

Introduction to Diversity, Equity, and Inclusion

Dr. Leo Taylor
Program Manager for Faculty and Staff Affairs
Office of Diversity, Equity, and Inclusion
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CFAES

THE OHIO STATE UNIVERSITY
COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

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Why do we recognize the land?

To recognize the land is an expression of gratitude and appreciation to those whose territory on which non-natives reside and a way of honoring the Indigenous people who have been living here and working this land from time immemorial. Land acknowledgements do not exist in a past tense or historical context: **colonialism is a current and ongoing process.**

Awareness of our present participation in colonialism is necessary for reconciliation.

Find out more at <http://www.lsping.org/knowtheland>

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Land Acknowledgement

I would like to acknowledge that the land The Ohio State University occupies has long served as a site of meeting and exchange amongst Indigenous peoples, specifically the Shawnee, Miami, Wyandot and Delaware Nations. I honor and respect the diverse Indigenous peoples connected to this territory on which we gather.

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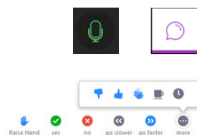
Today's Session:

- May evoke feelings of discomfort.
- Is just the beginning...

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Housekeeping

- Please keep mics muted unless speaking.
- Feel free to use non-verbal communication tools (e.g., "raise hand") and chat.



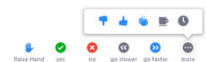
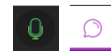
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Community Agreement

To encourage a brave space for learning:

- Actively listen and participate – minimize distractions
- Maintain an open mind
- Speak from your experience only
- Listen to discomfort – "learning" edge
- Listen to understand, not to respond
- What is said here stays here, what is learned here leaves here

Anything missing or need to be modified?



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What comes to mind when you think about DIVERSITY?

- Go to menti.com (or use link in chat)
- Enter the code 39 39 09 8
- You can submit multiple times
- Link to live word cloud:
<https://www.mentimeter.com/s/249a33889ddbffa1642f24a23595e0ef/21daf675e3af>

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Questions

- What is **diversity**?
- What is **inclusion**?
- What is **equity**?

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Diversity

Diversity refers to



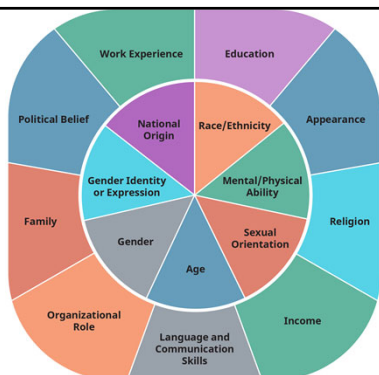
Image credit

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Social Identity Groups (examples)

- | | | |
|-----------------|-----------------|------------------------|
| •race/ethnicity | •religion | •education |
| •culture | •nationality | •immigration status |
| •class | •size | •parental status |
| •gender | •appearance | •marital status |
| •sex | •age | •political affiliation |
| •sexuality | •ability status | •socioeconomic status |
| •neurotype | •vocation | •geographic location |

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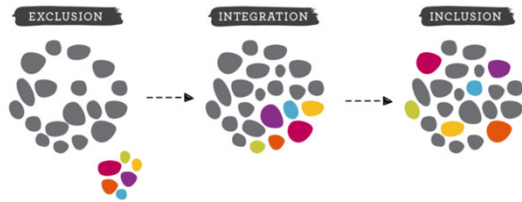


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Why is diversity important?

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Inclusion



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Equity

How is equity different from equality?
Shouldn't we strive to treat everyone equally?

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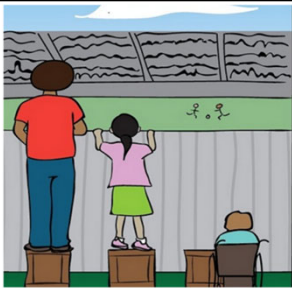


Image credit:
[Amel Mounir](#)

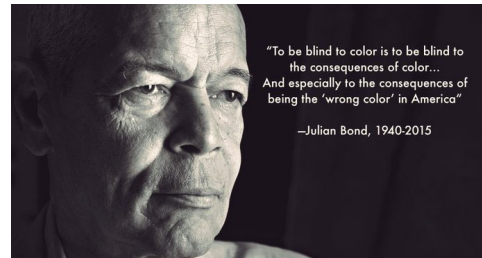
Equality

In chat, answer the question:

What would equity look like in this example?

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Color Blindness – what's the harm?



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Equity

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**Prejudice, bias, and discrimination
work against equity**

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What stereotypes are you affected by?

How have they impacted you?



