

Enabling Collaboration and Adaptation through Dialogue: How Conflict Strengthens Diversity for Our Future

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**2021 National VOAD
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May 18-20, 2021



Expectations For Today (And Going Forward)

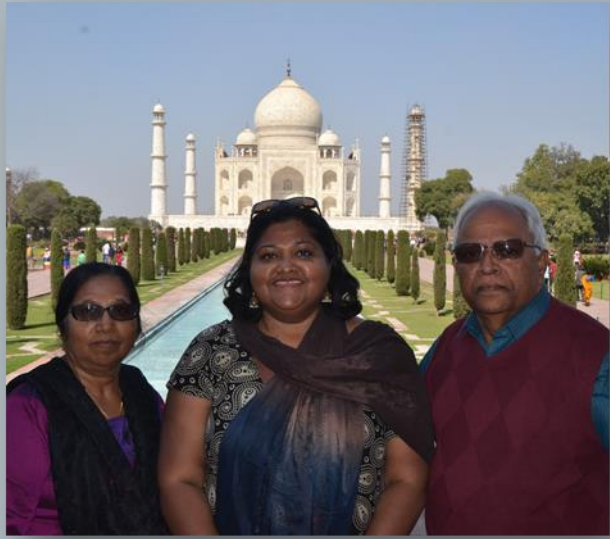
- Share my thoughts and perspectives
- Challenge your usual thought processes and narratives
- Broaden your views and expectations
- Respectful and uncomfortable environment
- Focus is on what happens before any dialogue

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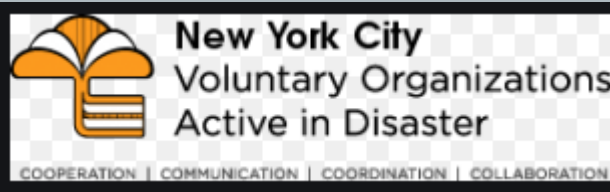




Introduction and Background



Catholic Charities



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Why Are We Uncomfortable?

- Unfamiliar terms, ideas, and spaces
- Challenges to our existing identities, roles, and experiences
- Our perspectives are informed by our identities and our experiences

Think about spaces or places where you might have felt uncomfortable for any reason. Consider those spaces as we continue through the session. If you feel comfortable enough, please share in the chat.

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Motivation

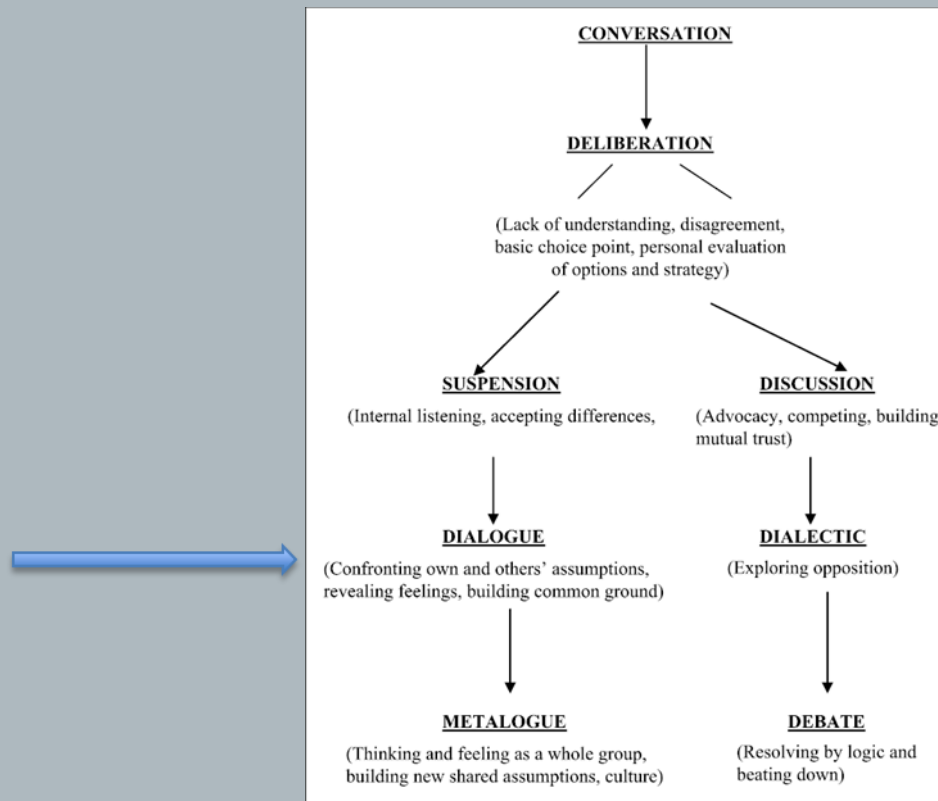
- Practitioner to a PhD
- Contribute to (and spur) ongoing conversations
- Increase awareness of the roles of power and privilege
- Facilitate change in future conversations using intersectionality

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Before any Dialogue

Power + Assumptions = **Conflict**



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Media, Messaging, and Dialogue

Biased narratives and problematic stereotypes affect your colleagues and partners too.

