

Arc of DEI WORKSHOPPING: Forming the FOUNDATION of DEI WORK



Point 1: **ESSENTIAL TOOLS** for DEI Work

- ❑ Working **AGREEMENTS** (creating brave space/fundamental for resilience)
- ❑ **CHECK-IN** (establishing human connection/fundamental for resilience)
- ❑ Working **DEFINITIONS** (common: language/knowledge/understanding/starting place)



Point 2: **RESILIENCE** (individual & group; human brain/neurology & culture)

- ❑ **CORE IDENTITY**: deeply held; constructively immutable; anything that might touch = potential threat
- ❑ **AFFINITY**: lived experience; empathy; connection; joy; pleasure; implicit association/unconscious bias
- ❑ **TRAUMA INFORMED**: managing trauma, silhouettes - individual, generational; destabilizing; avoiding pain

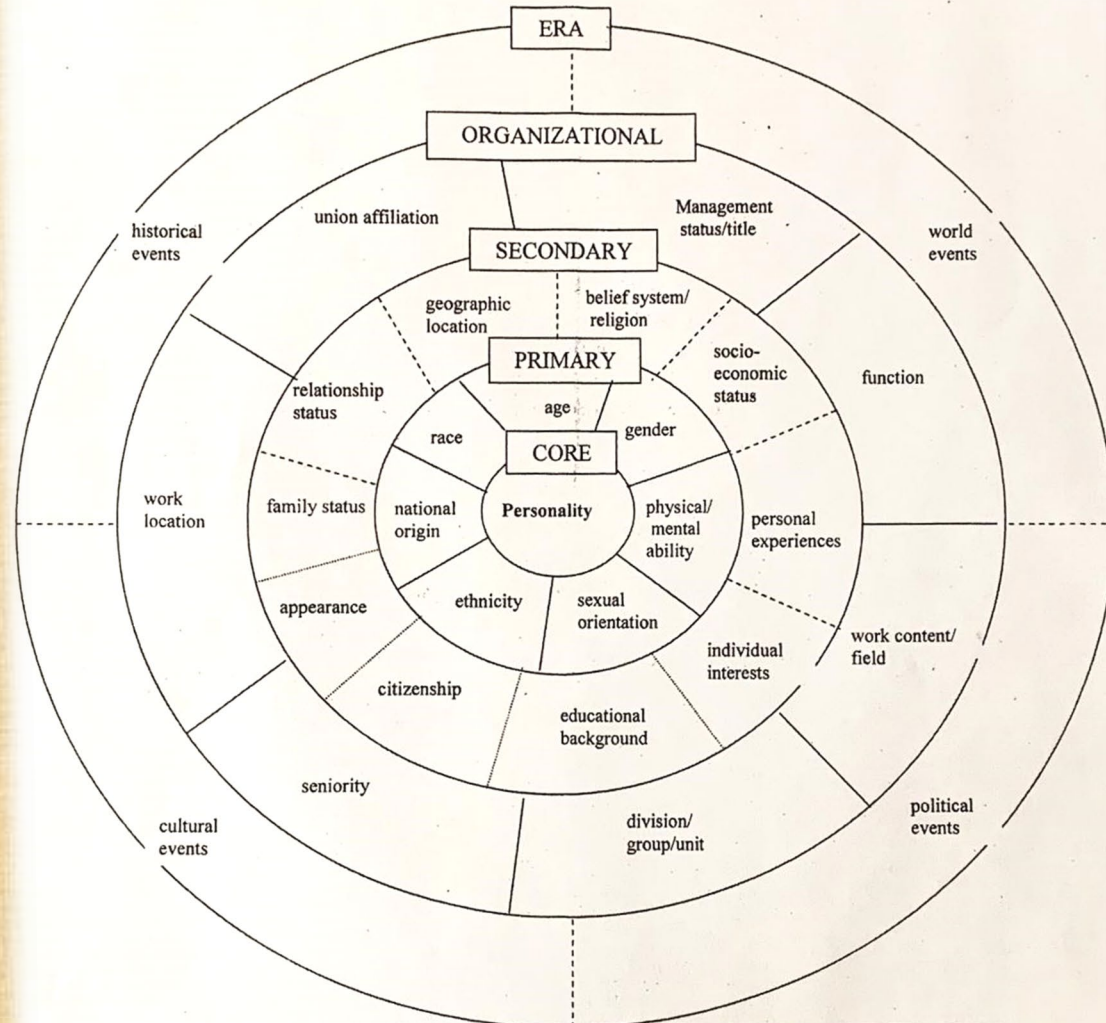


Point 3: **ELEMENTAL PRACTICE** (experiential education; growth – holding lessons learned – from failure & success)

- ❑ **REQUIRES WORK**: individual, group/organizational, & eventually systemic; adapting from lessons learned
- ❑ **EFFICIENT DISCOMFORT**: candor; vulnerability; challenge; obstacle; opposition; tension; disturbance; conflict
- ❑ **USE YOUR RESOURCES (HUMAN/NATURAL)**: lived experience; empathy; kinship; leadership; allyship; partnership; followership; interconnection; inner connection; trust; celebration

DIMENSIONS OF DIVERSITY

The following is a diagram that can assist you in thinking of the many ways in which we are different and similar, and the various levels at which this diversity impacts both the private and public spheres of our lives:



Adapted from: Loden, Marilyn & Rosener, Judy, "Workforce America!: Managing Employee Diversity as a Vital Resource." McGraw Hill Professional Publishing, 1990.



WORKING AGREEMENTS [PRACTITIONERS CIRCLE SAMPLE]

To create and sustain *brave space* for all of us to freely question anything and bring our utmost candor as we explore our lived experiences with diversity, equity, and inclusion, we call ourselves into this practice circle, at a waypoint in our learning journey, and here we share our working agreements:

