TURN THE TIDE
RISE ABOVE TOXIC, DIFFICULT SITUATIONS IN THE WORKPLACE
KATHY OBEAR, ED.D.

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...BUT I'M NOT RACIST!
TOOLS FOR WELL-MEANING WHITES
EQUALITY
DISMANTLE RACISM

IN IT FOR THE LONG HAUL
Overcoming Burnout & Passion Fatigue as Social Justice Change Agents
KATHY OBEAR

"A veritable treasure trove of resources and guidance.... An essential addition to every organization's DEI bookshelf."
—ROBIN DIANGELO, author of White Fragility and co-author of The Facilitator's Guide for White Affinity Groups
LEADING WHITE ACCOUNTABILITY GROUPS
Create Racially Inclusive Teams and Anti-Racist Organizations
KATHY OBEAR
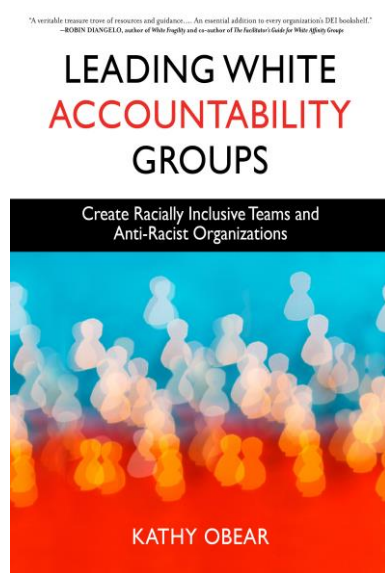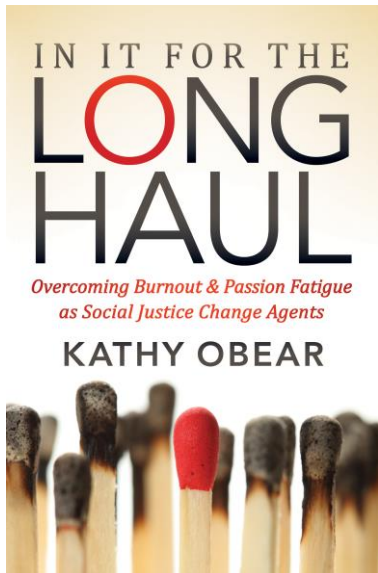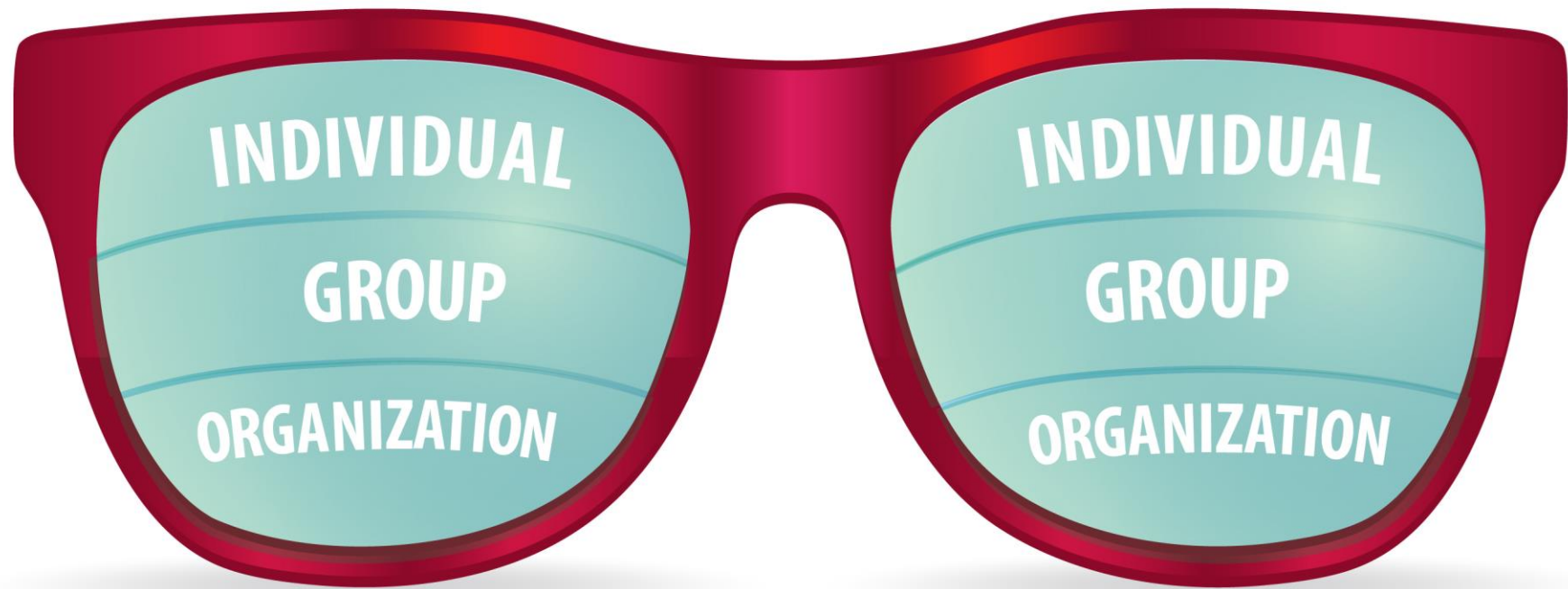
THE CENTER FOR transformation and change

