

# FOCUS ON DEI

WHY IT MATTERS TO OUR  
AAUW BRANCHES

PRESENTED BY CHARMEN  
GOEHRING



# ● Land Acknowledgement

- The history of the Sacramento area, and the people, is rich in heritage, culture and tradition. This area was, and still is, the Tribal land of the Nisenan people. Sacramento was a gathering place for many local Tribes who have lived throughout the central valley and the foothills for generations and were the original stewards of this land. I would like to acknowledge the Southern Maidu people to the North, the Valley and Plains Miwok/ Me-Wuk Peoples to the south of the American River and I would also like to honor the Patwin Wintun Peoples to the west of the Sacramento River.
- I acknowledge that we are standing on the tribal lands of Sacramento's Indigenous people.
  - (source: Sacramento Native American Health Center)





# Community Agreements



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Be present. Bring your full self.

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Let go of perfection. Expect discomfort and dissonance.

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Challenge ideas, not people.

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Listen for understanding.

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Be aware of your impact, not just your intentions.

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Observe patterns of participation. Create space, share space.

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Stories stay. Lessons leave.





# What is DEI?

- **Diversity:** Refers to all aspects of human difference, social identities, and social group differences, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective, and associational preferences.

Diversity is less about what makes us different and more about understanding, accepting and valuing those differences.

“In diversity, there is beauty and there is strength.”  
Maya Angelou



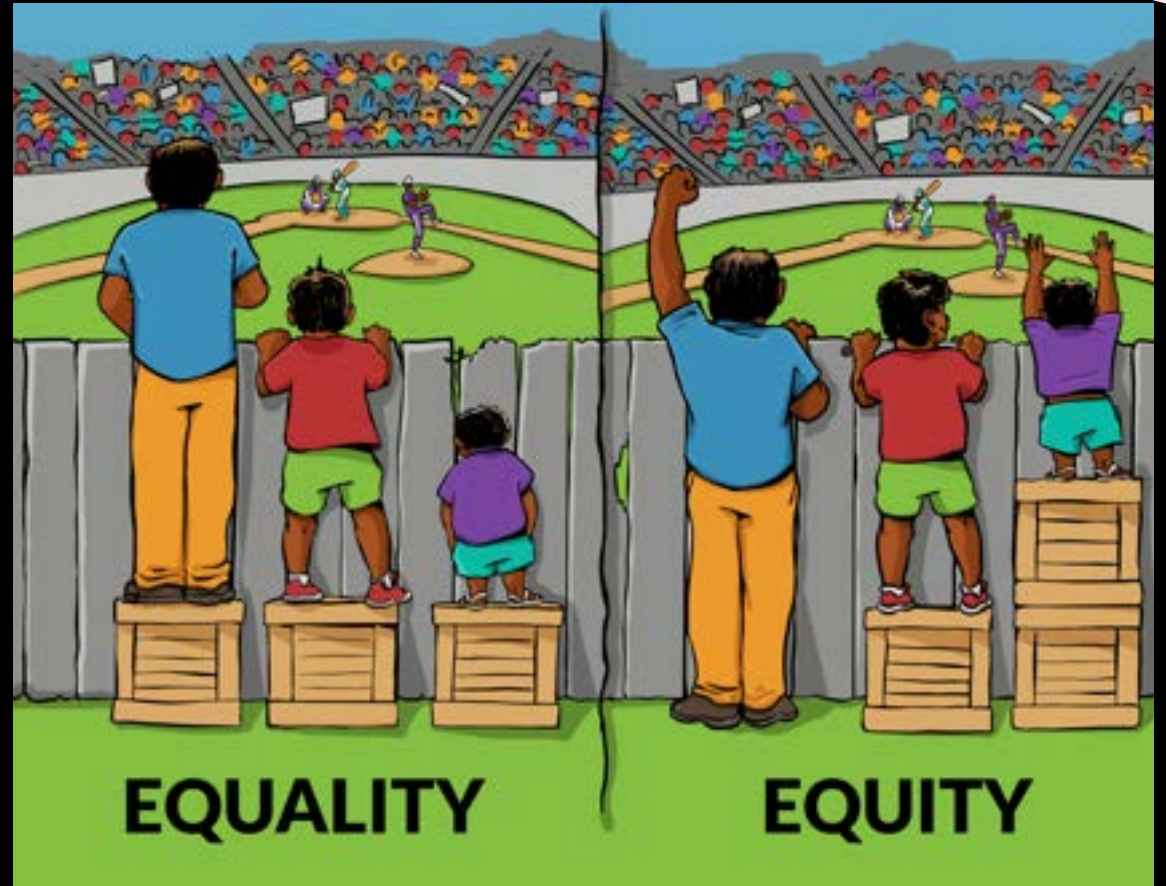


And...

