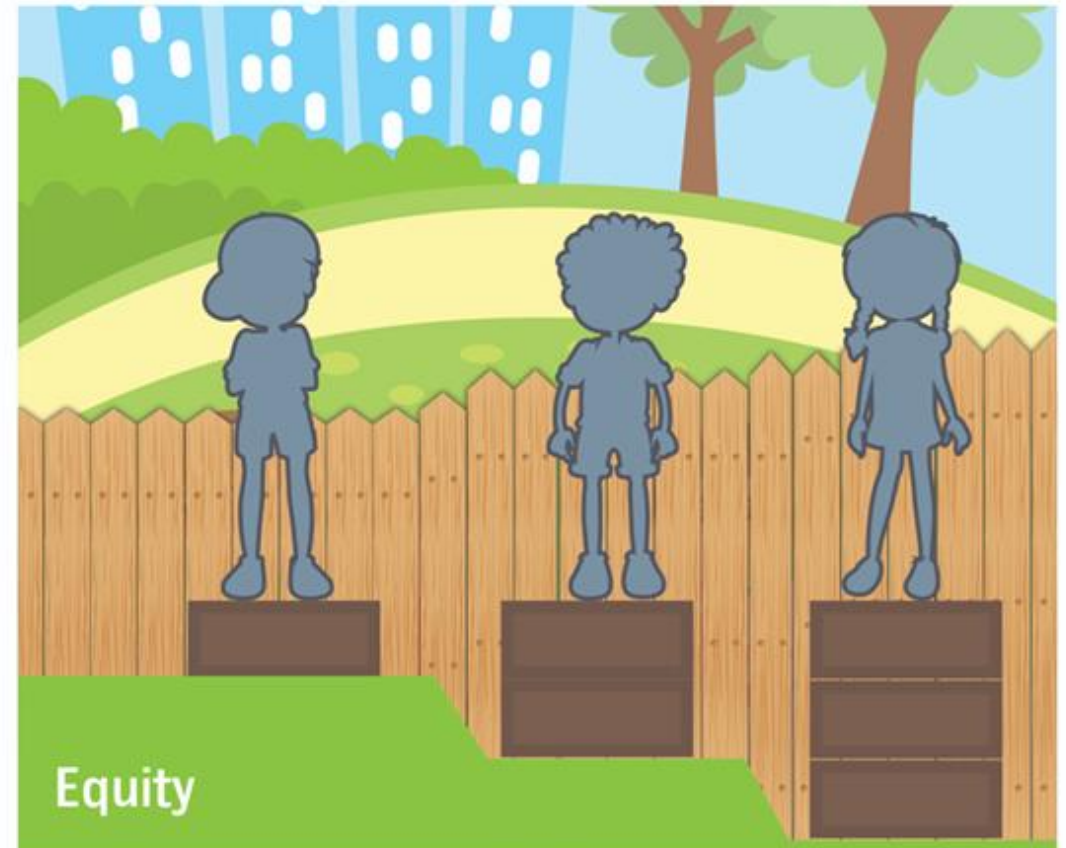


Equity = results
from policy,
practice, position



Equality vs. Equity

Leveling the Playing Field: The Difference between Equality & Equity





Key Terms

Define Race

ACTIVITY

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Race

- Socially created - categorizes people by physical traits like skin color, hair texture, facial features, etc.
- Definitions/categories of race have changed over time
 - Always lead to hierarchy
- No biological (including genetic) basis for race – 99.9% of human DNA is identical



Video – Questions to Keep in Mind

- What words or images stood out to you?
- What surprised you?
- What remnants of this history do you see today?
- What insights did you develop in relation to your life and work?



Race: The Power of an Illusion



Discussion

- What words or images stood out to you?
- Did anything surprise you?
- Do you see remnants of this history today?



Race

- Race is not based in biology and is a social construct
- Why should we still consider race?



