

What is “DEI” and Why Does it Matter?

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DISCLAIMERS...

- This is not a clinical or pedagogical training, we will not delve deep into clinical or pedagogical practices, concepts, or processes, beyond the cultural considerations associated with them.
- You will not be “culturally competent” or resolved of all your character flaws after completing this workshop series.
- There will be unfinished business after this workshop series requiring your further learning and research.
- Personal “truths” expressed in this presentation are the “truths” as they have been experienced in life and must be met with respect.
- This is not a political conversation.
- You must not get caught up in sanctioned language for certain field terms. The Facilitator may use common language used in the communities of your students that may not necessarily be technical terms.



We seek a world of...



SAFE CHILDREN



STRONG FAMILIES



VIBRANT COMMUNITIES

We are...



INNOVATION

We are creative, focused on forward thinking. We have a better future for those we serve. We persevere, set high standards of service, and are committed to performing at our best.

We exist to...

BRING GOD'S HEALING, HOPE, AND HELP TO PEOPLE IN NEED

We are accepting, **inclusive** and value other opinions. We are humble and **treat others with respect**. We embrace justice for all. We seek **equity and equal access** to resources and opportunities for our colleagues and those we serve.



JUSTICE



We believe in...



**America is the
melting pot where
nothing melted.**

- Tony Kushner, Angels in America

WHAT IS JEDI?



DIVERSITY

of people,
perspectives



EQUITY

in policy, practice
& position



INCLUSION

via power, voice &
organizational culture



JUSTICE

with equal rights &
equitable
opportunities



THE BUSINESS CASE



Executive Order 13985

Title VI of the Civil Rights Act of 1964

Title VII of the Civil Rights Act of 1964

Americans with Disabilities Act of 1990

Executive Order 11246

Substance Abuse & Mental Health Services Administration (SAMHSA)

“Disparities Impact Statement”

Funders



Disability ?
Age ?
Race / Ethnicity ?
Sexual Identity ?

- ✓ **Dress**
- ✓ **Gender**
- ✓ **Physical Characteristics**
 - ✓ **Eye Behavior**
 - ✓ **Facial Expressions**

- ✓ **Concept of Justice**
- ✓ **Value Individual vs Group**
- ✓ **Notions of Modesty**
- ✓ **Concept of Cleanliness**
- ✓ **Patterns of Superior and Subordinate Roles in Relation to Status, Gender, Class, & Orientation**
- ✓ **Approaches to Problem Solving**
- ✓ **Emotional Response Patterns**
- ✓ **Rules for Social Engagement**
- ✓ **Decision-Making Processes**
- ✓ **Child-Rearing Practices**
 - ✓ **Religion/Spirituality**
 - ✓ **Sense of Self**
 - ✓ **Gender Identity**

ICEBERG CONCEPT OF CULTURE

WHY DOES IT MATTER?

Because...

NO ONE

should be
denied a chance
because of their
cultural group affiliation,
personal beliefs & values,
socioeconomic opportunities,
where they live or are from,
etc.

