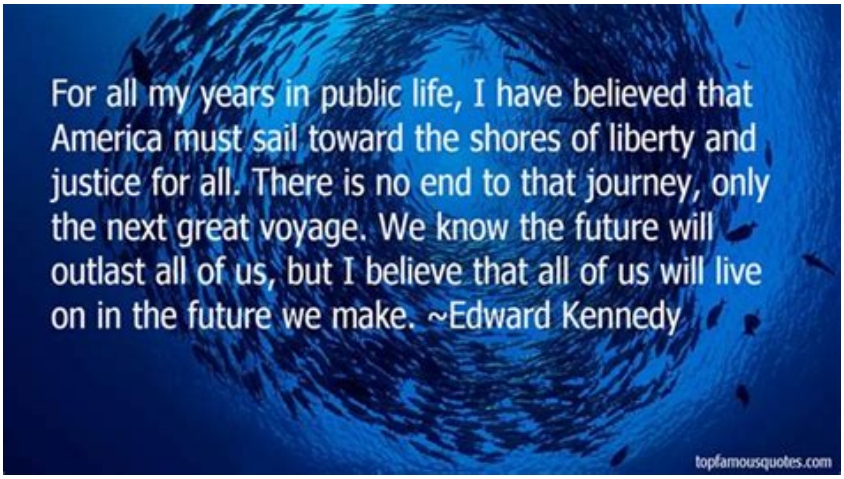
Diversity & Inclusion Resource Guide



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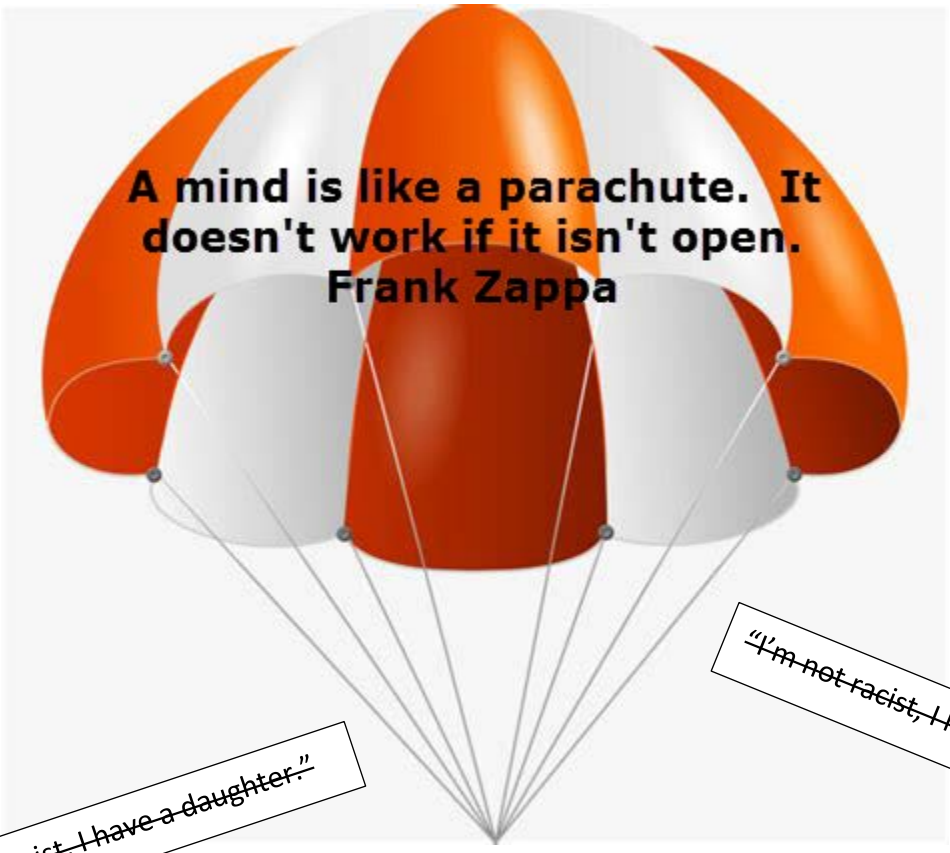
Open your mind my friends, we fear what we do not understand. – Dan Brown



~~"I'm not racist, I have a black friend."~~

~~"I can't be a misogynist, I have a daughter."~~

~~"It's ok for me to do the tomahawk chop at the Chiefs games because I'm 1/64th Native American."~~

~~"My uncle is disabled so I know what a disability looks like."~~

~~"How dare that person park in the handicap spot! I don't see anything wrong with them!"~~

~~Do they have to be so in your face about it?~~

Be curious, not judgmental.—Walt Whitman

Human Family

I note the obvious differences
in the human family.
Some of us are serious,
some thrive on comedy.

Some declare their lives are lived
as true profundity,
and others claim they really live
the real reality.

The variety of our skin tones
can confuse, bemuse, delight,
brown and pink and beige and purple,
tan and blue and white.

I've sailed upon the seven seas
and stopped in every land,
I've seen the wonders of the world
not yet one common man.

I know ten thousand women
called Jane and Mary Jane,
but I've not seen any two
who really were the same.

Mirror twins are different
although their features jibe,
and lovers think quite different thoughts
while lying side by side.

We love and lose in China,
we weep on England's moors,
and laugh and moan in Guinea,
and thrive on Spanish shores.

We seek success in Finland,
are born and die in Maine.
In minor ways we differ,
in major we're the same.

I note the obvious differences
between each sort and type,
but we are more alike, my friends,
than we are unalike.

