

Equity, Diversity and Inclusion

A T A G L A N C E

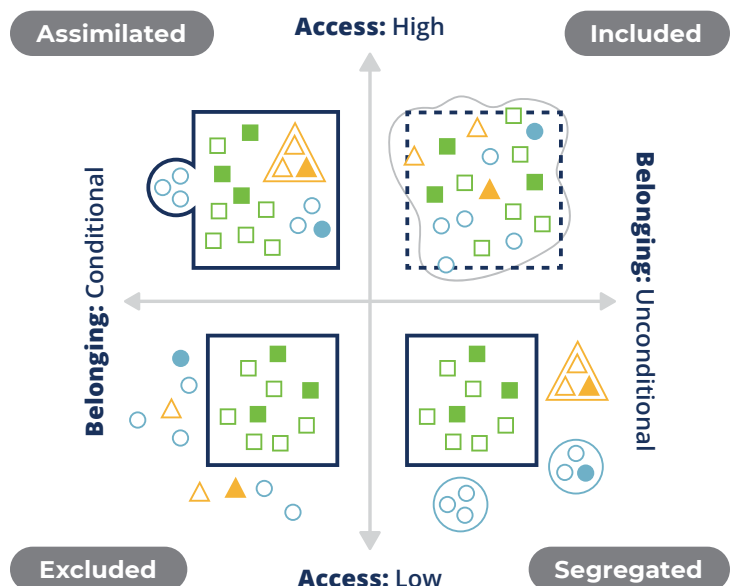


Diversity refers to all the observable as well as hidden characteristics that make each individual unique. Each person has personal identities, like hobbies and their personality, as well as social identities based on their membership in relevant social groups, like race, gender, religion, etc. Identity is complex: people have varying experiences and social identities always “intersect” with each other.



Equity is providing resources that meet the diverse needs or situations of each individual so they may be successful. Achieving equitable outcomes requires addressing both historical and present-day disadvantages or systems of oppression (see *Privilege/Oppression*).

Inclusion is co-creating an environment where everyone feels valued, respected, supported and able to participate meaningfully in the group. Inclusion often requires organizations to critically examine and change policies, practices and procedures as well as spoken and unspoken (dominant) cultural norms.



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Bias

Bias is an error in decision-making where preferences or generalizations lead to favoring some compared to others.

- We ALL have biases.
- Explicit bias occurs when individuals are aware of their attitudes or prejudices and consciously act on them.
- Implicit bias occurs unintentionally and when individuals are unaware of their attitudes or prejudices.
- Disrupting our biases takes intentional effort.

People often rate their explicit biases as low while showing higher implicit biases. Find out more and explore your own biases through the Harvard Implicit Association Test (IAT) found here: projectimplicit.net

Microaggression

Microaggression is a term used for commonplace daily verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory or negative attitudes toward stigmatized or culturally marginalized groups. Examples of microaggressions include:

- Racist/sexist/homophobic “jokes”
- “I’m sure that’s not what he meant.”
- “You’re smart for a girl.”
- Going to a school named after a prominent confederate

Trauma

Trauma refers to an emotional or physical response to a distressing or disturbing event. Trauma can occur from experiences of discrimination and may show up (in the moment or later) as silence, grief, mistrust, hopelessness, anger, heart racing, teeth clinching, etc. In addition to trauma arising from a person’s individual experience, there is historical or intergenerational trauma. Historical trauma is rooted in the systematic oppression of racial, ethnic or cultural groups. Distrust of medical providers and organizations can be rooted in the historical experiences, memories and trauma of particular groups.

Social Determinants (or Social Drivers) of Health

Social determinants of health are the non-medical factors that influence health and well-being. They are the conditions in which people are born, live, learn, work, play, worship and grow older, as well as the wider set of forces and systems that shape daily life. Examples include income, education, food security, housing, transportation, exposure to violence, etc. Studies estimate that up to 50% of a person’s health outcomes come from these factors.

Privilege/Oppression

Privilege refers to the advantages a person has simply because they are a member of a particular social group (e.g., age, gender, race, physical ability, etc.). Oppression refers to the disadvantages a person has simply because they are a member of a particular social group. Privilege and oppression go together—you can’t have one without the other. They come from a social system that creates and maintains inequality by favoring/ disfavoring particular social groups.

Allyship

Allyship is when a person in a position of privilege or power engages in the active and sometimes difficult practice of unlearning and re-evaluating their thoughts and actions to operate in solidarity with people facing oppression. Each area of privilege represents an opportunity to be an ally.

To be an ally:

- Listen and make space for others to speak for themselves.
- Learn to receive feedback.
- Understand dynamics that may be at play.
- Educate *yourselves* and each other.

Remember: You decide if you want to be an ally. Those who are marginalized decide if you are an ally.