A photograph of a woman and a young girl laughing together. The woman is in the foreground, looking up at the girl. The girl is in the background, holding a teddy bear. The image is overlaid with a teal circular gradient on the left side.

| How we map our identities

Identities

Culture

- Combined pattern of human knowledge, belief & behavior that relies on passing that knowledge to next generations.
- A set of shared attitudes, values, goals & practices that characterizes a group of individuals or an institution.

Identity

- Set of characteristics that define a person
- Age, gender, religion, sexual orientation, race, ethnicity, nationality, urban/suburban/rural, socioeconomic status, ability, education level
- Being the same with something described



Assigning Value to Identities

Identities can be categorized as part of the
Historically Included Group “Valued”

- Majority Status
- Privileged
- Included

Historically Excluded Group “Not Valued”

- Minority Status
- Disadvantaged
- Excluded



Excluded vs. Included

ACTIVITY

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Discussion

- What stood out to you about the groups you identified with?
- How did this make you feel?
- How does this relate to inequities in your work and community?
- How can this understanding influence your work in the future?



A photograph of a woman and a young girl laughing together. The woman is in the foreground, looking up at the girl. The girl is in the background, holding a teddy bear. The image is overlaid with a teal circular gradient on the left side.

| So what does this mean?

Racism

- Prejudice against and oppression of racial groups
- Use structures, policies, practices, and norms that shape opportunity to
 - Disadvantage and advantage some individuals and communities
- Prevents society from reaching its full potential

Racism
=
Prejudice
+
Power

White Privilege

“Whites’ historical and contemporary advantages in access to quality education, decent jobs and livable wages, homeownership, retirement benefits, wealth and so on.”