We are more alike, my friends,
than we are unalike.

We are more alike, my friends,
than we are unalike.

Maya Angelou

Privilege – So What?

Privilege defined:

- Restricted right or benefit
- A right or benefit that is not available to everyone
- Rights and advantages enjoyed by elite
- The rights and advantages enjoyed by a relatively small group of people usually as a result of wealth or social status
- -Systematic favoring, enriching, valuing, validating, and including of certain social identities over others.

Note: Individuals cannot "opt out" of systems of privilege; rather these systems are inherent to the society in which they live.

Do I benefit from any form of privilege?

Check all that apply to you:

- o I have never been the only person of my race in a room.
- o I have never been mocked for my accent.
- o I have never been told I "sound white".
- o I am heterosexual.
- o I never doubted my parents' acceptance of my sexuality.
- o I have never pretended to be "just friends" with my significant other.
- o I am a man.
- o I feel comfortable in the gender I was born as.
- o I have never felt unsafe because of my gender.
- o I work in a salaried job.
- o I have never skipped a meal to save money.
- o I don't rely on public transportation.
- o I graduated college.
- o I had a car in high school.
- o I have traveled internationally.
- o My parents are still married.
- o I do not have any physical disabilities.
- o I have never been depressed.
- o I can afford medication if/when I need it.
- o I have never been shamed for my body type.
- o I have never been violently threatened or attacked for my religious beliefs.
- o I am not nervous in airport security lines.
- o I have never been cyber-bullied for any of my identities.
- o I have never been self-conscious about any of my identities.

If any of the above applied to you then you benefit from one or more forms of privilege.

What does privilege look like?

I have white skin, which offers me special status in my country of origin and in much of the world. When I enter a restaurant or place of business, I assume that I am welcome. People of other skin colors are often viewed with suspicion or even hostility. When I see a person in a police uniform walking down the street, I do not feel endangered or suspect.

I have a male body, which in primate evolutionary history affords me more power and greater access to resources than my female counterparts. I have never been threatened with sexual violence or treated uncomfortably as a sexual object. I have never been told overtly or covertly that any position in society was unattainable to me.

I have a heterosexual identity, which means my sexual orientation has never been questioned or devalued. I have never felt threatened by the way I walk, talk or dress or by expressing affection in public. I do not experience people looking at me with derision or questioning my moral character based on my sexual orientation.

I was born into a middle-class family, which afforded me consistent access to food, shelter, quality education and protection from hostile environments. I never had to go to school hungry or worry about the quality of my drinking water or about being attacked by neighborhood gangs. I also grew up with the explicit and implicit implication that my standing in the world, economically and socially, could and would improve.

I have a healthy body, without obvious disability, which means I never had to confront being unable to enter a building due to inaccessibility. My capacity to move easily through life situations has always been assumed. When I want to meet with someone, either socially or for my occupation, I know that I can gain access to our meeting place. This implicit accessibility contributed to the sense that I could go anywhere and be almost anything.

How do I benefit from inherent privilege?

As a relatively rich, well-educated, healthy, heterosexual, white, male, my path in life has been easier than many others. It is true that I have worked diligently for many of the gifts in my current life; still it is important that my inherent privileges not be overlooked. Through the media, I grew up with many images of success and possibility that looked like me. The messages “you can be what you want to be”, “if you can dream it you can be it”, and “the sky is the limit” were consistently given to me.

Okay, So What *Is* Checking Your Privilege?

Being asked to "check your privilege" gives you a chance to do some serious reflection on both your own life and the lives of others. There are numerous resources available on this topic. Make time to educate yourself.

1. Reflect
2. Recognize
3. Research
4. Reconsider

What 'Checking Your Privilege' Is Not?

It's Not Personal – And It's Not an Insult

When someone asks you to check your privilege, they aren't trying to insult you. After all, it's not like these privileges are something you requested. It's not like you're thrilled that society is unequal. In most cases, we don't even notice that we have these privileges in the first place.

They're asking you to be compassionate towards the particular struggle that they've had, and to acknowledge that their struggle has been different from yours. They want you to acknowledge and reflect on the ways that your lives and your backgrounds are different.

Asking for compassion isn't really an insult. It's actually a compliment when you think about it, because they're assuming that you can rise to the occasion and that you're capable of demonstrating the kind of empathy that's needed.

It Doesn't Mean You Haven't Struggled

Having privilege says nothing about whether or not you've had a difficult life. You can have privilege in one aspect of your life, while having struggled or encountered disadvantages in other ways.

I may not know the struggles of someone with a physical disability, but I have struggled as a transgender person; I may not know what it's like to be a person of color, but I do know what it's like to live with a mental illness.

As you can see, I've definitely struggled in some ways. Similarly, even the most privileged person can encounter difficulties, because life itself is full of challenges.

"Checking your privilege" isn't about conceding that you've had an easy life. It's about acknowledging that there are certain struggles that you will never encounter that are very specific to certain groups of people.

Examples to Consider

When you walk into a building, do you have to question if you can make it to your office? When you go to a concert venue or fly on an airplane do you have to wonder if there is a seat available that will accommodate you? When you apply for housing is it a deal breaker when you're told there's no elevator? When you answer the phone do you have to worry about being able to hear the person on the other end? When you get ready for work do you need assistance to clothe or bathe yourself? When you leave your home do you have to wonder how you are going to get from point A to point B? Do you have to wonder if it is safe to show affection to your significant other in a public venue? Do you have to wonder if you are being profiled and thus fear for your safety?

