

Understanding diversity, inclusion and equity

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Who Am I?



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Learning Objectives

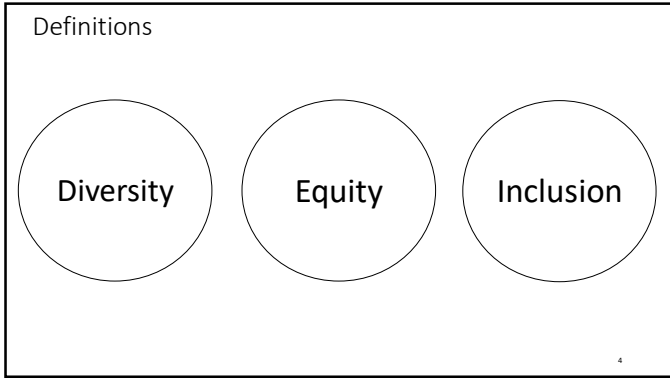
Summarize the differences between diversity, inclusion and equity and describe why they are important.

Recognize how cultural concepts, perspectives and intersectionality influence quality of care.

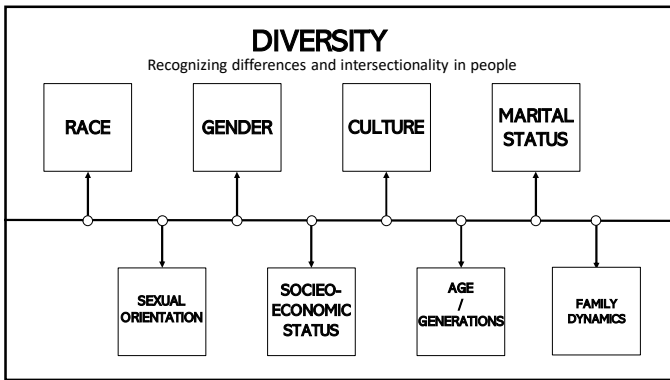
Understand the core elements to cultural competence and how it is achieved.

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Diversity

Diversity in a workplace:
An organization employs a diverse team of people that's reflective of the society in which it exists and operates.

Diversity in Human Services:
Serving populations that are reflective of the society in which it exists and operates.


The text is on a dark grey background. To the right is a 3D graphic of a black puzzle piece fitting into a white puzzle.

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Equity vs equality

EQUALITY: the treatment of everyone equally.

EQUITY: the fair distribution of treatment to everyone based on what resources are needed at an individual level.




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Levels of oppression

LEVELS OF OPPRESSION




INDIVIDUAL INSTITUTIONAL CULTURAL

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Bias

- Can be both conscious and unconscious
- Oftentimes engrained in us early on in life
- Average person exposed to 4000-10,000 images daily
- We unconsciously file them into categories in our brains without even know it
- Choices based on what our brains assess as safe, familiar and Likable



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Microaggression

- Common, daily verbal and nonverbal behaviors in our environment that fosters hostile and negative messages about a marginalized group.
- Can be exhibited intentionally or accidentally.



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Intersectionality

- Developed by Dr. Kimberle Crenshaw
- Interaction of social identities
- Intersectionality is an analytic framework



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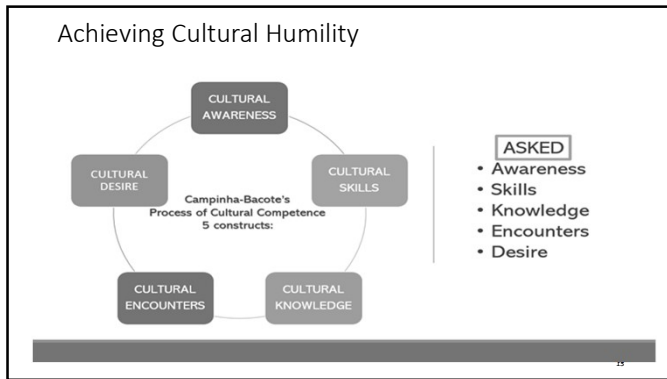
Cultural Sensitivity/ Awareness

Cultural sensitivity = knowledge that cultural differences exist between groups; no assignment of values (better/worse) to these cultural differences

Cultural awareness = understanding of another group that usually involves internal changes of attitudes and openness to others

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