



Dimensions of DEI, Power, & Privilege

DEI & Belonging - All Staff Session 1
ORSP DEI Committee
March 23, 2022

Desired Outcomes

We hope to:

- Foster sharing and connection with our colleagues.
- Begin to have a shared vocabulary around the dimensions of DEI.
- Begin to understand power, privilege, and marginalization and its cost and impact.
- Give everyone at ORSP a chance to speak in a small group if they wish.
- Give each of us the space for personal growth.

Agenda

- Welcome & Introduction (10-15 minutes)
 - Desired Outcomes (2 minutes)
 - Agenda (1 minute)
 - Communication Norms & Guardrails (2 minutes)
 - A Few Glossary Terms (2 minutes)
 - Video (3 minutes)
- Dimensions of Diversity Wheel (5 minutes)
- Power & Privilege Wheel (5 minutes)
- Quiet Reflection (3 minutes)
- Small Group Discussion (15 minutes)
- Large Group Discussion (10 minutes)
 - What the Data says and why it matters
- Closing Remarks (2 minutes)

Communication Norms and Guardrails for Discussion

Recognize

We recognize that we must overcome historical biases, such as racism and sexism,, and that a society and workplace where all employees belong, contribute, and thrive requires deliberate and intentional action.

Acknowledge

We acknowledge that we are all systematically taught misinformation about our own group(s) and members of other groups. This is true for everyone, regardless of our group(s).

Share the Air

Share responsibility for including all voices in the discussion. If you have a tendency to dominate discussions, take a step back. If you tend to stay quiet, challenge yourself to share ideas.

Respect and Stages of Learning

We agree to listen respectfully to each other without interruptions. We acknowledge that we may be at different stages of learning on the content and discussion topics.

Individual Experiences

We agree that our experiences are individual and unique. No one should be required or expected to speak for their whole race or gender.

Take and Leave

We agree to take from this session only what we learn from ourselves and others and leave in this session what we heard and what was said by others.

Research Changes

We understand that research evolves and changes. We strive to have a growth mindset and a willingness to do better as we learn more.

Not Experts

Everyone in the group is here to learn, including the facilitators. We recognize that everyone has an opinion and that opinions are not the same as informed knowledge backed up by research.

Device Free Zone

We agree to engage in active listening, put mobile devices aside and give each other our attention.

No Blame

We agree to not blame ourselves or others for the misinformation we have learned, but to accept responsibility for not repeating misinformation after we have learned otherwise.

Trust

Everyone has come to the table to learn, grow, and share. We trust that people are doing the best they can; when mistakes occur, let's challenge and encourage each other to do better.

Ask for Help

It's okay not to know. Keep in mind that we are all still learning and are bound to make mistakes when approaching a complex task or exploring new ideas. Be open to changing your mind.

Glossary - A Few Terms to Know (1 of 2)

Ally - An ally advocates for people from marginalized groups and takes action to support people outside of their own group.

Cisgender - A term used to describe people whose gender identity matches the sex they were assigned at birth. Often abbreviated to “cis.” (Pronounced “sis”)

Non-Binary - A category for a fluid constellation of gender identities beyond the woman/man gender binary.

Neurodiversity - The diversity in how people’s brains are wired and that neurological differences should be valued in the same way we value any other human variation.

Glossary - A Few Terms to Know (2 of 2)

Emotional Tax - The energy spent being on guard to protect against bias, feeling different at work because of gender, race, ethnicity, age, ability, body shape/size, income, position/role, or one of many other diverse aspects and the associated effects on health, well-being, and ability to thrive at work.

Marginalized - To be left out, excluded, to feel like an outsider, "*not invited to the party.*"

Workplace Inclusion - An atmosphere where all employees feel that they belong, contribute, and can thrive. Requires deliberate and intentional action.

What if you say or do the wrong thing?



[What can you do even if you say or do the wrong thing?](#) (2:51 min.)

DEI and Belonging Can Appear in Multiple Layers and Dimensions



WHEEL OF POWER/PRIVILEGE



How do power and privilege influence our circumstances?