Acknowledging that there are struggles we don't share doesn't invalidate the difficulties you've faced – it just recognizes that those difficulties can vary based on our identities, and our lives and our experiences can be drastically different as a result.

It's Not a Time to Defend Yourself

If your gut instinct is anything like mine, you may feel an urge to defend yourself. "I've had a tough life, too!" you might say. "You don't even know me or what I've faced!"

It's true – no one knows your struggle the way that you do but now isn't the time to derail a conversation about someone else's challenges by inserting yours. It would be the equivalent of walking into a stranger's hospital room and exclaiming, "Suck it up! I broke my arm once!"

Instead of ignoring and invalidating someone else's struggles, this is a great opportunity to demonstrate compassion and learn about what it's like to walk in someone else's shoes. Challenge yourself to be present instead of opting out no matter how uncomfortable it might make you feel.

It's Not a Time to Demand That Someone Educate You

Sometimes, instead of taking the time to research on our own, our first impulse is to demand that the person who called us out become our teacher. After all, they called us out, right? So they should probably finish the job!

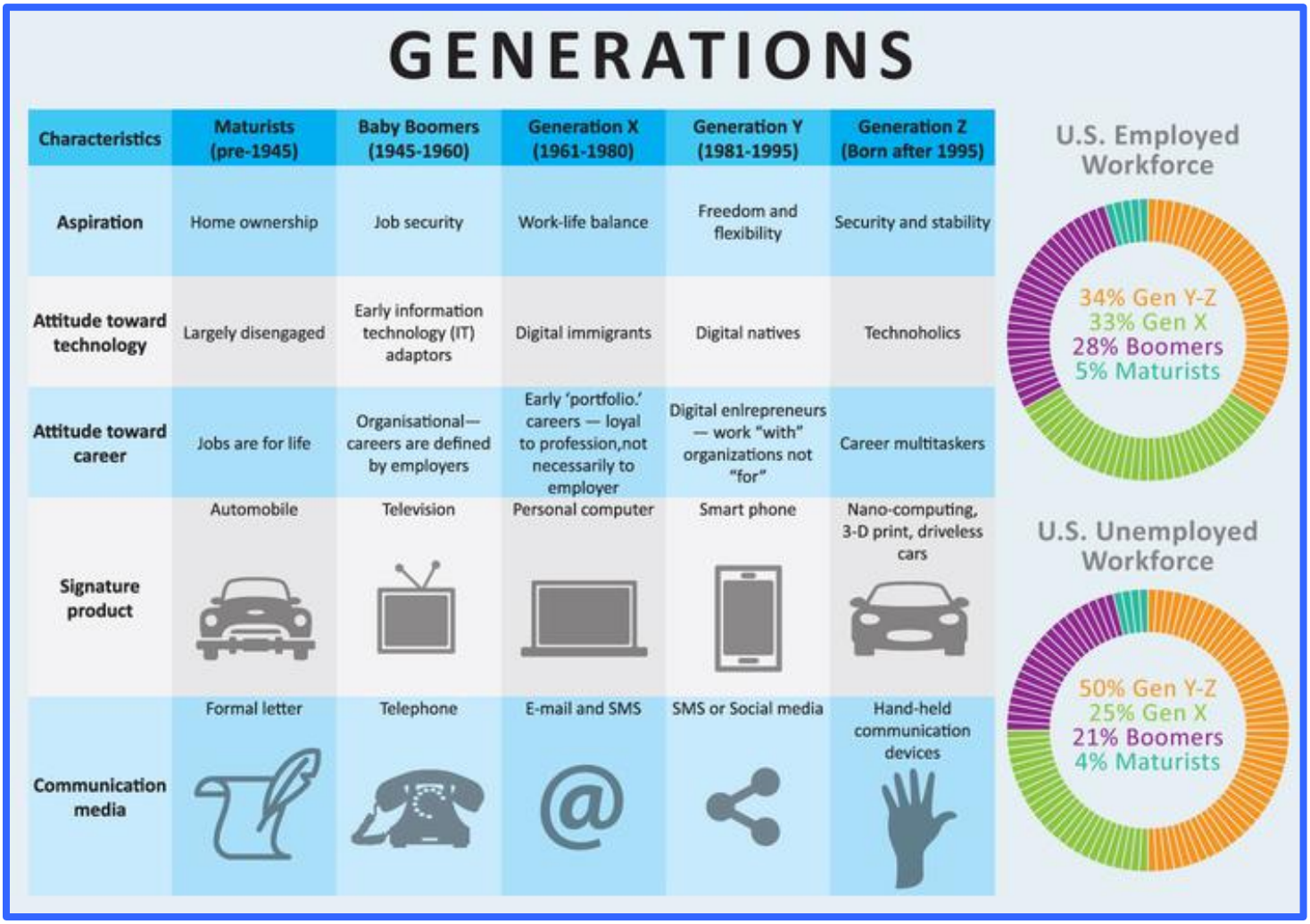
While it's great that you want to understand, it can actually be really problematic to make these demands. It can be upsetting, stressful, and exhausting for someone who is oppressed to open up about their pain just to educate someone who doesn't understand.

As such, it's important to be respectful and not place demands on this person. Being asked to reflect on your privilege isn't an invitation into their personal life. It creates an assumption that you're entitled to their time, their energy, and their trauma but that's not the way this works. You can't just go up to someone and demand that they take the time to teach you something.

Your education isn't their responsibility – it's *yours*. So, please, instead of demanding that someone take the time to help you, try first doing a little research on your own.

Five Generations in the Workplace – What's The Value?