- Equity: Refers to fair and just practices and policies that ensure all community members can thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same.
- Being equitable means acknowledging and addressing structural inequities – historic and current- that advantage some and disadvantage others.
- Equal treatment results in equity ONLY if everyone starts with equal access to opportunities.




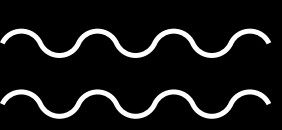
**WHAT  
EQUITY  
LOOKS  
LIKE**





## And Lastly...

- Inclusion: refers to a community where all members are and feel respected; have a sense of belonging; and are able to participate and achieve to their potential.
  - While diversity is essential, it is not sufficient. A community can be both diverse and non-inclusive at the same time, for example- women in senior leadership amongst longstanding gender norms and salary discrepancies- thus a sustained practice of creating inclusive environments is necessary for success.
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“Inclusion is not a strategy to help people fit into the systems

and structures which exist in our societies; it is about

transforming those systems and structures to make it better

for everyone.”

-Diane Richler





# ● Other Key Terms

- **Ally:** Someone who supports a group other than one's own (in terms of multiple identities such as race, gender, age, ethnicity, sexual orientation, religion, etc.). An ally acknowledges oppression and actively commits to reducing their own complicity, investing in strengthening their own knowledge and awareness of oppression.
- **Color Blind:** The belief that everyone should be treated “equally” without respect to societal, economic, historical, racial or other difference. No differences are seen or acknowledged; everyone is the same. Actually harmful.
- **Decolonize:** The active and intentional process of unlearning values, beliefs and conceptions that have caused physical, emotional or mental harm to people through colonization. It requires a recognition of systems of oppression.
- **Institutional Racism:** Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes and opportunities for different groups based on racial discrimination.
- **Intersectionality:** A social construct that recognizes the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.




# ● And, These Terms

- **Microaggression:** The verbal, nonverbal and environmental slights, snubs, insults or actions, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon discriminatory belief systems
- **Privilege:** Exclusive access or access to material and immaterial resources based on the membership to a dominant social group.
- **Tokenism:** Performative presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself.
- **White Supremacy:** A power system structured and maintained by persons who classify themselves as White, whether consciously or subconsciously determined; and who feel superior to those of other racial/ethnic identities.