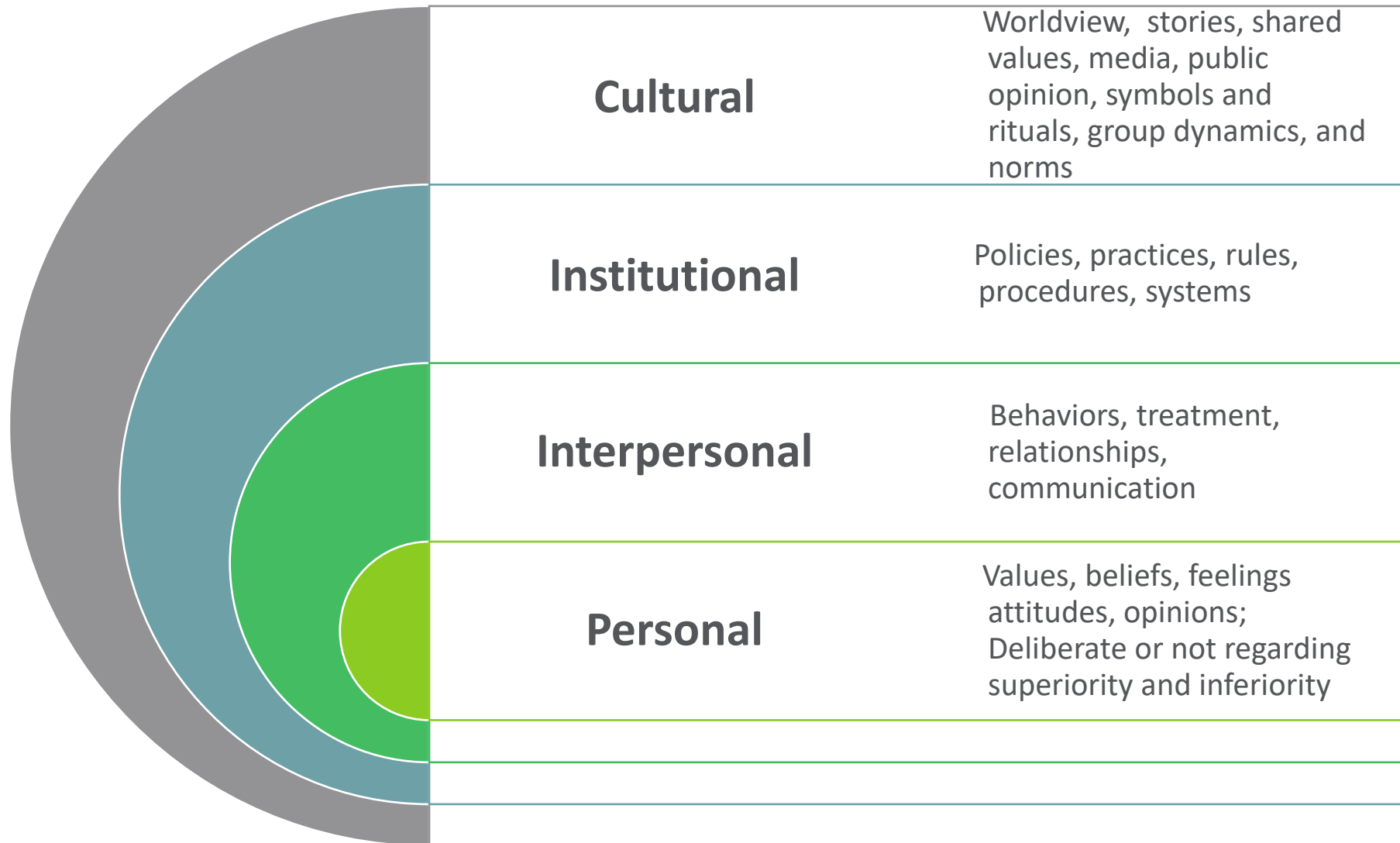
Peggy Macintosh



White Privilege

- Legacy and cause of racism
- By oppressing one group we automatically advantage the other
- Power of normal

Structural Oppression and Racism



Personal Level

- Attitudes, beliefs, values and feelings, regarding inferiority and superiority of self and others
- “What do I think and feel about others who are different or similar?”



Interpersonal Level

- How we behave based on the assumptions we hold about people with different identities
- “How do I act/behave toward others who are different?”



Interpersonal - Microaggressions

- Daily indignities/insults/slights in the form of comments, questions, or actions
- Intentional or unintentional
- Experienced by people of color, women, and LGBTQIA+ populations or other excluded groups
- Negatively impacts mental and physical health



Interpersonal – Implicit Biases

- Attitudes, stereotypes, and assumptions that we're not even aware of, that can creep into our minds and negatively affect our actions and behaviors towards others
- Can cause us to treat or members of a group unfairly or view them unfavorably without us even realizing we're doing it or why



Explicit Bias

Expressed Directly

Aware of Bias/Operates
Consciously

Example – A clinician refuses to
see a transgender patient
because they believe it is a
choice that they don't support.

Implicit Bias

Expressed Indirectly

Unaware of bias /
Operates sub-consciously

Example –Black and Latinx students are
more likely to be suspended or expelled
for the same infractions that White
students receive lesser punishment.

Implicit Bias Perpetuated in Childhood Education

- How would you describe the feelings assigned to white children?
- How would you describe the feelings assigned to the non-white children?
- Was this intentional?
- What could the impact be?



Strategies to Reduce Implicit Bias

- Stereotype replacement
- Counter-stereotypic imaging
- Individuation
- Perspective taking
- Opportunities for contact

Overcoming Implicit Bias and Racial Anxiety Fighting subconscious bias takes effort—but it can be done, Psychology Today, Jan 23, 2015.. Devine PG, Forscher PS, Austin AJ, Cox WT. Long-term reduction in implicit race bias: A prejudice habit-breaking intervention. J Exp Soc Psychol. 2012;48(6):1267–1278. doi:10.1016/j.jesp.2012.06.003



Implicit Bias – Stereotype Replacement

1. **Recognize** when you're having a **response** based on stereotypes
2. **Label** the response as **stereotypical**
3. **Reflect on why** you responded that way
4. Consciously **adjust** your response – Replace it with an **unbiased response**