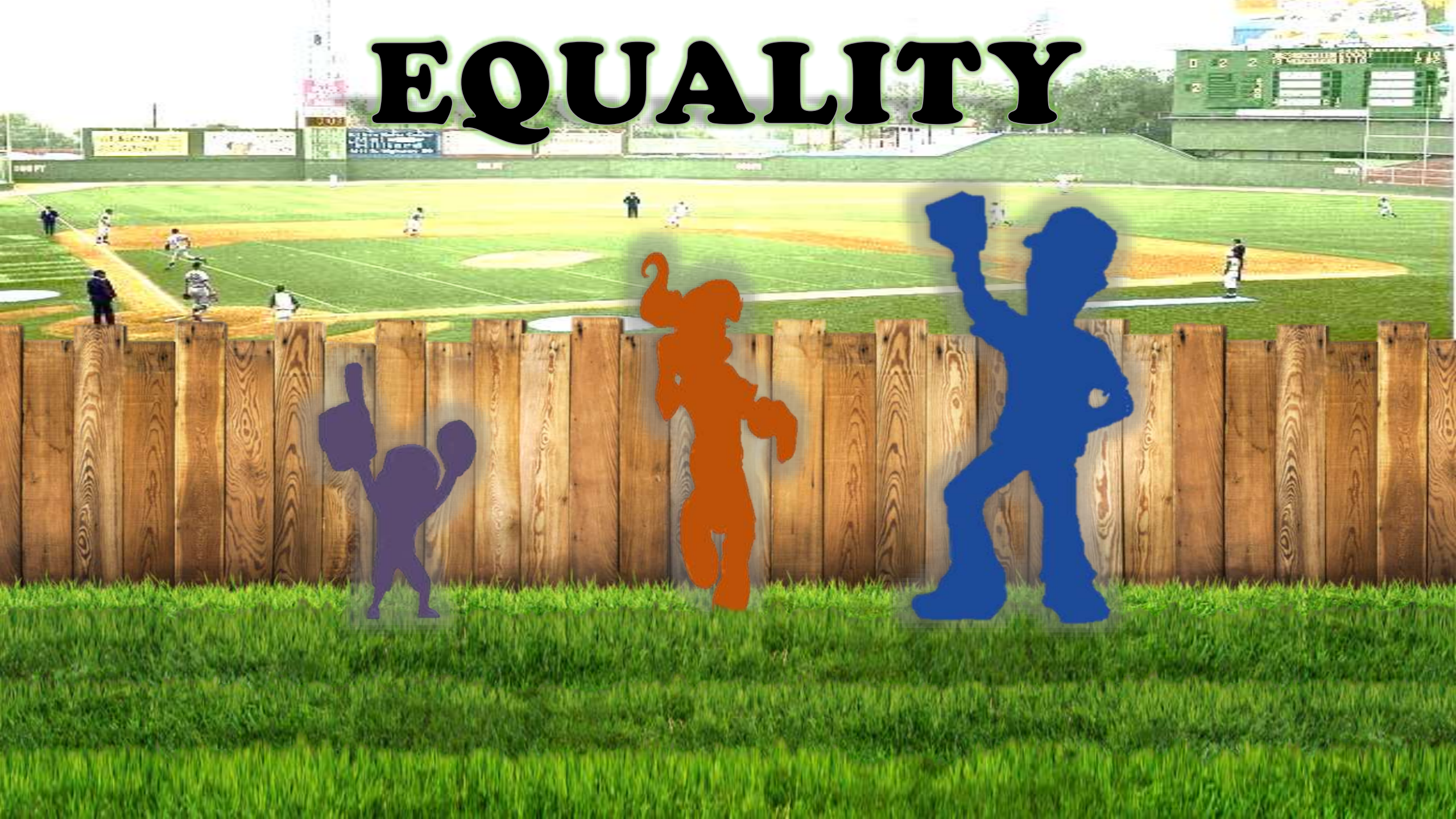
Cultural Considerations in Decision-Making