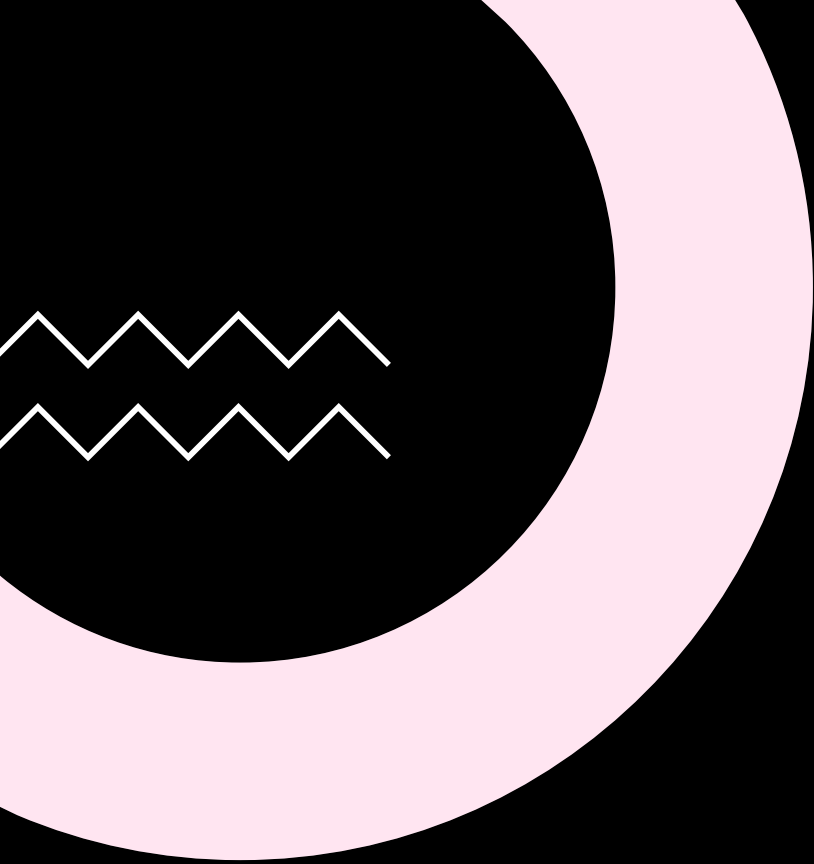
# Quotes

- “Diversity is being invited to the party; inclusion is being asked to dance.” Verna Meyers
  - “Diversity is having a seat at the table, Inclusion is having a voice, and Belonging is having that voice heard.” Liz Fosslien
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# What is Implicit Bias—”Recognize It”

- Implicit bias refers to the **attitudes or stereotypes** that affect our understanding, actions, and decisions in an unconscious manner.
- These biases, which encompass both favorable and unfavorable assessments, are **activated involuntarily and without an individual’s awareness or intentional control**.
- The **implicit associations we harbor in our subconscious** cause us to have feelings and attitudes about other people based on characteristics such as race, ethnicity, age and appearance.
- These associations **develop over the course of a lifetime**, beginning at a very early age though exposure to direct and indirect messages. In addition to early life experiences, **the media and news programing are often-cited origins of implicit associations**.



# Characteristics of Implicit Bias

- Implicit biases are **pervasive**. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- Implicit and explicit biases are related but distinct mental constructs. They are not mutually exclusive and may even reinforce each other.
- The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse
- We generally tend to hold implicit biases that **favor our own ingroup**, though research has shown that we can still hold implicit biases against our ingroup.
- Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.



# ● Microaggressions

- Example

You speak English very well.

You are a credit to your race.

There is only one race, the human race.

Store owner following POC around the store.

Men and women have equal opportunities for achievement.

Being forced to choose between Male or Female on basic forms.

- Message

You are not a true American.

POC not as intelligent as Whites.

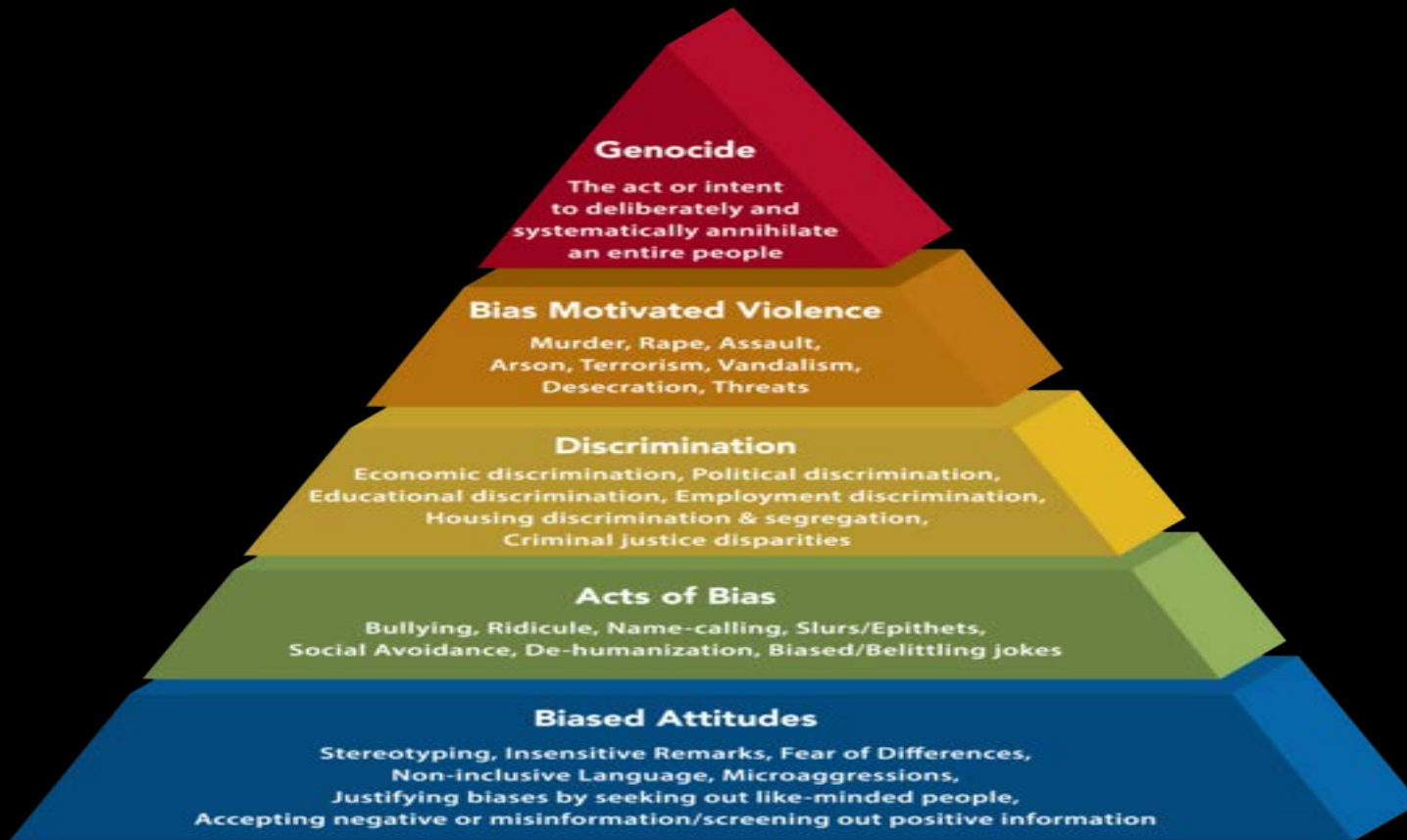
Denying the significance of a POC's racial/ethnic experience/history.