- Enter fully present; listen actively; speak for yourself.
 - Honor passion and compassion.
- Whatever way communicated, language used, we support positive intent, tend to impact.
 - Explore difference, conflict, tension, mistake, error, failure, imperfection, discomfort & success, as sources of learning and growth.
 - Care for yourself yet commit to ego check.
- Anyone may call a pause or pull the emergency brake.
- Celebrate and savor commonalities and differences.
 - Stories stay, learnings go.

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Working the WORKING DEFINITIONS

Threshold: acknowledgement of meanings operating in discourse between folks, in any combo, in community

Threshold: understanding of meanings operating in discourse between folks, in any combo, in community

Threshold: agreement with common elements; elements that vary are understood by all

Threshold: consensus agreement on sprawling, multi-faceted definition

Threshold: consensus on concise singular definition

**Whatever THRESHOLD of meaning, whatever the definitions of our words
At the outset of DEIJ work:**

Share your definitions

Everyone knows what the collection of meaning is for your working group

CHARACTERISTICS of TU DOMINANT CULTURE

- ❑ THE ONLY REAL ANGLING IS FLY FISHING
- ❑ CATCH & RELEASE SIGNALS VIRTUE
- ❑ MEET US WHERE WE ARE
- ❑ IT'S ALL ABOUT FLY FISHING
- ❑ GEAR IS KING*
- ❑ MEN'S CLUB*
- ❑ *AND DON'T THE BOYS BE BRAGGIN'!
- ❑ FLY FISHING RULES, EVERYTHING ELSE
(COLDWATER CONSERVATION) COMES AFTER
- ❑ FLY FISHING? OF COURSE! THEN WHERE DO YOU FISH?
- ❑ THE FISH DON'T CARE (HOW WE FISH), BUT WE SURE DO
- ❑ LET ME SHOW YOU HOW TO DO IT THE CORRECT WAY
- ❑ DEI (CRAP) IS NOT WHAT WE DO
- ❑ SENIORITY RULES
- ❑ JUST WANT MY OL' CLUB
- ❑ EVEN WHEN WE ARE BEING INCLUSIVE, WE ARE FAR
LESS INCLUSIVE THAN WE THINK WE ARE

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