Astead @AsteadWesley · Aug 29, 2017
k twitter.com/TomLlamasABC/s...

Astead @AsteadWesley


Remember this after Katrina? The difference between "looting" and "finding" is often black and white



AP Associated Press · Tue Aug 30, 11:31 AM ET
A young man walks through chest-deep flood water after **looting** a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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• Looting Takes Place in View of La. Police AP · T



AFP Getty Images · Tue Aug 30, 2:47 AM ET
Two residents wade through chest-deep water after **finding** bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana (AFP/Getty Images/Chris Graythen)

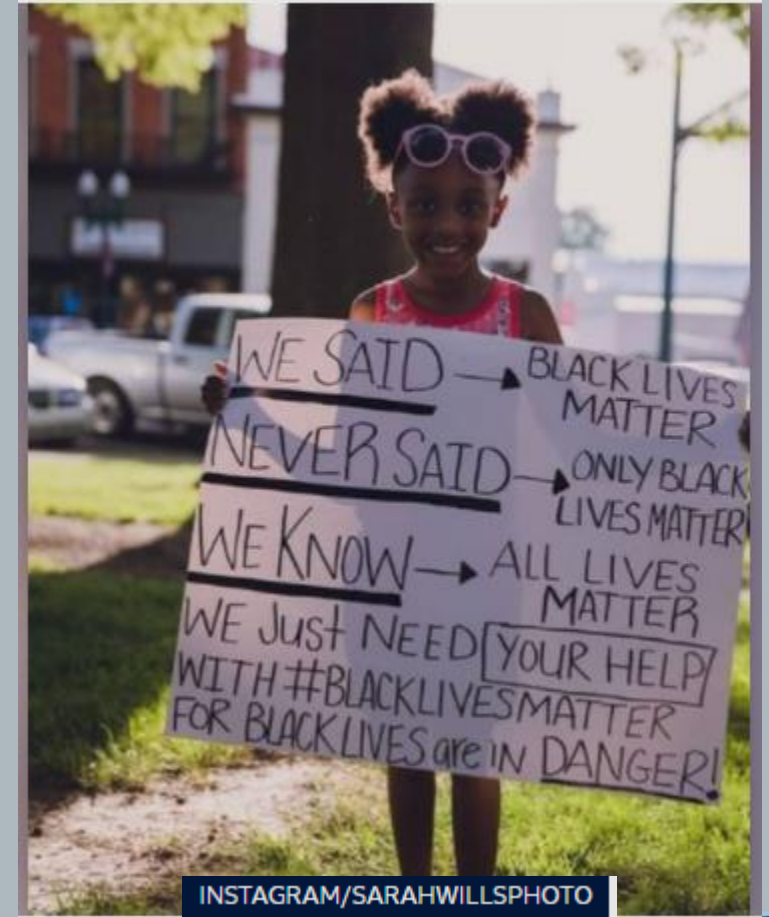
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RELATED
• Katrina's Effects, at a Glance AP · Wed Aug 31, 11:11 AM ET
Hurricanes & Tropical Storms

ADD SLIDESHOW TO MY YAHOO! OR RSS READER
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1:13 PM · Aug 29, 2017

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Assumptions

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

A picture illustrating the concepts of equality, equity and justice. Courtesy of [Courtesy Advancing Equity and Inclusion: A Guide for Municipalities](#), by City for All Women Initiative (CAWI), Ottawa

In the effort to assist, are we making assumptions about what people need help with?

Are we addressing systemic barriers or creating them?

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Concepts

Conflict – struggle, opposition

Dialogue – a discussion to solve a problem

Consensus – group decision-making process to support a decision in the best interest of the whole group (similar to cooperation)

Diversity – variety, range of backgrounds, experiences, trainings etc.

Equity – distributing resources based on the needs of the recipients

Tolerate – accepting or enduring

Power – political or social authority or control

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More Concepts

Microaggressions – indirect, subtle, or unintentional discrimination against members of a marginalized group

Implicit Bias – hidden bias where we organize patterns and use cultural or structural biases (stereotypes & narratives)

Privilege – rights, benefits, or advantages available to a particular group

Inclusion –

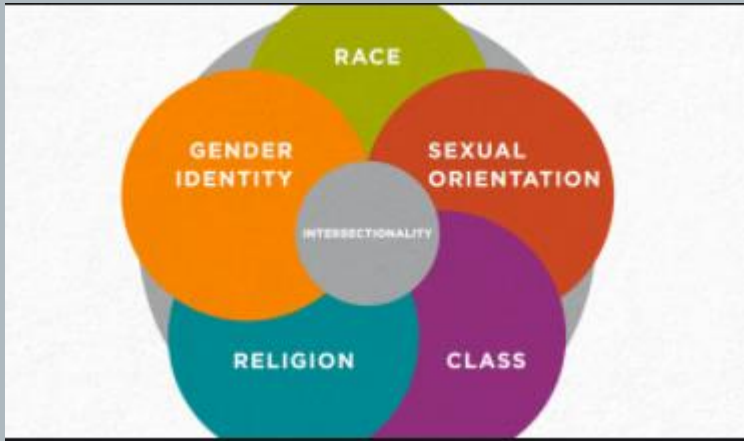
1. the action or state of including or of being included within a group or structure -
2. the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized

What (and how) we think (and act) affects the decisions we make and then the policies we create.