**To Minimize Microaggressive Impact, Create & Revise Policies and Practices with an Equity & Inclusion Lens**

**Kathy Obear, Ed.D.**
*www.drkathyobear.com*

# ORGANIZATIONAL LEVEL

**REFLECT***: From any time in your life, what is a* **policy**, **program**, **service**, **or practice** *that:*

- **DID NOT meet your needs***….*

- **Created a barrier***….*

- **Negatively impacted** *you and/or members of your marginalized group(s)...*

# By group membership, who could experience this practice as a microaggression?

**The monthly in-person HR orientation & onboarding session will be held at 8am on the 1st Friday of every month.**

# Some Differences that Make a Difference

- Age
- Athleticism
- Criminal background
- Disability & Health status
- Economic class
- Educational level
- English proficiency
- Family status
- Gender identity/expression

- Geographic region
- Hierarchical level
- Immigration, refugee status
- Job function
- Marital/relationship status
- Mental health status
- National origin
- Parental status
- Race, ethnicity

- Religion/spirituality
- Sex/gender
- Sexuality
- Size/appearance
- Skin color; phenotype
- Military, veteran status
- Working style
- Years of experience
- Others…

Create Policies and Practices with an Equity & Inclusion Lens to Minimize Microaggressive Impact
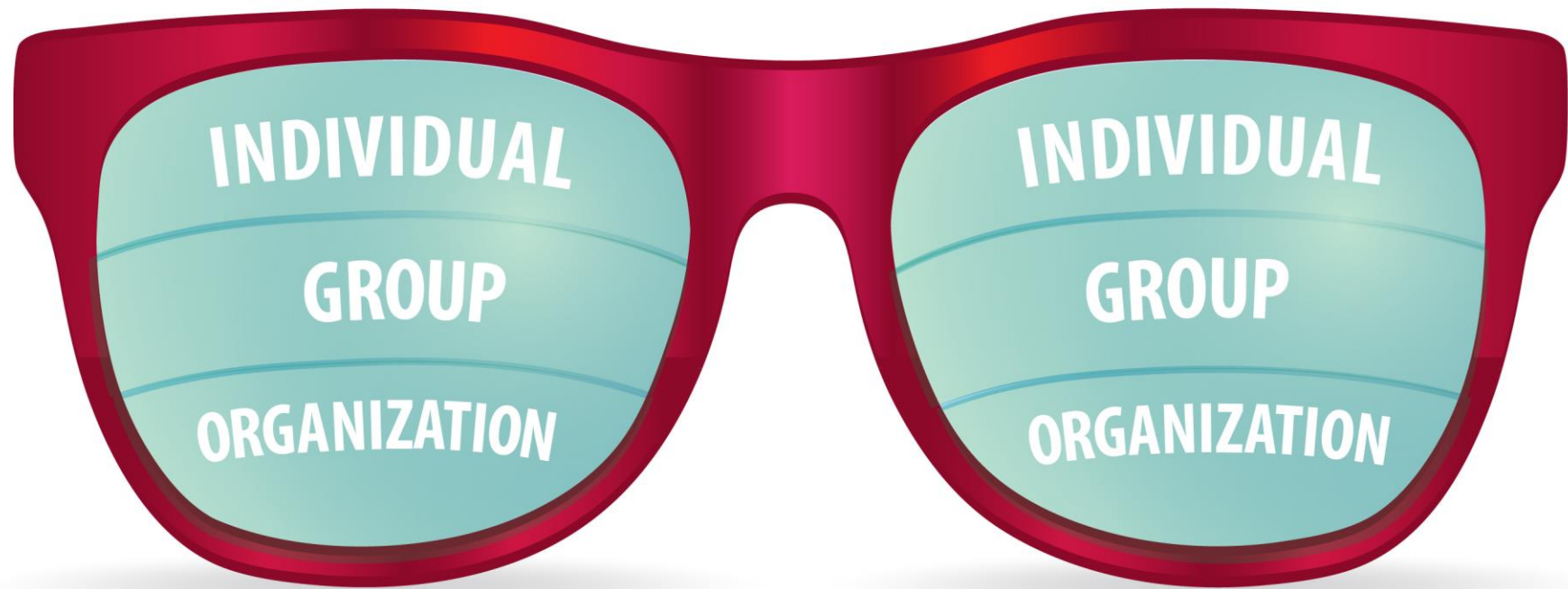
*Re-Imagining with an Equity & Inclusion Lens*,