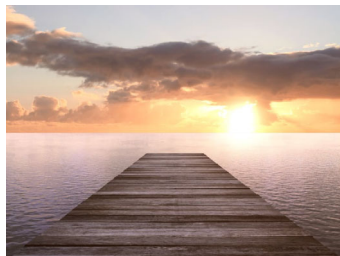
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Bias

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Bias

What we see on the surface represents



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Bias

What we can't see:

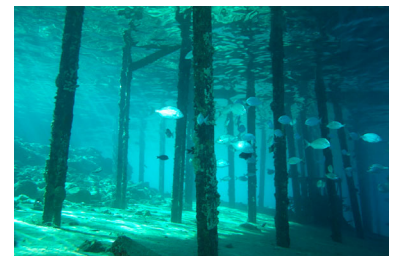


Image credit: Robert Harding

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Implicit Bias

<https://www.pbs.org/video/pov-implicit-bias-peanut-butter-jelly-and-racism/>

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Implicit bias

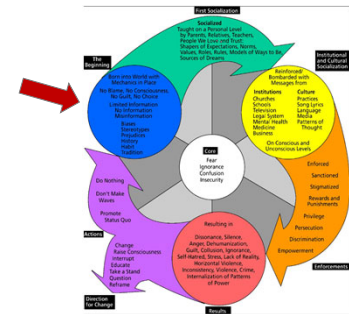
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How do we form associations, stereotypes, and biases?

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Cycle of Socialization

We are a blank slate when born and immediately inherit a society full of rules



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Socialization:

establishes how we should think about ourselves and others according to social identities and norms.



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Social Identity Groups

- Internally:
- Externally:

We are assigned membership *based on perception**

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Institutional and Cultural Socialization

We are bombarded with messages from everywhere both consciously and unconsciously about which social identity groups should and should not have power.

Establishes associations and stereotypes – the foundation of prejudice.



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The power of perception



<https://www.youtube.com/watch?v=Wf9Q8nPK6Yg&feature=youtu.be>

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Discussion

- In what ways did the cashier discriminate?
- What implicit associations held by the cashier were triggered? Stereotypes?
- What prejudices did the cashier hold about Joy and her sister-in-law?
- What assumptions did the cashier make?

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Social Identities



age*, race, sex*, ability status*, body size/type, gender*, class*, religion*

race, ethnicity, sexual orientation, religion/spirituality, class, ability status, citizenship, tribal affiliation, relationship status, political affiliation, vocation, education, HIV serostatus, parental status, gender identity

*Not always apparent, always subjective

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Awareness expands the space between stimulus and response

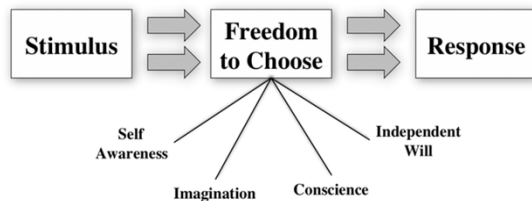


image credit

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Moving forward, making changes

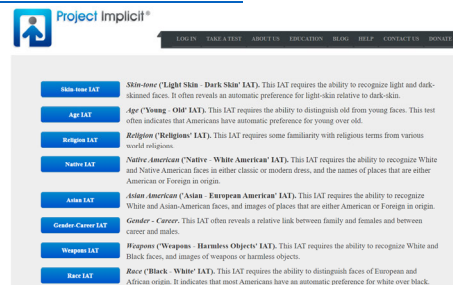
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Expose your associations

- Learn about common ways bias manifests. Continue your education.
- Critically examine your socialization and experiences with social identity groups to which you do AND do not belong.
 - Uncover messages you received that you want to reject.
 - Uncover associations and stereotypes you hold.
 - Be mindful that you carry associations and stereotypes with you always.
- Expose implicit associations

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Identifying your implicit associations Implicit Associations Tests



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Increase your exposure to different groups to weaken stereotypes and unwanted associations

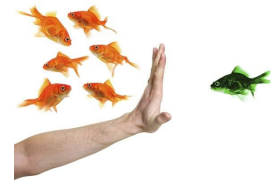
- Increase your cultural intelligence
 - Training
 - Travel
 - Diversify your network

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Affinity Bias

Leads us to favor people who...

Look like us
Sound like us
Behave like us
 Share our **beliefs** and **values**



Generally, we tend to favor people with whom we think we have something in common

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Examine Your Network (place a checkmark in each box if same as you)

Filling out this table will give you an idea of how diverse your network is. Some statements may not be relevant.
 NOTE: You will not know every identity for every person/group. Focus on the identities of which you are aware.

Statement	Gender	Race	Body Type	Age	Sexual Orientation	Education	Ability	Class	Religion
My direct supervisor at work is...									
Most of my co-workers are...									
My best friend is...									
My closest colleague at work is...									
My mentor at work is...									
My role model is...									
My spouse/significant other is...									
Most of my neighbors are...									
My closest family member is...									
The most recent person to come to my house is...									
Most of the people at my church are...									

How diverse is your network?

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Recommended readings



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