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Intersectionality (Dr. Kimberlé Crenshaw)



Where or how might you be already using intersectionality in your work? Share in the chat box.

- Developed to describe the experience of black women (overlapping gender and race)
- Expanded to include how social and political identities can advantage or disadvantage individuals
- A lens as well as a framework

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Self Assessment

What other words/phrases have you heard? Share in the Chat box.

exotic

girl

Didn't mean anything by it

Good Person

boy

"Colorblind"

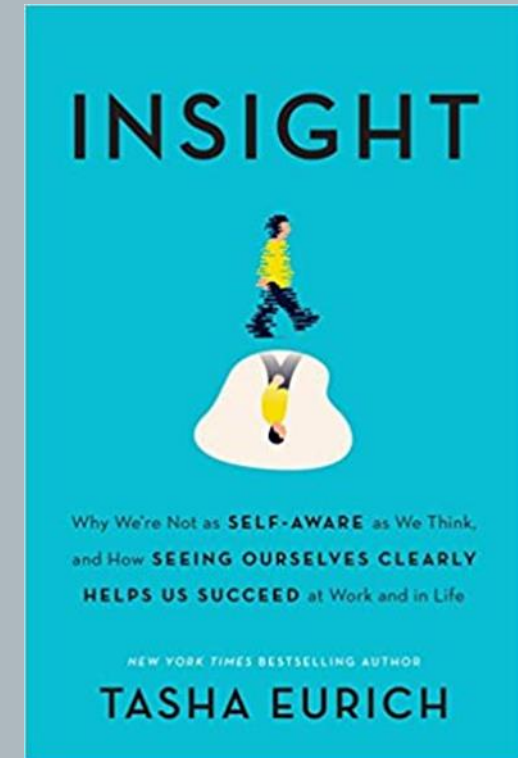
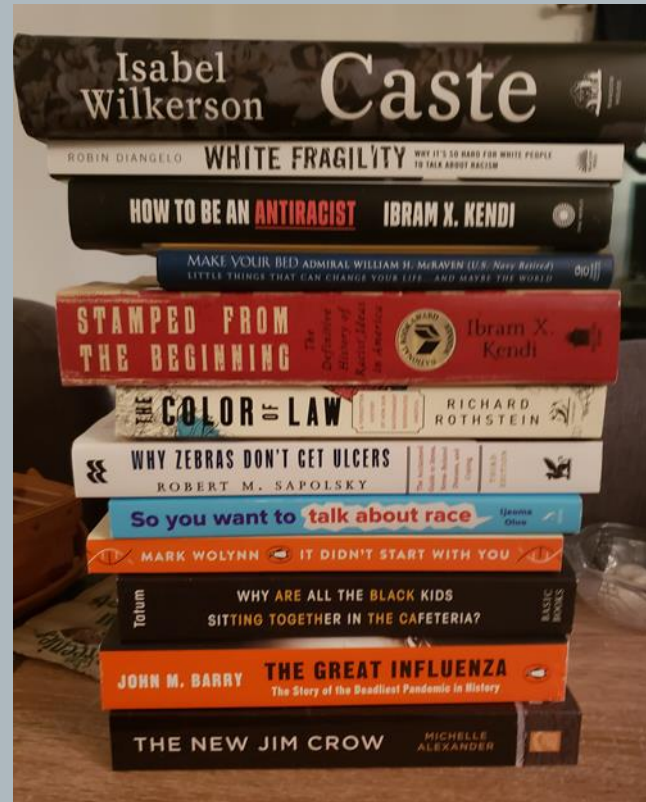
Why are you so angry?

THOSE
PEOPLE

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Developing Self-Awareness



Share other books or practices for mindfulness or introspection in the chat box.

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Conversations and Meetings

"Diversity asks, 'Who's in the room?'

Equity responds: 'Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?'

Inclusion asks, 'Have everyone's ideas been heard?'

Justice responds, 'Whose ideas won't be taken as seriously because they aren't in the majority?'

Diversity asks, 'How many more of [pick any minoritized identity] group do we have this year than last?'

Equity responds, 'What conditions have we created that maintain certain groups as the perpetual majority here?'

Inclusion asks, 'Is this environment safe for everyone to feel like they belong?'

Justice challenges, 'Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?' - Dafina-Lazarus Stewart

Source – Earl Nupsius
Benjamin-Robinson, Linked
In

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Wrap Up



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References by Slide

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 - Image - <http://news.unm.edu/news/identifying-understanding-and-combatting-complex-inequality>
- General Documents:
 - https://www.cawi-ivtf.org/sites/default/files/publications/advancing-equity-inclusion-web_0.pdf
 - <https://www.inc.com/margaret-heffernan/great-companies-encourage-productive-conflict.html>

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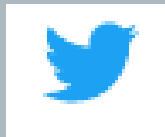
Let's address those questions in the chat now.

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