Quiet Reflection...

Using the Wheels, **before we break into small groups, take 3 quiet minutes** to jot notes on:

What stands out for you? When you see and reflect on these two wheels, what is new information for you?

Can you think of a time when you learned of, experienced, or witnessed someone who was included or excluded based on one of these dimensions or privileges? What did you notice?

....Breakout Rooms



Reconvene with Large Group (10 minutes)

Optionally -- one member from each group optionally designates a spokesperson to briefly share common themes with larger group.



What the data says:

- Hiring managers – regardless of gender – are **twice as likely to hire men.** (National Academy of Sciences)
- Job candidates who have “distinctively Black names” have a **lower probability of hearing back from a job application.** (National Bureau of Economic Statistics)
- A woman is up to 46 percent more likely to get a job with a blind application. (Harvard University and Princeton University)
- **Only 23 percent** of women are in the C-suite, and **only 4 percent** are women of color.
- Discrimination on the basis of sexual orientation or gender identity is illegal. Yet 46 percent of LGBTQ individuals have experienced harassment at some point, and 50 percent of LGBTQ+ employees are not out to their supervisors. Many have left a job due to treatment by an employer.

What the data says:

- **43%** of companies with diverse boards saw significantly higher profits (McKinsey 2018)
- Companies in the top 25% for gender diversity are **15 percent** more likely to have financial returns above their respective national industry medians. (McKinsey 2018)
- Companies in the top quartile for racial and ethnic diversity are **35 percent more likely** to outperform their respective national industry medians' financial returns. (McKinsey 2018)

87%

Compared to individual decision makers, diverse teams make better decisions
87 % of the time.

Drive decision-making 2X faster with half the meetings.
Improve decision team results by 60 percent.

The Cloverpop study analysed around 600 business decisions made by 200 teams, across a range of companies.

Next Steps

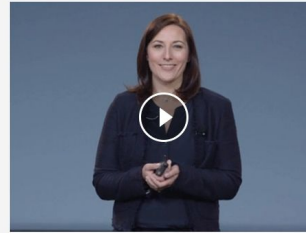
Independent and Anonymous

- Post-session Survey
- Harvard Implicit Bias Test or IAT

Next All Staff Session

Date: Tuesday, April 12, 2022 1-2pm

Activity: Facebook Modules 1, 2, 3

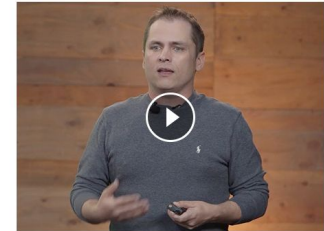


Welcome from Lori Goler – VP of People

There are different forms of unconscious bias that can prevent us from cultivating an inclusive and innovative workplace. In these videos, we discuss four common types of biases: Performance Bias, Performance Attribution Bias, Competence/Likeability Trade-off Bias, and Maternal Bias.

Introductions and First Impressions

Foundations for first impressions come from our own experiences and sense of the world—what's familiar to us. Our reactions to someone we don't know may be positive, negative, or neutral depending on what's visible or audible about them; depending on their race, perceived sexual orientation, accent or a number of other characteristics.



Stereotypes and Performance Bias

Stereotypes are often automatic and unconscious. In the workplace, stereotypes can influence decisions we make about other people, preventing their ability to fully contribute in their jobs. Performance bias occurs when people who are part of dominant groups, such as whites or men, are judged by their expected potential, while those who are part of less dominant groups such as people of color or women are judged by their proven accomplishments.

Thank you from the DEI Committee!

- Hilary Bond *
- Linda Chadwick *
- Constance Colthorp (co-chair) *
- Cindy Dames *
- Debra Dill (OVPR liaison)
- Daniel Garber
- Manny Pierce (co-chair)
- Joe Johnson
- Lisa Kiel *
- Tracey Larkin
- Craig Reynolds
- Becca Timmermans

* A special thanks to **Hilary, Linda, Constance, Cindy, and Lisa** who spent many hours and months preparing this and future All Staff enrichment sessions.*

