



colemon &
associates

Advance Inspire Improve

City of Tacoma

Neighborhood Councils

Today's Flow

Who Are You? Who
Are We?



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graph TD; A[Who Are You? Who Are We?] --> B[What is Diversity, Equity and Inclusion?]; B --> C[Approach and Pathway]; C --> D[Q&A];
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What is Diversity,
Equity and Inclusion?

Approach and Pathway

Q&A



Who Are You?

Type of Oppression	Target Group	Non-Target Group
Racial	People of color	White people
Class	Poor; working class	Middle, owning class
Gender	Women	Men
Sexual orientation	Lesbian, gay, transgender, bisexual	Heterosexual people
Ability	People with disabilities	People without disabilities
Religion	Non-Christian	Christian
Age	People over 40	Young people
Youth	Children and young adults	Older adults
Rank/status	People without college degree	People with college degree
Military service	Vietnam veterans	Veterans of other wars
Immigrant status	Immigrant	U.S.-born
Language	Non-English	English

WHO ARE WE?

- **Equity cannot thrive when individuals are experiencing oppression.**
- **Oppression involves an agent and a target**
 - **Agent:** Members of dominant social groups privileged by birth or acquisition who knowingly or unknowingly exploit and reap unfair advantage over members of the target groups.
 - **Target:** Members of social identity groups who are discriminated against, marginalized, disenfranchised, oppressed, exploited by an oppressor and oppressor's system of institutions without identity apart from the target group, and compartmentalized in defined roles.
- After participants understand the difference between agent and target groups, the facilitator can begin a discussion on oppression. The key features of oppression are:
 - An agent group has the power to define and name reality, and determine what is normal, real and correct.
 - Differential and unequal treatment is institutionalized and systematic.
 - Psychological colonization of the target group occurs through socializing the oppressed to internalize their oppressed condition.
 - The target group's culture, language and history is misrepresented, discounted or eradicated, and the dominant group culture is imposed.





HUMILITY, CONNECTION, COMMONALITY

- Multiple identities exist in one individual
 - Each can create burdens on the individual, and each has its own set of challenges to overcome.
- It's important to remember that most of us can be both agents AND targets
 - Internalized subordination
 - Internalized domination



Definitions

Diversity

is defined to encompass the demographic mix of a collection of people.

Equity

is to promote justice, fairness and impartiality in procedures, processes and the distribution of resources by institutions or systems.

Inclusion

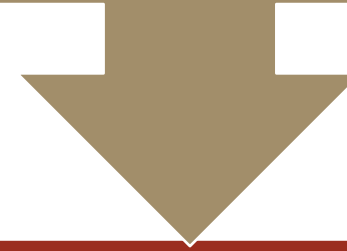
refers to the quality of experiences and degree to which diverse individuals are able to fully participate in decision making processes within an organization or groups.

Key Concepts

Term	Key Question	Example
Diversity	Who's in the room?	Race, Gender, Ability, Worldview
Equity	Who has access? Resources, proximity to power, representation	Pipeline to leadership within the organization, materials/access to support in other languages, decision making panels
Inclusion	How are the identities/perspective of those here represented, accounted for, and valued in a way that SHARES power?	Process, decision making, work products
Culture	What meaning and custom assure adaptation and survival?	Personal space Individualism or collectivism
Bias	Who we inherently assume is_____?	professionalism in charge in the know/capable needing help or the helper



Divide into teams, read/review each scenario assigned to your group.



Answer each question on the first page of the handout AND determine if the “issue” in the scenario is *individual (interpersonal), organizational (or organized body of people), or societal.*

How DEI Operates





Exploration

Baseline data and discovery



Formation

Targeted approach and rollout



Integration

Established practices and accountability systems

Our
Framework



Benchmarks and Outputs

Questions?