You are going to steal/you are poor/you don't belong.

The playing field is even so if women can't make it, it is their fault.

LGBTQ categories not recognized.







# Breakout Rooms!

- In your small group, discuss a time when you either experienced a microaggression or witnessed one. How did it make you feel as either the recipient or the observer?
- How could implicit bias make our branch meetings unwelcoming to some people?





FAMILY *opportunity* security friendship  
volunteer harmony solutions altruism  
service TEAMWORK cooperation inspire  
inclusion. SHARE awareness  
**community** charity GENEROSITY  
unconditional  
contribution kindness HELP  
unite NETWORK **connect**  
*diversity* SAFETY support trust NOW  
together GIVING caring vision



# How To Start In AAUW Branches

- Starts with empathy and respecting differences but also considering the environment more broadly from OTHERS point of view

**Barriers** to entry, both structural and societal

**Balance** of experience for less represented groups

**Blindspots** and assumptions that might be working against a more inclusive environment

EQUITY LENS-personal anecdotes

AAUW DEI Branch Coordinator/DEI Tool Kit



# ● DEI Toolkit on [www.aauw.org](http://www.aauw.org)

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AAUW's Commitment to Inclusion and Equity

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Getting Started with Difficult Conversations

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Key Terms and Concepts

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Dimensions of Diversity and Identity

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Diversity Structure and Planning (in branches)

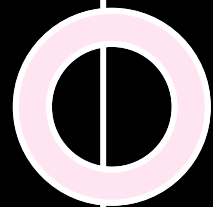
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Plug & Play DEI Programming

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<https://www.aauw.org/resources/member/governance-tools/dei-toolkit/>





AAUW CA  
DEI  
Committee

Chairs: Janice Lee and Elaine Johnson

Members: Cathy Foxhoven,  
Charmen Goehring, Patrice Lyn,  
Barbara St. Urbain

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# AAUW CA DEI Committee Plans



Develop equity lens framework to be shared with branches and to use to review state policies and events



Present to IBC meetings and branches when asked



Provide information and best practices/ideas on the state website

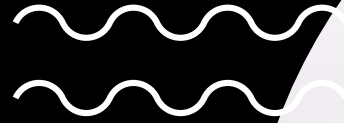


Serve as a resource for members and branches around the topic of DEI



# MAYA ANGELOU

DO THE BEST YOU  
CAN UNTIL YOU KNOW  
BETTER. THEN, WHEN  
YOU KNOW BETTER,  
DO BETTER.