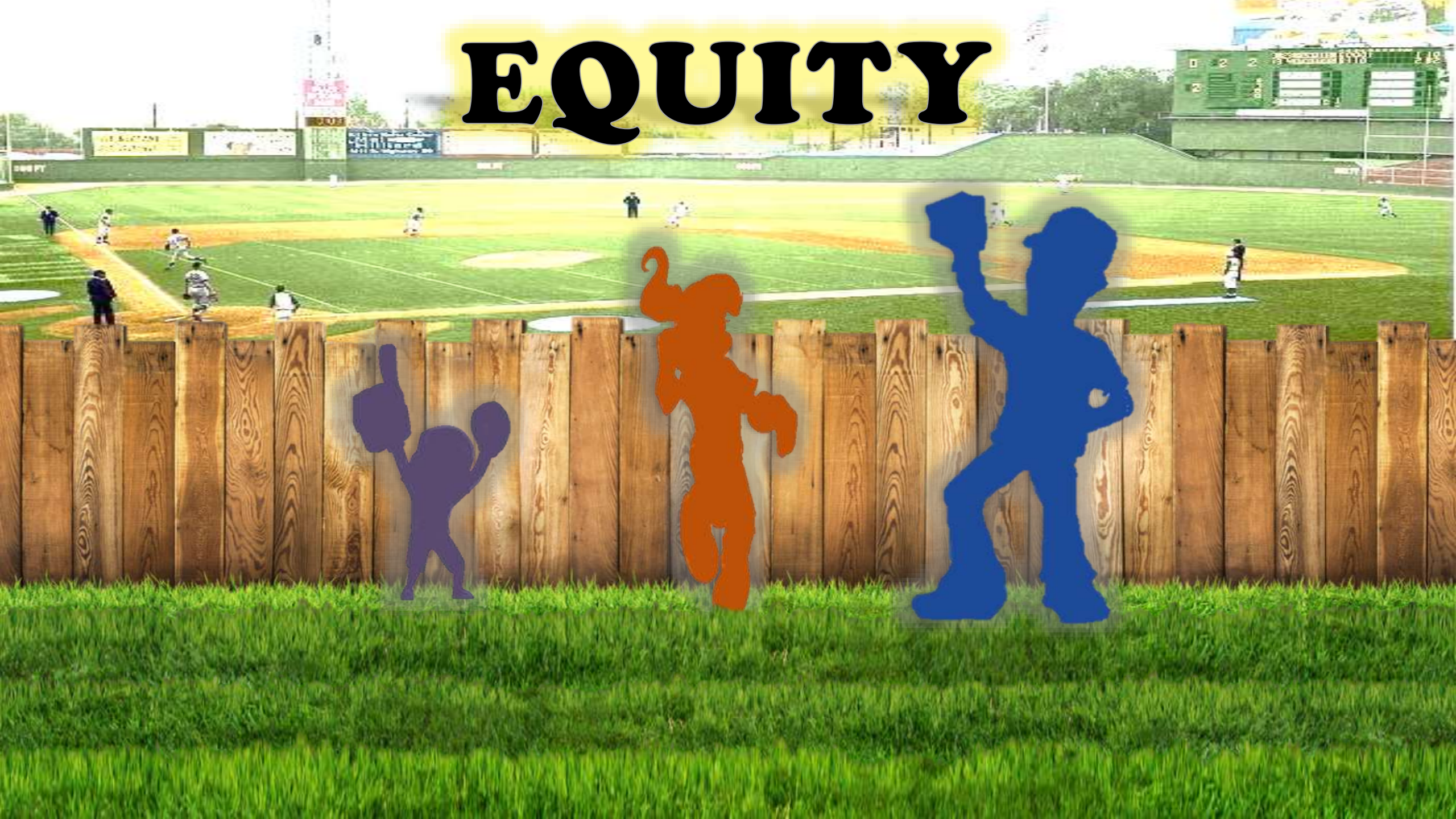
- **POWER**
- **ACHIEVEMENT**
- **PLEASURE**
- **MOTIVATION**
- **RESPECT**
- **COMPASSION**
- **TRADITIONS**
- **GENDER ROLES**
- **FAMILY ROLES**
- **SECURITY**



EQUALITY



EQUITY



LIBERATION



COULD YOU SURVIVE...?



Could You Survive in Poverty?

Put a check by each item you know how to do.

- 1. I know which churches and sections of town have the best rummage sales.
- 2. I know when Walmart, drug stores, and convenience stores throw away over-the-counter medicine with expired dates.
- 3. I know which pawn shops sell DVDs for \$1.
- 4. In my town in criminal courts, I know which judges are lenient, which ones are crooked, and which ones are fair.
- 5. I know how to physically fight and defend myself physically.
- 6. I know how to get a gun, even if I have a police record.
- 7. I know how to keep my clothes from being stolen at the Laundromat.
- 8. I know what problems to look for in a used car.
- 9. I/my family use a payday lender.
- 10. I know how to live without electricity and a phone.
- 11. I know how to use a knife as scissors.
- 12. I can entertain a group of friends with my personality and my stories.
- 13. I know which churches will provide assistance with food or shelter.
- 14. I know how to move in half a day.
- 15. I know how to get and use food stamps or an electronic card for benefits.
- 16. I know where the free medical clinics are.
- 17. I am very good at trading and bartering.
- 18. I can get by without a car.
- 19. I know how to hide my car so the repo man cannot find it.
- 20. We pay our cable-TV bill before we pay our rent.
- 21. I know which sections of town "belong" to which gangs.
- 22. I know where get my appliances and furniture from a rent-to-own store.
- 23. I know which landlord's apartments have bed bugs

COULD YOU SURVIVE IN POVERTY?