The following demographics are generalizations and stereotypes for the purpose of understanding overall trends; just because someone was born in a particular era, they may or may not exhibit the behaviors of the generation. While HR must better understand the implications of five generations in the workplace, (hiring practices, talent development, collaboration, learning methods, etc.) everyone must better understand the added value of the multi-generation workforce. Did you know multi-generation decision teams are 2X more likely to meet or exceed expectations? Did you know it is not our differences but our biases that are the biggest barriers blocking multi-generation teams? (Larson, E., 2018, April 11. *Future of Work: Research Shows Millennials, Gen Xers and Baby Boomers Make Better Decisions Together*. Forbes.)



Characteristics	Maturists (pre-1945)	Baby Boomers (1945-1960)	Generation X (1961-1980)	Generation Y (1981-1995)	Generation Z (Born after 1995)
Aspiration	Home ownership	Job security	Work-life balance	Freedom and flexibility	Security and stability
Attitude toward technology	Largely disengaged	Early information technology (IT) adaptors	Digital immigrants	Digital natives	Technoholics
Attitude toward career	Jobs are for life	Organisational— careers are defined by employers	Early 'portfolio.' careers — loyal to profession,not necessarily to employer	Digital enlrepreneurs — work "with" organizations not "for"	Career multitaskers
Signature product	Automobile	Television	Personal computer	Smart phone	Nano-computing, 3-D print, driveless cars
Communication media	Formal letter	Telephone	E-mail and SMS	SMS or Social media	Hand-held communication devices

https://static.vecteezy.com/system/resources/previews/000/098/290/original/generations-vector.jpg

What Can I Do To Be A Good Ally?

When anyone is faced with adversity, there's nothing more helpful than having a strong support system in place. Certain groups of people face more discrimination than others. That's why it's crucial to be there for your LGBTQ peers. By reading this, you're taking the first step towards becoming a better ally. While there's no one way to be an ally, these tips should empower you to get involved and help you show your support.

1. Listen: One of the best ways to be there for someone who is newly open about being LGBTQ or has been bullied because of their gender or sexuality, is to listen. Be open-minded1 and ask your friend what you can do to be helpful.

2. Keep Educating Yourself: Try to learn about the LGBTQ community's history, its key leaders, different identities, and what struggles people who are LGBTQ are currently facing. Ask questions. It can also be helpful to go to events (like your local pride parade). While learning more, do your best to confront your own biases, even when it's challenging.

3. Step In: When you see someone in the LGBTQ community being bullied or treated unfairly, show support in whatever way you can. For example, you can send your friend a message of kindness, ask the bully to stop, or ask someone for help. If you hear someone making a derogatory joke, it also helps to say that you don't think it's funny regardless of whether an LGBTQ person appears to be present.

4. Continue to Be There: It's important to remember that people are still treated poorly today for their sexuality or gender identity. For LGBTQ adults, this can influence jobs, housing, medical care, legal assistance and ability to receive financial loans. Sadly, some of that discrimination is still legal in some states. No matter how much progress you see being made, continue to be there.

Glossary of Gender Identities: http://admin.lovehasnolabels.com/downloads/lhnl-guide-to-pride.pdf

Bias - What Story Are You Telling Yourself?

People generally see what they look for and hear what they listen for. Harper Lee, *To Kill A Mockingbird*

Am I Biased? "I would never make a judgment on someone based on the color of their skin or their gender!" You might not consciously, **but EVERYONE has unconscious bias**. Early humans needed to classify people as friend or foe in order to survive. Today, our brain automatically groups people together in categories based on social and other characteristics. When these categories work together with social and cultural stereotypes and prejudices, we form an unconscious bias.

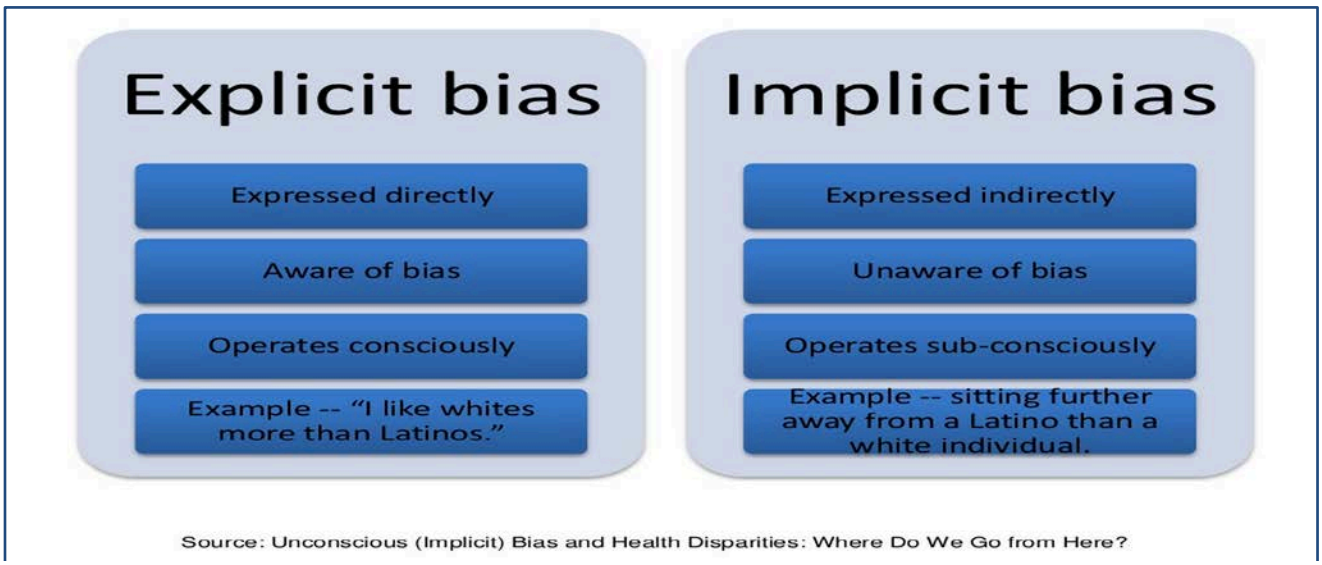
Unconscious bias, also called implicit bias, is a subtle and pervasive form of bias against members of a group merely by virtue of their membership in that group. These are unconscious tacit attitudes and unintentional actions towards a group; generally people aren't aware that their actions are biased.