Implicit Bias – Counter Stereotypic Imaging

- Challenge the stereotype by thinking of members of a stereotyped group that do not match the given stereotypes
 - Can be celebrities, historic figures, personal friends
- Makes a positive association with an image that's the exact opposite of the stereotype

Implicit Bias - Individuation

- Instead of aiming to be colorblind, seek information out about members of other groups.
- Connect with a person based on their individual characteristics rather than incorrect biases
- Build a connection with them as an individual rather than a stereotype or group member
- Impact of one-on-one conversations

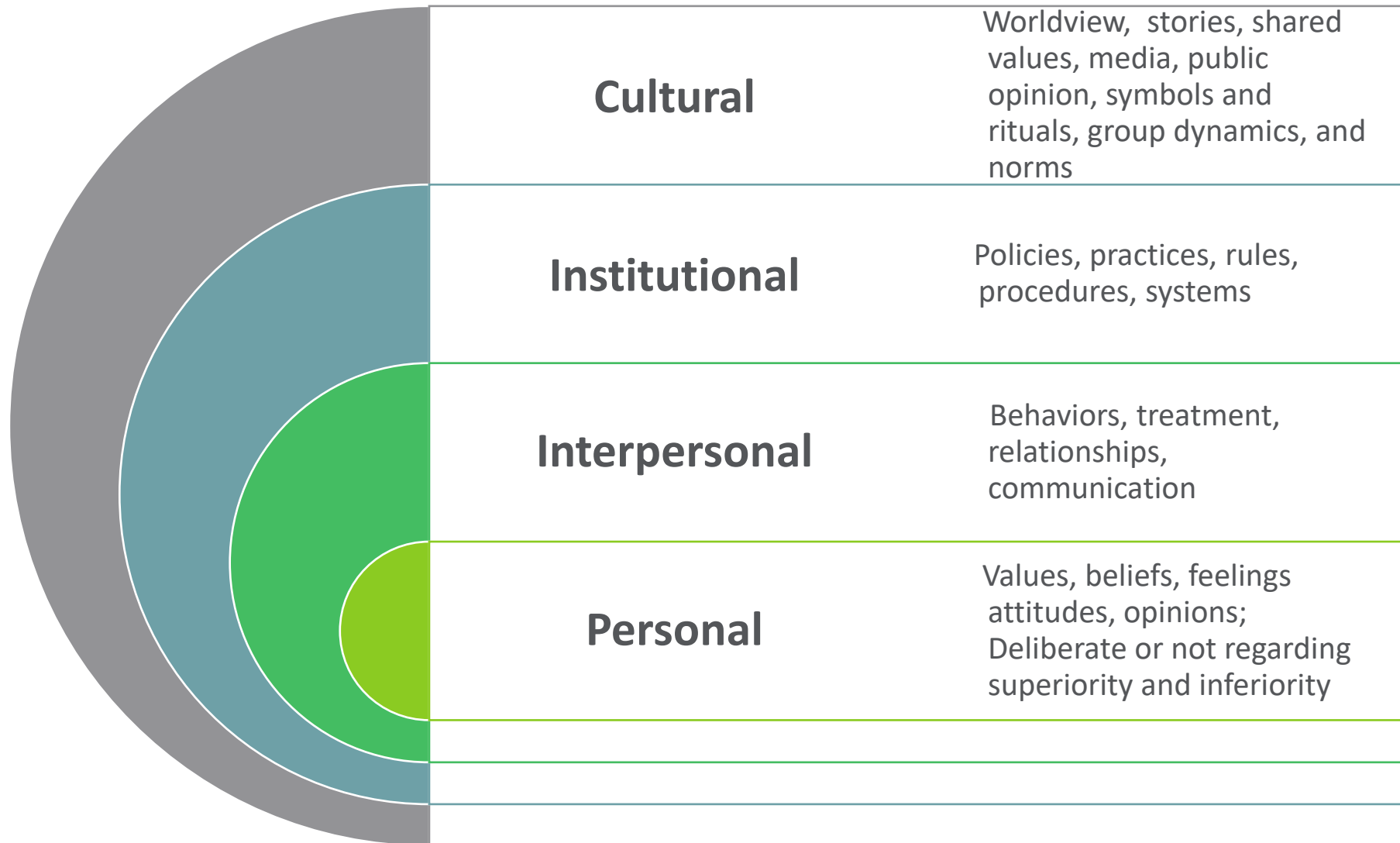
Implicit Bias – Perspective Taking

- Extension of Individuation
- Putting yourself in someone else's shoes– foster empathy
- By increasing psychological closeness with a group, you reduce automatic group-based assumptions
- Example: Intentionally try to understand life experiences that may make it challenging for someone with Type II diabetes to change their diet and activity level

Implicit Bias – Increase Opportunities for Contact

- Make an effort to meet new people
- Spend time with diverse groups of people
- Can be done through building friendships, conversations, attending cultural events, hobbies, etc.
- Think about who you spend most of your time with and plan to branch out
- It's okay to get outside your comfort zone

Structural Oppression and Racism



Institutional Level

- Policies, practices or customs that create differences in people's inclusion or chance of success
- “How does my institution favor members of the included groups?”

Sources: <https://assets.aspeninstitute.org/content/uploads/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf>; VISIONS Multicultural Process of Change



Cultural Level

- Individual and institutional expression of the superiority for one group's culture, heritage and values, over those of other groups
- “How do I or how does our organization practice exclusion or ‘unwritten rules’ for success that favor some and disadvantage others?”



White Dominant Culture

"The widespread ideology baked into the beliefs, values, norms, and standards of our groups...our communities, our towns, our states, our nation... teaching us both overtly and covertly that whiteness holds value, whiteness is value. "

- Tema Okun 2021

White Dominant Culture at Work