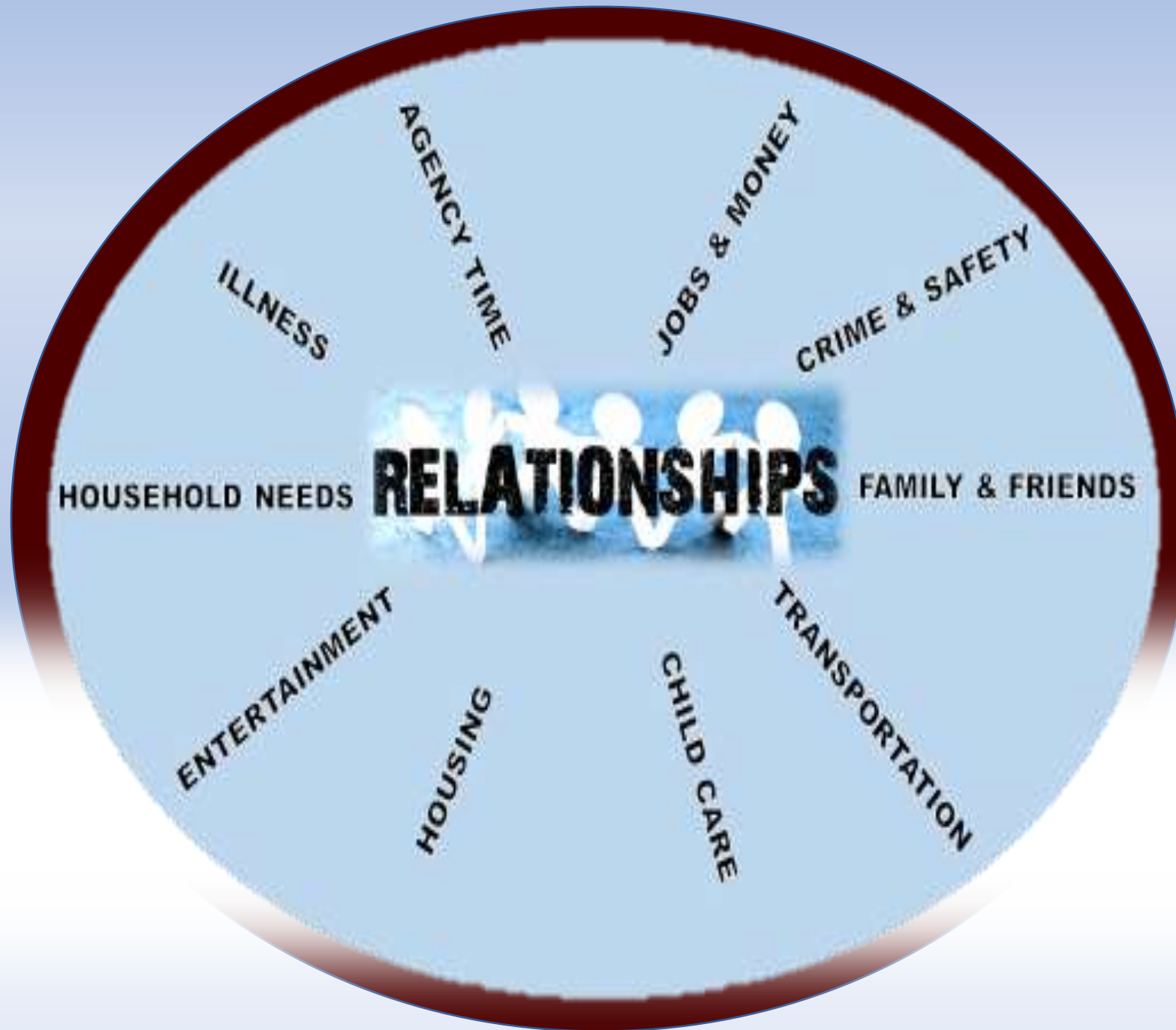
POVERTY...