Are You Sure I'm Biased? Yes, everyone is. Recognizing that you are is the first step to uncovering and reducing the influence of unconscious bias over you. If your thought of someone is based on appearance, sex, or cultural background, then ask yourself, "Would I feel the same way if that person were part of a different group?"

Examine Your Assumptions –

Are my assumptions fact based - are they true or false? Or are my assumptions based on opinion? (Meaning, they reflect my values, preferences, or feelings. Are my assumptions projections - based on my opinions about the future? Does your assumption make sense? Is there proof? Is your information accurate? Is there another way to look at it?

This type of analytical observation doesn't come easily to most people. If you change your thinking to be more logical and objective, you can bring your biases to light without emotion and judgment attached. Then, you can move on to adjust your biases honestly.



What Types of Bias Are There?

Understanding Unconscious Bias. https://library.skillport.com/courseware.html

Performance Bias

Performance bias happens when you make assumptions about someone's performance based on their race, gender, ethnicity, or other characteristics.

Confirmation Bias

Confirmation bias occurs when you only pay attention to information that confirms your pre-existing opinions, discounting anything that would disprove them.

Attentional Bias

Attentional bias happens when you base a decision on only one thing, to the exclusion of all other relevant evidence.

Commitment Confirmation Bias

Commitment confirmation bias happens when you grow so attached to an idea that you make bad choices in order to appear consistent.

Anchoring Bias

Anchoring bias takes place when your decision is overly influenced by the first piece of information that you receive about something.

Diagnosis Bias

Diagnosis bias occurs when you judge someone based on your first impression, and refuse to change your opinion in the face of new evidence.

How Do I Overcome My Bias?

Form New Relationships

If you have discovered that you have an unconscious bias towards someone different from you, then learn more about them and discover what you have in common. Expose yourself to positive images and other information about the group you're biased against – you'll find that even though they may act or look different from you, they share as many traits with you as they do differences. Consciously choose to spend time with people of other cultures, genders, races, religions and more. You'll soon learn people's individual traits, rather than just assigning them ones based on stereotypes. The more time you spend enjoying the company of people from different backgrounds, the more your unconscious bias will dissolve.

Be Kind to One Another

Your behavior can influence your thoughts. If you act friendlier to other people, eventually you'll feel more comfortable with them.

Connect With People

Be careful of "tokenism" – that means making only a small deliberate effort to include people from other groups, without actually forming any meaningful relationship. This makes it seem like you've overcome your bias, but it doesn't actually challenge your beliefs. Contact is not the same thing as connection.

Bias affects your decision making and can lead to rejecting data or jumping to conclusions. For example, confirmation bias happens when you favor information that confirms your previously existing beliefs or biases. When you come across information that's consistent with your beliefs, you tend to accept it without question. But when you encounter information that forces you to question your beliefs, instead of accepting it, you think, "Do I have to believe this?"

What can I do about it? Before you make a decision, discuss your thoughts with others, and don't be afraid to listen to opposing views. Look for people who disagree and information that challenges your opinions – you could ask someone on your team to play "devil's advocate." You can also get advice from someone who won't be affected by the decision – asking outsiders can help you get an unbiased perspective. Also, don't rush to judgment – remember, you can always ask for more time if you feel pressured to make a decision. Taking time to reflect can help you be more detached.

You should also base your decisions on objective data. Keep your emotions out of it, as far as possible. Make an effort to disprove your decision, and to examine what could go wrong – and don't immediately discount it. Finally, try to come up with multiple solutions to the problem at hand – doing this can help you to evaluate each idea, and figure out which one's likely to be most effective.

How Do I Lead Myself and My Team to Overcome Unconscious Bias?

Realize

- Realize your own unconscious bias. Try some critical self-reflection to uncover your own. Being more self-aware will lead you to make better decisions for yourself, your team, and the organization.

Seek

- Seek feedback from your peers. Look for feedback on your biases from peers and trusted colleagues, who can give you objective insight into your own biases.

Speak

- Speak out about your own biases. Act as a role model for others by speaking out about how you identified and overcame your own biases.

Learn

- Get to know people. Spend time with the people in your organization, and encourage them to be part of making change in the organization. They know the biases they've encountered, and they can provide helpful input into what needs to be fixed.

Encourage

- Encourage mentorships. Mentoring and coaching programs can help people to learn to respect other perspectives.

Commitment

- Stay committed to diversity and overcoming bias. You need to show that you're not just making token efforts to address bias. Overcoming bias takes time, so you need to stick with your commitment and encourage change in the long term.

