Fundamentals of Equity, Diversity & Inclusion (EDI)

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Who Am I?

Classroom Guidelines

- The Vegas Rule: Learning leaves and the names/stories stay here
- Share the air
- Challenge yourself to be respectful of all others' feelings, perspectives, abilities, and identities (and your own)
- Remember it's not just the intent that matters, but also the impact
- Be the expert of your experience, use “I” statements
- Be okay with silence
- Make space for processing and after-processing, both inside and outside of the space (take care of yourself)
- Reserve the right to change your mind
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.
- How to incorporate respect and inclusion using the ASBDD model.

Definitions

- Diversity
- Inclusion
- Equity
DIVERSITY
Recognizing differences and intersectionality in people

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

Diversity in Helping Professions
Serving populations that are reflective of the society in which it exists and operates.

Inclusion
Advocating for engagement with other groups, while empowering those who are different.

The process of identifying unconscious biases where they stem from and how they impact your decisions.
An ongoing effort
Sense of belonging
Diversity vs inclusion
Equity

• Equality: The treatment of everyone equally.
• Equity: The fair distribution of treatment to everyone based on what resources are needed at an individual level.
  - Example: Services available to "all" but same can't access.
  - Redlining

White privilege, Structures and Intersectionality

- To understand oppression you must understand privilege.
- White privilege
- "White privilege" can be offensive to many.
- Like oppression, there are many types of privilege.
- White privilege is a term to blame whites.
- Understanding that systems are constructed to support whites.

Structural Systems Impacting Whites

- Slavery
- White History
- Removal of Native American First Nation Children
- Boarding Schools
- Voting Rights
- Immigration Bans

White privilege - Intersectionality - Structures
HOW TO CHANGE UNCONSCIOUS BIAS
BE AWARE. TAKE RESPONSIBILITY.

EXAMINE WHERE THEY COME FROM.
ARE THEY TRUE?

RIGHT INTUITION
RIGHT ANALYSIS
WRONG ANALYSIS
WRONG INTUITION

WHAT IMPACT DO THEY HAVE ON YOUR DECISIONS?

BE AWARE. TAKE RESPONSIBILITY.

EXAMINE WHERE THEY COME FROM.
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WHAT IMPACT DO THEY HAVE ON YOUR DECISIONS?

Ally

Someone who belongs to the privilege group but is committed to dismantling oppression and is reflected in a willingness to do the following:
1. Educate
2. Learn
3. Examine
4. Process
5. Practice
6. Collaborate
Cultural Humility

- Cultural sensitivity and awareness
- The power of relationships
- Integration and transformation
- Self-reflection and awareness
- An ongoing process – can always learn more

Campinha-Bacote’s Process of Cultural Competence

ASKED model

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References