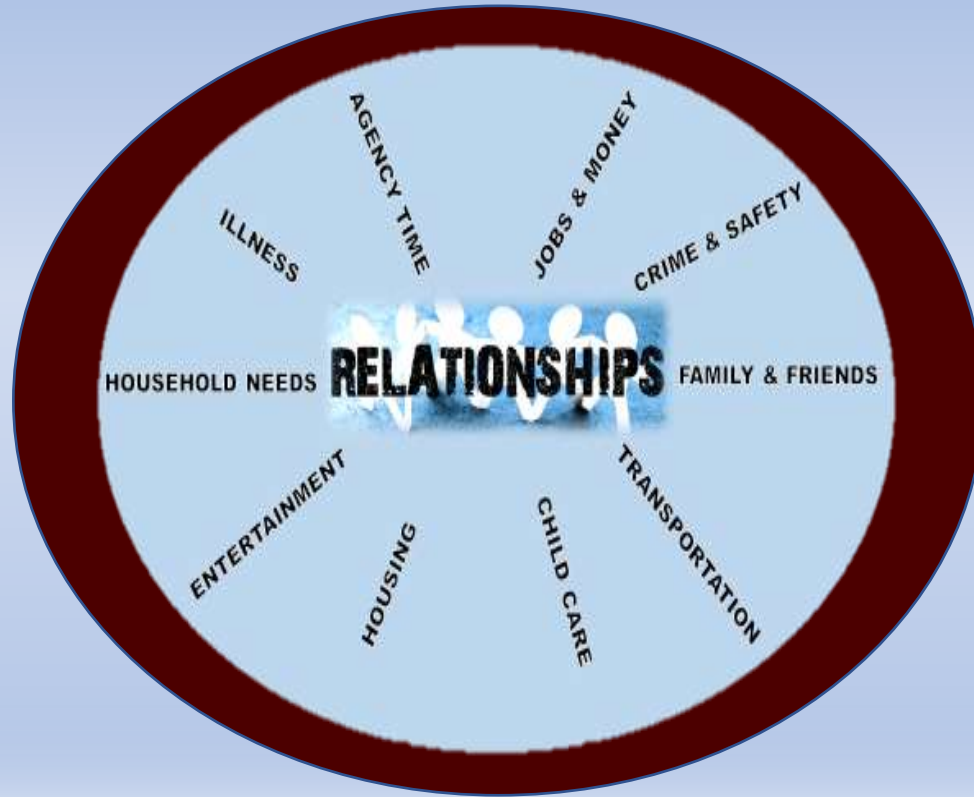
**talk
poverty**

- Loss of **HOPE** (poverty of spirit)
- Deprives people
- Limited/inadequate access
- Lack of opportunity
- Takes away people's rights
- Puts people's lives in danger
- Robs people of their future
- Contributes to stress-related illness

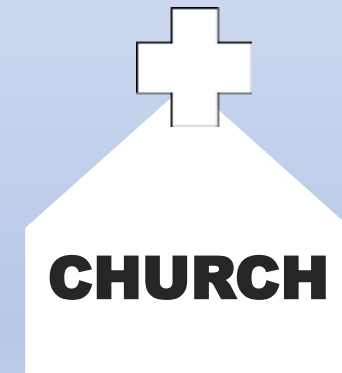




SOCIAL SERVICES



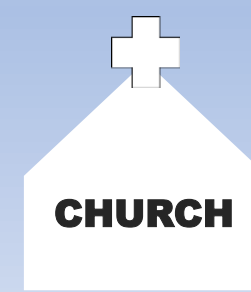
SCHOOLS



BUSINESSES

- Pawn Shops
- Liquor Stores
- Dollar Stores
- Rent-to-Own
- Laundromats
- Fast Food
- Check Cashing
- Labor Services
- Used Car Lots
- Corner Stores

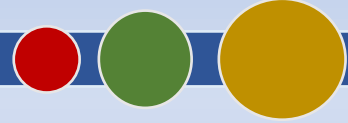




BUSINESSES

- Bookstores
- Banks
- Fitness Centers
- Shopping/Boutiques
- Vet Clinics
- Office Complexes
- Coffee Shops
- Restaurants
- Golf Courses