- Privileges white professionalism related to:
 - Dress code
 - Speech
 - Work style
 - Scrutiny
 - Timeliness
- Perceived “cultural fit”

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Strategies to Address Implicit Bias and Oppression

Cultural Competence vs. Cultural Responsiveness (Humility)

ABILITY to engage with diverse values, beliefs, cultures, languages and behaviors.

ASSUMES it's possible to be an expert in another's culture

INVOLVES LEARNING STEREOTYPES and interacting based on that knowledge

A **PROCESS** that requires humility as individuals continually engage in self-reflection as lifelong learners

ACKNOWLEDGES that it is impossible to be adequately knowledgeable about another's culture

INVOLVES A WILLINGNESS to assess oneself and one's limitations, an openness to new ideas, and contradictory information



Racial Justice

“The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.”



SOURCE: Race Forward, "[Race Reporting Guide](#)" Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment Report, Philanthropic Initiative for Racial Equity and Applied Research Center, 2009.

Being Anti-Racist

“Someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing and supporting policies that reduce racial inequity.” —Ibram X. Kendi

PHOTO Source: Michael A. McCoy/For The Washington Post via Getty Images.
<https://www.wbur.org/news/2022/01/16/ibram-kendi-race-relations-martin-luther-king>



Personal Level

- Personal awareness and mindfulness
- Acknowledge biases
- Work with thoughts and feelings
- Practice implicit bias strategies
- Workshops
- Counseling and support groups



Interpersonal Level

- Cultural humility
- Trauma-informed care
- Workshops
- Cross-cultural communication and engagement
- Be an ally



Sources: <https://assets.aspeninstitute.org/content/uploads/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf>; VISIONS Multicultural Process of Change; Institute for Healthcare Innovation, How to Reduce Implicit Bias

What is an Ally?

- Recognizes their privilege
- Works in solidarity with oppressed groups
- Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.



You don't have
to be Black
to be
outraged

Conclusion



Advocate for Institutional and Cultural Change

- You don't need to be in charge to change
- Systems don't change without people
- Diversity, equity, and inclusion are a way to ensure we are reaching everyone
- How do you anticipate using this material?