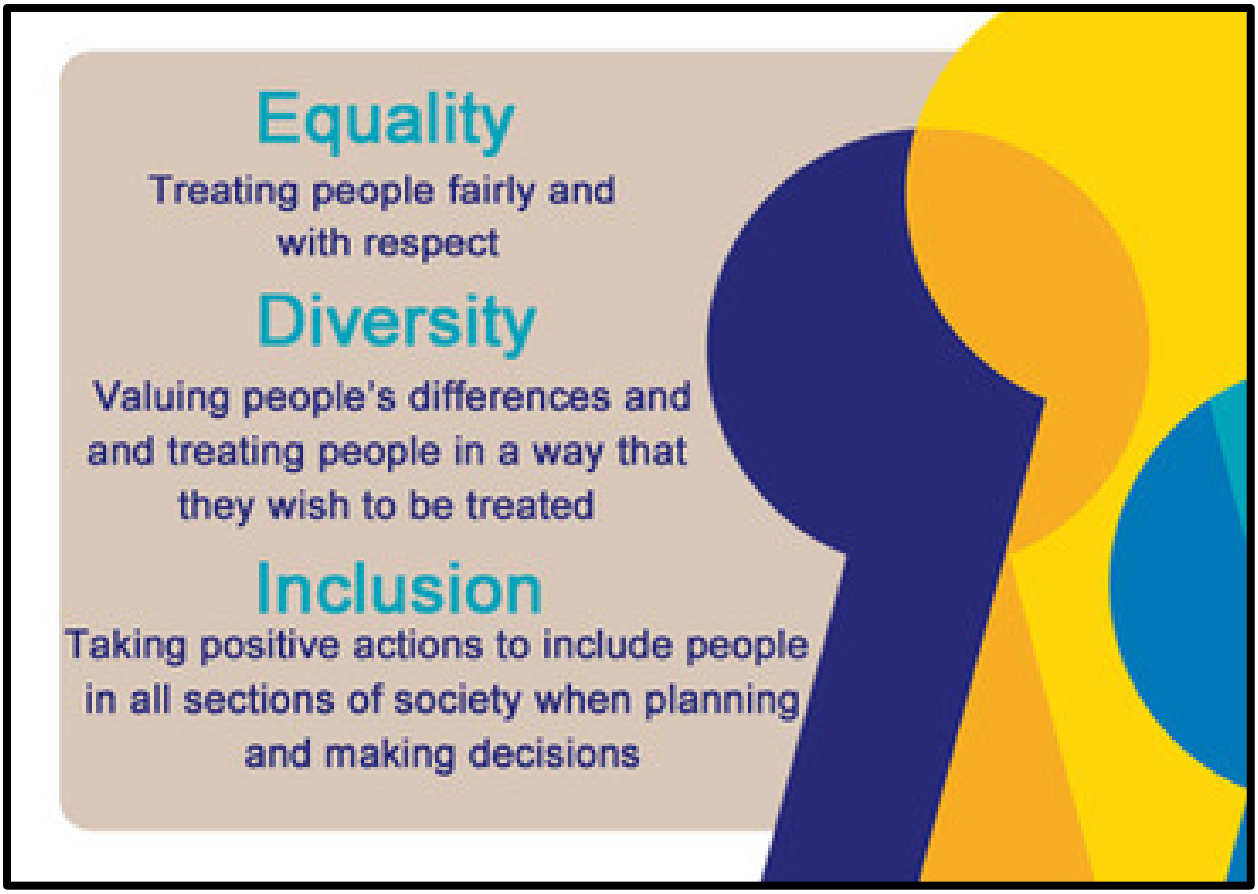
Intersectionality – How Do Life Experiences Influence Interactions?

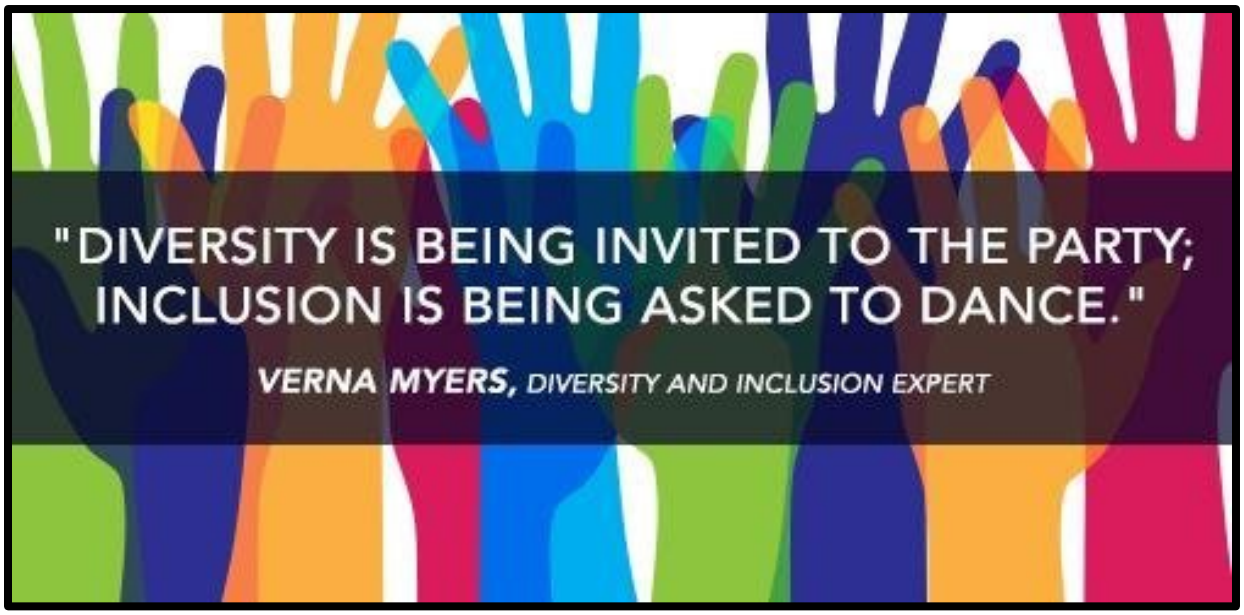
The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. (https://en.oxforddictionaries.com/definition/intersectionality)

- Innermost circle represents a person's unique circumstances.
- Second circle from inside represents aspects of identity.
- Third circle from the inside represents different types of discrimination/isms/attitudes that impact identity.
- Outermost circle represents larger forces and structures that work together to reinforce exclusion.