# ● Resources For You

- Harvard Implicit Association Test

<http://implicit.harvard.edu>

Learning for Justice

<http://learningforjustice.org>

Museum of Tolerance

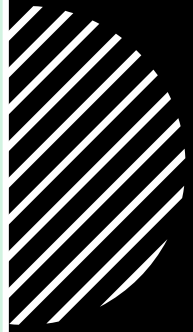
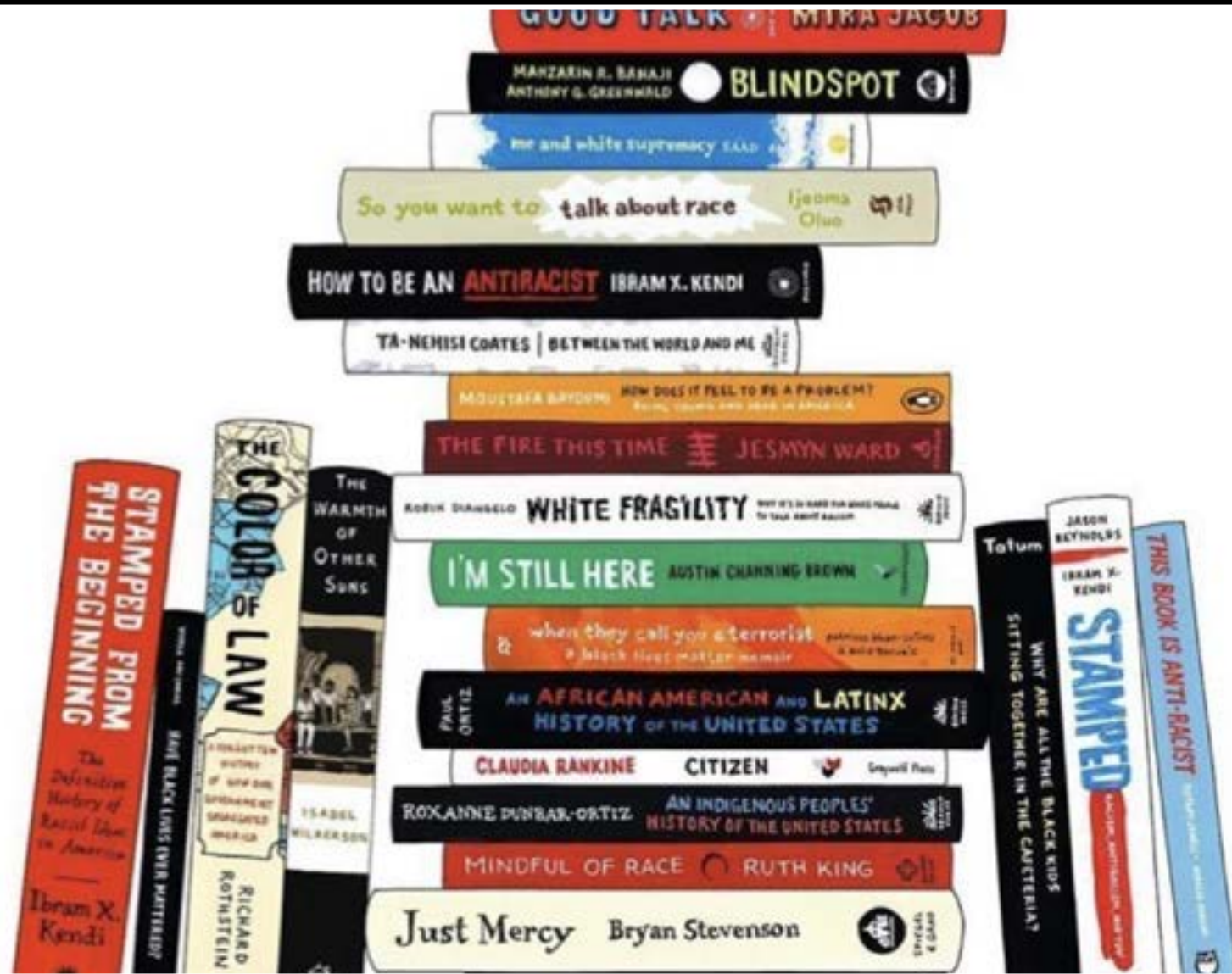
<http://www.museumoftolerance.com>

Various resources

[bit.ly/ANTIRACISMRESOURCES](http://bit.ly/ANTIRACISMRESOURCES)









Inclusion starts  
with I.

<https://www.youtube.com/watch?v=2g88Ju6nkcg>

- Questions? Comments?

# Questions? Comments?