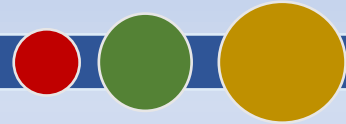
SITUATIONAL POVERTY



- When income and support is decreased
- This is a temporary setback



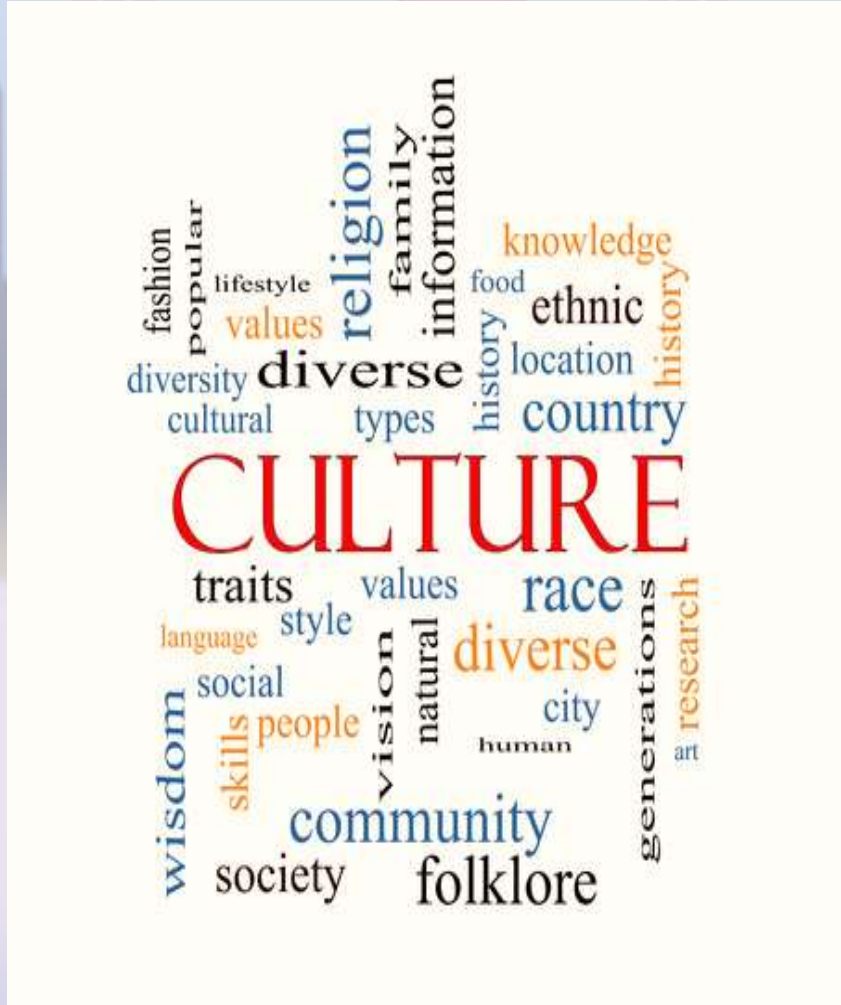
GENERATIONAL POVERTY



- Two generations
- **Hopelessness**
- Focused on surviving
- Centered on short-term outcomes







- **Deepen your understanding**
- **Recognize your differences and similarities**
- **Listen and ask questions**
- **Respect -- be aware of your beliefs about other cultures**
- **Be brave -- expect that you will make mistakes - apologize**

QUESTIONS

???



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POVERTY IMPOSES A KIND OF TAX ON THE BRAIN

It sucks up so much bandwidth – capacity spent wrestling with financial tradeoffs, scarce resources, the gap between bills and income – that the poor have fewer cognitive resources left over to succeed at parenting, education, or work.

Experiencing poverty is like knocking 13 points off your IQ as you try to navigate everything else.

**THAT'S LIKE LIVING, PERPETUALLY,
ON A MISSED NIGHT OF SLEEP.**

From the book: Scarcity: Why Having Too Little Means So Much