Note it is impossible to name every discrimination, identity or structure. These are just examples to help give you a sense of what interectionality is.

Johannes, A., 2012, July 2. *Intersectionality*.www.imagineacircle.com


Equality
Treating people fairly and with respect
Diversity
Valuing people's differences and and treating people in a way that they wish to be treated
Inclusion
Taking positive actions to include people in all sections of society when planning and making decisions


"DIVERSITY IS BEING INVITED TO THE PARTY; INCLUSION IS BEING ASKED TO DANCE."
VERNA MYERS, DIVERSITY AND INCLUSION EXPERT

If The World Were A Village Of 100 People

What would society look like and where would you fit in?

Disclaimer: This information is for the purpose of fostering understanding of the different cultures of our world. When one considers our world from such a compressed perspective, the need for cooperation, tolerance, and understanding becomes glaringly obvious.

50 would be female
50 would be male
25 would be children

There would be 75 adults,
9 of whom would be 65 and older

There would be:
60 Asians
16 Africans
14 people from the Americas
10 Europeans
31 Christians
23 Muslims
16 people who would not be aligned with a religion
15 Hindus
7 Buddhists
8 people who practice other religions

12 would speak Chinese
6 would speak Spanish
5 would speak English
4 would speak Hindi
3 would speak Arabic
3 would speak Bengali
3 would speak Portuguese
2 would speak Russian
2 would speak Japanese
60 would speak other languages

86 would be able to read and write; 14 would not
7 would have a college degree
40 would have an Internet connection

78 people would have a place to shelter them
from the wind and the rain, but 22 would not

1 would be dying of starvation
11 would be undernourished
22 would be overweight

91 would have access to safe drinking water
9 people would have no clean, safe water to drink

If you keep your food in a refrigerator, your clothes in a closet, if you have a bed to sleep in and a roof over your head, you are richer than 75% of the entire world population. Appreciate what you have and do your best to be better; and, if you can't be kind, be quiet.

The world population has now reached 7.5 billion people. This milestone inspired us to conduct research to update our statistics in 2016, and the changes over the past 10 years are remarkable. In 2006, only 1 person out of 100 would have had a college education-- today that number has jumped to 7. The detailed research and source information can be found here and the statistics provided by Donella Meadows in 1990 that originally inspired our project can be viewed here. **Sources:** 2016 - Fritz Erickson, Provost and Vice President for Academic Affairs, Ferris State University (Formerly Dean of Professional and Graduate Studies, University of Wisconsin - Green Bay) and John A. Vonk, University of Northern Colorado, 2006; Returning Peace Corps Volunteers of Madison Wisconsin, *Unheard Voices: Celebrating Cultures from the Developing World*, 1992; Donella H. Meadows, *The Global Citizen*, May 31, 1990.

How Diverse is Your Universe?

Materials:

- Clear Plastic cups (1 per person)
- Colored beads (1 color for each race and enough beads in each color for each person for each question)

Purpose: To visually see the types of people you encounter in your daily life.

How to play: Put beads (by color) in plastic cups in center of circle. Explain the color chart (i.e. purple beads for Hispanic) Give everyone an empty cup. Tell participants that after each question is read they need to pick up a bead for the type of person they come in contact with.

1. Select a bead that most closely represents your race/ethnicity.
2. Select a bead that most closely represents the race of your significant other.
3. Select a bead that represents the race of your closest friend.
4. The race of the people with whom I worship are predominately…
5. My neighbors (at home) on either side of my house are…
6. My doctor is…
7. My dentist is…
8. My lawyer/attorney is…
9. My boss is…
10. My co-workers are predominately…
11. The people in my social circle are predominately…
12. The author of the last book I read was…
13. In the last good movie I saw, the people were predominately…
14. The people in my favorite TV show are predominately…
15. During the course of a day, the people with whom I come into contact are predominately…
16. The person who I most admire or who has had the greatest impact on my life is…
17. The people in my favorite music group or band are predominately…

Look into your cup and ask yourself: How diverse is my universe?

Debriefing Questions: After the questions have been asked, reflect on what people's universe looks like.

- Did you ever stop to think of how often you communicate with people outside of your group?
- Did you consider yourself to be someone who often interacted with others? Do you still?
- What did your visual representation show you?
- If you have little to no interaction with people outside of your group, how does that affect your ability to work in a diverse environment?
- If you have little to no exposure to others, do you think you should make an effort to be more involved? If so, how?
- Other questions or comments?

Excerpted from "Mix It Up" Handbook published by tolerance.org

Journeys Privilege Exercise:
"The American Dream"

(Major Identity Markers)

Instructions:

- Get the group to stand in line in the middle of a large space.
- Practice baby steps so that everyone moves the same distance.
- Define "Major Identity Markers" as others perceptions of your race, class, gender, sexual orientation, religion, and able-bodiness.
- Ask members to look around during this exercise and remember how they feel at certain times.
- Tell them they are to take one "baby-step" forward or backward at your direction.
- Tell the participants they may pass on a given question at anytime by standing still. They can stand still the entire time if they want.

