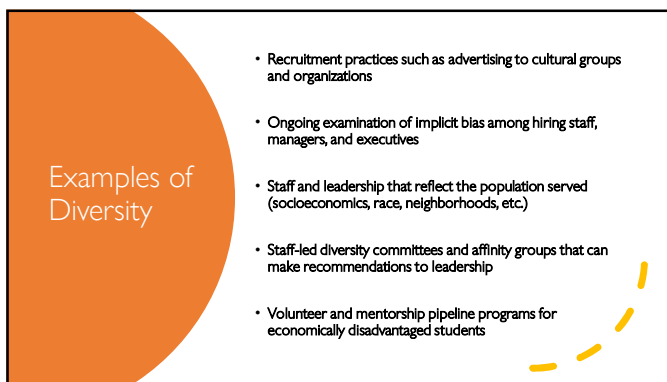
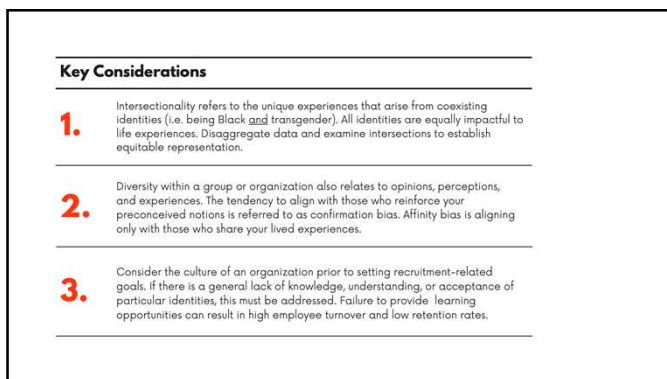


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3

Examples of Equity

- Pipeline programs for diverse identity groups to ensure equitable representation in management positions
- Tying executive and management compensation to diversity, equity, inclusion, and antiracism goals
- Used feedback from annual or quarterly (anonymous) cultural audits to inform policy changes
- "Banning the box" (related to felony convictions) on job applications
- Implementing restorative justice in educational settings
- Ongoing examination of implicit bias among hiring staff, managers, and executives

4

Key Considerations

1. Equity is not the same as equality. With equality, everyone is given the same amount and type of resources. This does not account for current resources or unearned privileges based on racial identity or other factors. Equity is related to supporting those with the greatest need.
2. Many often push back against the concept of equity because they believe it is unfair. If society was fair, disparities and bigotry would not exist. Marginalization is not fair. In order to combat it, communities must be supported comparable to their level of need.
3. Ongoing training and education is critical to address implicit bias that leads to discriminatory practices. Training should be timely and in-depth, going beyond "checking the box". Having a particular identity does not qualify someone to be an effective facilitator, but be mindful not to hire all-white consultants.

5

Examples of Inclusion

- Establishing staff-led Employee Resource Groups (ERGs) and diversity committees
- Gender-neutral restrooms, gender-neutral language, person-centered language
- Accommodating Islamic prayers (providing additional break time, private areas, etc.)
- Normalize the sharing of pronouns (do not refer to them as "preferred")
- Dress codes that do not discriminate against cultural expression (head coverings, Black hairstyles, etc.)

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Key Considerations

1. Achieving inclusion builds buy in and combats employee turnover. If diverse staff and clients feel they can hold space within an organization, they are much more likely to stay. Examine retention data across demographics as it often reveals clues regarding inclusivity challenges.
2. Offering a "seat at the table" or increasing diversity is not the same as inclusion. Influence, authority, and respect are critical. It is not the responsibility of members of underrepresented groups or victims of discrimination to build a more inclusive culture.
3. Perceptions of professionalism often come from concepts rooted in White supremacy. Expand and evolve your organizations approach to what is considered "appropriate" attire, language, communication styles, etc. in the workplace.

7

Cultural Competence

- How are you tracking the demographics of the clients you serve?
 - Is the data disaggregated?
 - Pay attention to ethnicities, age, gender identity, family structure, zip codes
- Feedback mechanism for clients and communities are critical
 - Do not assume you are providing services appropriately or that clients feel seen, allow them to share their experiences
 - Use the feedback to make key changes
- Participate in ongoing training and professional development
 - No one is expected to be a cultural expert and learning is lifelong!

8

Cultural Awareness

- Look in the mirror!
 - Examine your implicit bias (**we all have some!**)
 - Take an Implicit Association Test
- Address the stereotypes and misinformation you believe
- Call out incidences of individual racism (such as microaggressions) and classism
- Sharing an identity does not prevent you from holding bias against that group
 - For example, someone could come from a low socioeconomic background and hold a negative bias against others from low socioeconomic backgrounds

9

Acknowledging Privilege

I am White.	I am a cisgender man.	I identify as heterosexual.	I identify as a Christian.
English is my native language.	I have never experienced poverty.	I do not have a mental or emotional disorder.	I grew up in a two-parent household.
I was born in the United States.	I have never experienced homelessness (including couch surfing)	I am college educated.	I can choose not to take public transportation.