Which questions do you already ask and use?
Which could you add to your practice?

**Think of a recent planning conversation, decision-making process: How many of these types of questions were _meaningfully explored_?**

# For Every Idea, Ask These Questions as you Use an EDIB Lens
## (Equity, Diversity, Inclusion & Belonging):

**By group membership, which groups:**

1. What are **the productive intentions** of this idea?

2. **How will this idea** advance our EDIB and other organizational goals? The ***productive intentions*?**

3. **Probably** will have their needs met?

4. **May not** have their needs met?

5. May receive unintended **advantages** and **privilege**?

6. **May face** barriers, hurdles, and obstacles?

7. Might experience **unintended, negative differential impact** by this policy, practice, or service? Decision?  Idea?

# For Every Idea, Ask These Questions as you Use an EDIB Lens:

8. What *assumptions, stereotypes or biases* <u>may</u> be under this idea or approach?

9. <u>What else is possible?</u> What <u>shifts/changes</u> could meet the needs of more people across more group identities?

10. What <u>more do we need to know</u>? Questions we still have?

11. <u>Whose involvement and input, what data</u> could help us in this conversation?

12. What other questions, issues or ideas <u>seem out of scope</u>, yet we <u>need to pass along</u> for someone to consider?

**Analyze and revise** all policies, practices, programs, and services with an Equity & Inclusion Lens

# Who Are We Serving?

**By group membership, what groups are among:**

1. Those *we serve*?

2. Those we work with?

3. Those *we need to be particularly focused* on as we make decisions? *What data do we have? Need*?

4. Those we *need to include in planning and decision-making* ~ directly?

List some **policies, practices, programs, and services** that MIGHT be improved by analyzing and revising with **an EDIB** Lens

# Next Steps: Analyze and Revise with an EDIB Lens

* **Choose one** policy, program, practice or service to analyze.

* **Gather** a demographically diverse group with **stake, knowledge, and capacity.**

**By group membership**, which groups:

1. What were **probable productive intentions** when this practice, policy, etc., was created?

2. **Probably had their needs met back then?**

# Analyze and Revise with
# an EDIB Lens
## (Equity, Diversity, Inclusion & Belonging):

**By group membership, which groups:**

3.  **Probably** will have their needs met?

4.  **May not** have their needs met?

5.  May receive unintended **advantages** and **privilege**?

6.  **May face** barriers, hurdles, and obstacles?

7.  Might experience **unintended, negative differential impact** by this policy, practice, or service? Decision? Idea?

# Analyze and Revise with
## an EDIB Lens
**(Equity, Diversity, Inclusion & Belonging):**

8.  What *assumptions, stereotypes or biases* <u>may</u> be under this idea or approach?

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