Statements:

1. If your ancestors were forced against their will to come to the USA, step back.
2. If your primary ethnic identity is American, step forward.
3. If you were ever called hurtful names because of your MIM's, step back.
4. If your family employed people in your household as domestic workers, step forward.
5. If they were people of color, step forward.
6. If you were often ashamed or embarrassed of your material possessions, step back.
7. If most of your family members worked in careers requiring a college education, step forward.
8. If you were raised in an area where there was visible prostitution or drug activity, step back.
9. If you ever tried to change your appearance, behavior, or speech to avoid being judged on the basis of your MIM's, step back.
10. If you studied the cultures of your ancestors in elementary school, step forward.
11. If you started school speaking a language other than English, step back.
12. If there were more than 150 books in your home when you grew up, step forward.
13. If you ever had to skip a meal or go hungry because there was not enough money to buy food when you were growing up, step back.
14. If your parents took you to art galleries, plays, or museums when you were growing up, step forward.
15. If at least one of your parents was ever unemployed, not by choice, step back.
16. If you have ever attended a summer camp, step forward.
17. If your family ever had to move because they could not afford the rent, step back.
18. If you ever attended private school, step forward.
19. If your family ever had to move because they could not afford the rent, step back.
20. If you were ever discouraged from academic or career paths because of your MIM's, step back.
21. If you were encouraged to attend college by your parents, step forward.
22. If you believe that you were paid less for a job because of your MIM's, step back

23. If you were raised in a two parent household, step forward.
24. If you frequently saw characters who shared your MIM's portrayed in likable ways on TV and movies, step forward.
25. If you have felt that clerks watch you more than other customers in a store, step back.
26. If you were ever offered a job because of your association with a friend, mentor, or family member, step forward.
27. If you are a first generation college student, step back.
28. If your family ever had to change their last name due to mispronunciation, step back.
29. If you ever had your name mispronounced, step back.
30. If you have ever been afraid to walk alone at night, step back.
31. If you believe that an employer turned you down because of your MIM's, step back.
32. If you attended an elementary school with good books and facilities, step forward.
33. If you ever had an allowance during high school, step forward.
34. If you were ever accused of cheating or lying because of your MIM's, step back.
35. If you have ever inherited money or property, step forward.
36. If you've had to rely on public transportation, step back.
37. If you were ever stopped or questioned by the police because of your MIM's, step back.
38. If you have ever feared violence directed at you because of your MIM's, step back.
39. If you have been usually able to avoid places that are reputed as dangerous, step forward.
40. If you have ever felt uncomfortable about a joke related to your MIM's, but not able to confront the situation, step back.
41. If you were ever the victim of violence related to your MIM's, step back.
42. If at least one of your parents did not grow up in the USA, step back.
43. If your parents told you that you could be anything you wanted to be, step forward.
44. If you have ever been whistled at, step back.
45. If you have traveled overseas, step forward.

Note:

a. Remain in position, notice the change from before.
b. Pull a $20 bill from your pocket.
c. Say: "I have a $20 bill in my hand, you may compete for this prize. All of you can run, and the first person here gets the prize." Who do you think will get it? GO!
d. Wait and see how many people react toward the $20 bill.

Processing questions:

Pair up with someone who ended up in a different position than you did. Or gather as a small group and discuss these questions:

1. How did you feel doing this?
2. Were some steps easier or harder to take than others?
3. What did it feel like to the people at the front of the line?
4. What did it feel like to the people at the back of the line?
5. What surprises you about the feelings people are expressing?
6. Does achieving the ***American Dream*** mean being at the front of the line?
7. Does this exercise include everything that is important to your ***American Dream***?
8. Would you give up some of your privileges so that others could catch up?
9. What did you learn from this exercise?

Excerpted from "Mix It Up" Handbook published by tolerance.org

BREAKING DOWN THE BARRIERS

What Can You Do?

Most of us live in fairly homogeneous environments, and trying to be more diverse can seem like a challenge. Start small and be consistent; you will be surprised how soon you feel comfortable with diversity in all facets of your life.

ACTIONS anyone can take to break down barriers to create diverse communities are:

A few sample action ideas could be…

- Be open to learning from and about others
- Talk to someone you've never talked to before.
- Fight stereotypes by getting to know different kinds of people.
- Reach out to people who are alone.
- Volunteer with a community organization.
- Mentor others; give them a hand or advice when they need it.
- Join a new club or organization. Get to know different kinds of people.
- Speak up when you hear someone make a put-down or unfair remark.
- Initiate a group/organization that brings together people from different groups.
- Initiate dialogue or activities to address all kinds of issues.
- Get out of your comfort zone; set stretch goals to influence change.
- Attend events where you might meet a more diverse community.
- Attend trainings that enhance team cohesion.
- Treat everyone with dignity and respect.
- When you know better, do better.

What Will You Do?

Take time to set a few goals:

1.

2.

3.

4.

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Notes

Thank you for sharing your day with us!

See you in 2020! - What Will Your Vision Be?

DECA
American Indian • Asian Pacific • Black • Disabled • Hispanic • Women
Diversity Education and Cultural Awareness
Greater Kansas City Federal Executive Board

FEDERAL EXECUTIVE BOARD
A NATIONAL NETWORK