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What is a microaggression?

- Microaggressions are statements or actions toward marginalized identities that cause feelings of shame, embarrassment, anger, frustration, sadness, fear, low self-esteem, or isolation.
- The intention behind the statement or action may be to praise or compliment the individual.
- They are considered microaggressions because a person with privilege is using their power during an interaction with someone without the privilege.

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EXAMPLES OF MICROAGGRESSIONS

- "What country are you from?"
- "What are you?"
- "You've done well for yourself considering your background"
- "You are so articulate and well-spoken."
- Using slang from other cultures
- "I have friends/family/romantic partners who are Black."
- Assuming Asians are more skilled in math or science
- "I don't see color"
- "I am oppressed too because I'm (a woman, LGBTQIA+, etc.)"
- "Your name is so unique, what does it mean?"
- "You are not like 'them'."
- Touching or asking to touch a Black person's hair
- "You people..."
- "Don't be so sensitive"
- "The most qualified person should get the job"
- "You speak English so well."
- "Don't make this about color"
- "Tell me more about your experiences with racism, homophobia, etc."

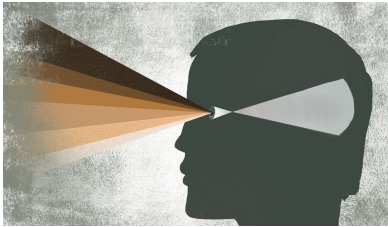
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Cultural Sensitivity

- Debunk the myth of the "Culture of Poverty"
 - Coined by Oscar Lewis in 1961
 - Assumes that individuals in poverty have an observable culture
 - Violence, substance use, lack of planning for the future, devaluation of education
- This myth is derived from **elitism** and **classism**
- Living in poverty may cause some similarities in living conditions and other experiences, yet this myth assigns blame for acceptance such negative circumstances
- **Cultural Sensitivity** requires acknowledging differences without assigning a positive or negative attribute

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The Myth of Colorblindness



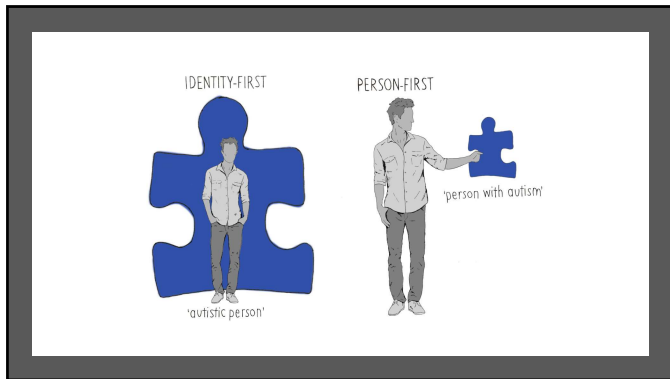
- Everyone, including children, recognize racial/ethnic differences
- It is when we assign positive or negative associations that indicates bigotry
- Not being willing to discuss an aspect of identity as significant as racial identity is a privilege

14

What is person-first language?

- **Definition:** Language that seeks to humanize and destigmatize
- **Key Considerations:**
 - While intended to be considerate of the experiences of others, person-first language can also demonstrate "ableist" viewpoints
 - Many people use it only in reference to negative experiences in life
 - Do you use this language to refer to identities that you perceive to be positive?
 - As always, individuals should be able to self-identify as they feel comfortable.

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Person First Language	Vs.
Person living with a mental illness	Mentally ill/Crazy
Person experiencing homelessness/unhoused person	Homeless person
Person living with a substance use disorder	Addict/Alcoholic/Crackhead/Methhead
People without disabilities	Normal people
Person living with bipolar disorder	"They are bipolar"
Person living with an intellectual or cognitive disability	"They're a little slow"
Person experiencing obesity/weight challenges	Fat/Big

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Cultural Humility

- Resources (education, income, job position) lead to greater power in our society
 - What is your role as a provider?
- Individuals from low socioeconomic backgrounds often feel intimidated by systems they are tasked with navigating
 - This leads to power imbalances that can contribute to disparities
- These power imbalances also:
 - Power imbalances contribute to disparate treatment and poor health outcomes
 - Allow for greater participation and control over treatment plans
 - Ensure questions are answered and there is clarity
- Address systemic racism and classism within CAAs

18

ALLY	ACTIVIST	CO-CONSPIRATOR
Consciously avoiding contributing to the oppression of others, standing against bigotry, but do not necessarily becoming directly involved in social justice efforts.	One who influences others in order to build strength in numbers to mobilize around a particular cause politically, socially, or financially with an overall goal of combatting perceived inequities.	Someone that actively supports a group by using their own privilege(s), decentering themselves, in addition to reducing their own complicity in oppression.

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