The What, Why, and How of Relevancy, Equity, Inclusion, & Diversity

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Diversity

The differences between us... based on which we may experience advantages or encounter barriers to opportunities and resources.
The differences between us . . . based on which we may experience advantages or encounter barriers to opportunities and resources.
I don't know what you guys are complaining about...

If you want to make it through, just be yourself!
We're not talking about ...
An individual is not diverse

Diverse Candidates Wanted
Diversity isn't just about race
Inclusion

Celebrating, valuing, and amplifying perspectives, voices, styles, values, and identities that have been disadvantaged/marginalized (not tolerating, accommodating, or overcoming)
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A Continuum Of **Social Relationships** Among Human Groups

- Genocide - kill others
- Hostile - harmful in word or action
- Scapegoat - blame for the mistakes of others
- Prejudice - attitude based on group membership
- Prejudition - simple cultural preference, fact exclusion
- Tolerance - putting up with others
- Respect
- Collaboration
- Inclusion - actively welcomed
- Friendliness - prefer to be together
- Playful

Use this chart to discuss how social relationships within teams influence the accomplishment of group goals.

Adapted from the Peace Corps Worldwide School lesson plans at [http://www.peacecorps.gov/wws/](http://www.peacecorps.gov/wws/)
A Continuum Of **Social Relationships** Among Human Groups

- Genocide - kill “others”
- Hostile - harmful in word or action
- Scapegoat - blame for the mistakes of others
- Discrimination - attitude based on group membership
- Prejudice - left out because of group membership
- Predilection - simple cultural preference, tacit exclusion
- Tolerance - putting up with “others”
- Respect
- Collaboration
- Inclusion - actively welcomed
- Friendliness - prefer to be together
- Playful

Use this chart to discuss how social relationships within teams influence the accomplishment of group goals.

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Teaching Diversity

We are the same on the inside!
Teaching Diversity

We are the same on the inside!
Equality v. Equity v. Justice

Equality: Giving everyone the same thing without recognizing advantages and/or barriers they experience.

Equity: An approach to ensuring everyone has equal access to the same opportunities (such as access to public waters); recognizes that advantages and barriers exist.

Justice: An outcome that results from our efforts to dismantle systemic barriers to opportunities.
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Equity: An approach to ensuring everyone has equal access to the same opportunities (such as access to public waters); recognizes that advantages and barriers exist.
Justice: At outcome that results from our efforts to dismantle systemic barriers to opportunities.
Cultural Competence

Your ability to interact effectively across various dimensions of diversity; to flex with difference.
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Cultural Relevance

What your org/agency does and how you do it is relevant to more people and communities.
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DIVERSITY is what we are.

INCLUSION is what we do.

EQUITY is how we do it.

CULTURAL COMPETENCE is what we need to do it well

CULTURAL RELEVANCY and JUSTICE are outcomes.
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Your Mission
Organizations that embrace diversity perform better because they are more innovative & quicker to problem-solve.

**River Network Mission Case:** Without a more inclusive, larger, collective effort for our rivers, decision-makers are likely to either ignore the problems, or at best choose unsustainable and unfair solutions. With more voices comes more power, innovative ideas, and solutions that are more effective and more just.
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River Network Mission

**Case:** Without a more inclusive, larger, collective effort for our rivers, decision-makers are likely to either ignore the problems, or at best choose unsustainable and unfair solutions. With more voices comes more power, innovative ideas, and solutions that are more effective and more just.
Diversity (specifically race and ethnic diversity) improve opportunities for grants and to secure partnerships with land and water management agencies.
Failing to embrace DEI will expose organizations to liability for bullying, discrimination, and hostile work environment cases related to race, gender expression, gender identity, and sexual orientation.
All people should have the opportunity to access the outdoors in order to improve their health and wellness.
Community Prosperity

Clean and accessible water contributes to healthy and prosperous communities.
People from all walks of life should have access to your programs and services, should be invited to the table in your advocacy efforts, and should have inclusive experiences with your organization.
Equitable Access to Public Waters & Watersheds

Everyone should have access to their public rivers and inclusive experiences on rivers.

River Network Mission Case: We have fallen short in listening to and amplifying the voices of people who have less access to those resources because of the color of their skin or the size of their wallets.
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River Network Mission

Case: We have fallen short in listening to and amplifying the voices of people who have less access to those resources because of the color of their skin or the size of their wallets.
The future of river conservation work—whether it's related to access, habitat or clean and available water—is tethered to connecting the diverse youth of today to the outdoors; they are the next generation of river conservation advocates.
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The River Network
Mission Case: People who are engaged care. People who care conserve. Communities who care are the most prepared to sustain conservation into future generations.
We All Have a Shared Interest in Water

The River Network Mission Case: Our shared need for clean, accessible, affordable water should bind us together in common cause as neighbors to defend against floods, droughts, water pollution, and drinking water threats.

Every person has a right and responsibility to protect and advocate for public waters.
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Every person has a right and responsibility to protect and advocate for public waters.
Organizations need to maintain relevance in the face of shifting (racial and ethnic) demographics.
Changing race/ethnicity of America’s adolescents

- White: 54.1% in 2014, 40.3% in 2050
- Hispanic: 22.8% in 2014, 31.2% in 2050
- Black: 14.0% in 2014, 13.1% in 2050
- AIAN Alone: 4.7% in 2014, 7.4% in 2050
- HPI Alone: 0.9% in 2014, 0.7% in 2050
- Multiracial: 0.2% in 2014, 7.0% in 2050
Talented staff and volunteers are more likely to stay if there is a diversity of people and an inclusive workplace culture.
Happy Participants

Diversity in participant groups and leaders lead to better experiences and outcomes.
Environmental connections

The River Network Mission Case: We know that when we separate ourselves from nature we do ourselves harm. When we separate ourselves from one another, what opportunities do we miss and how do we harm rivers? The health of our waters tells us a great deal about how well or poorly we are living together. River Network believes that our rivers give us the opportunity to heal one another through re-building our health and relationship to water.

We need to honor the myriad ways people and communities connect with nature based on their culture and history.
The River Network Mission Case: We know that when we separate ourselves from nature we do ourselves harm. When we separate ourselves from one another, what opportunities do we miss and how do we harm rivers? The health of our waters tells us a great deal about how well or poorly we are living together. River Network believes that our rivers give us the opportunity to heal one another through re-building our health and relationship to water.
Environmental Justice

The River Network Mission Case:
Poverty, environmental injustice, and exclusion pull us apart and weaken our river protection movement and our democracy. If we do not intentionally pursue solutions that increase water equity, outcomes may instead continue or worsen disparities. The environment of vulnerable communities will become more degraded, and wealthy communities will have more resources to avoid and/or recover from catastrophes.

We have an obligation to address water quality concerns that disproportionately impact low income communities and communities of color, such as pollution.
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Individual

This is about what you individually put out into the world.

It's about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn.

Internal

This quadrant addresses all the organization can do to build an environment that is equitable for all stakeholders (including self).
It’s about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn.
This is about what you individually put out into the world.

This is about your organization's output of the world.
This is about what you individually put out into the world
This is about your organization’s outward facing work.

Institutional

Understanding your own identity, privileges and biases, influences of oppression, and the way to move through the Quadrant.

This quadrant addresses all the work an organization can do to build an inclusive culture for all stakeholders (including staff).
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This is about your organization's outward facing work.
This is about your organization's outward facing work.
Individual

This is about what you individually put out into the world.

Internal

It's about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn.

This quadrant addresses all the organization can do to build an environment for all stakeholders (including social, cultural, and environmental impacts).
It’s about understanding your own identity, confronting your privileges and biases, processing experiences of oppression, and finding a productive way to move through the discomfort to learn.
Uncover your hidden biases and learn how to mitigate and interrupt them and internalize feedback (Google search "Project Implicit")
Mitigate bias in the information you consume with diverse perspectives/voices/authors
Confront your privileges and seek healing from experiences of oppression.
This is about what you individually put out into the world.

This is about your organization's output as well.
This is about what you individually put out into the world
Challenge bias in others and in your workplace and programs.
Use inclusive language in your communications (verbal and writing)
Treat feedback as a gift.
This is about your organization’s outward facing work.

This quadrant addresses all the work an organization can do to build an inclusive culture for all stakeholders (including staff).
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Adopt inclusive & equitable recruitment and hiring practices.

tips at http://bit.ly/2ja0SRZ
Make your physical work spaces and built environment more inclusive.
Implement consistent, comprehensive, and accessible staff training that meets people where they are.
This is about your organization's outward facing work.
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Cultivate mutually beneficial partnerships.
"Tell us what you think!"

Solicit feedback from stakeholders
Be aware of your social media presence.
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Why DEI?

Questions?
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Xavarna
Equity, Inclusion & Diversity