



Eliminating Bias and Building Equitable Communities

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Paulina Alvarado Goldman, Capacity Building & Policy Experts, LLC

www.capacityexperts.com

Aaron Chavis, Empathic Institute

www.aaronchavis.com

Agenda

- Contextual Setting
- DEI is Broader than Race
- Perspectives - Group Exercises
- DEI in Municipalities and Schools: A Key Tool In Democratic Societies
- Social Mobilization
- ETHOS framework
- Group exercises
- Wrap Up
- Evaluation

What is anti-racism and why are we talking about it?

- [Dr. Ibram X. Kendi](#) defines:
- **Anti Racist:** one who is supporting and antiracist policy through their actions or expressing an antiracist idea
- **Anti Racism:** process of actively identifying and opposing racism
- Definitions anchor us in principles. This is not a light point: If we don't do the basic work of defining the kind of people we want to be in language that is stable and consistent, we can't work toward stable, consistent goals.
- *"How to be an AntiRacist, 2019"*



DEI is Broader than Race

- Though there is a needed focus on racial justice and equality in the current environment, it's essential to remember that DEI is more than race or ethnicity alone. A genuinely inclusive workforce (community) welcomes and values the contributions of people from all different backgrounds and experiences.
- <https://www.mercer.us/content/dam/mercer/attachments/north-america/us/us-2020-mercer-dei-perspective.pdf>



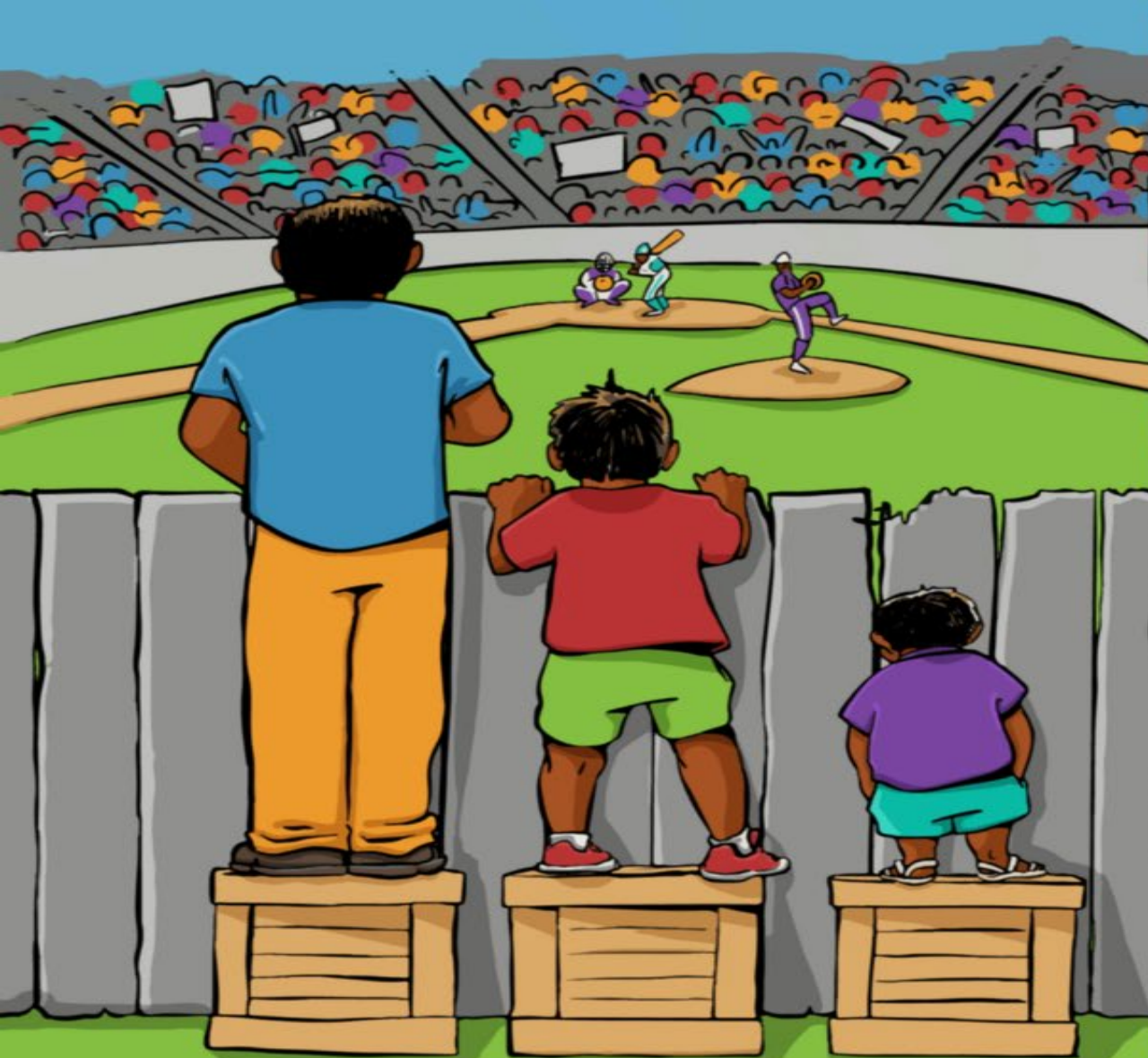
Sustainability and DEI

- “Sustainability” is the: Development which meets the needs of current generations without compromising the ability of future generations to meet their own needs.”
- The first step towards implementing a sustainability strategy is to ensure you work on providing your people a workplace (community) where they can be themselves and contribute to their best abilities. Inclusive workplaces (communities) ensure that “stakeholders” have a safe environment to undergo big structural changes and behavioral shifts, turning sustainability efforts into success.

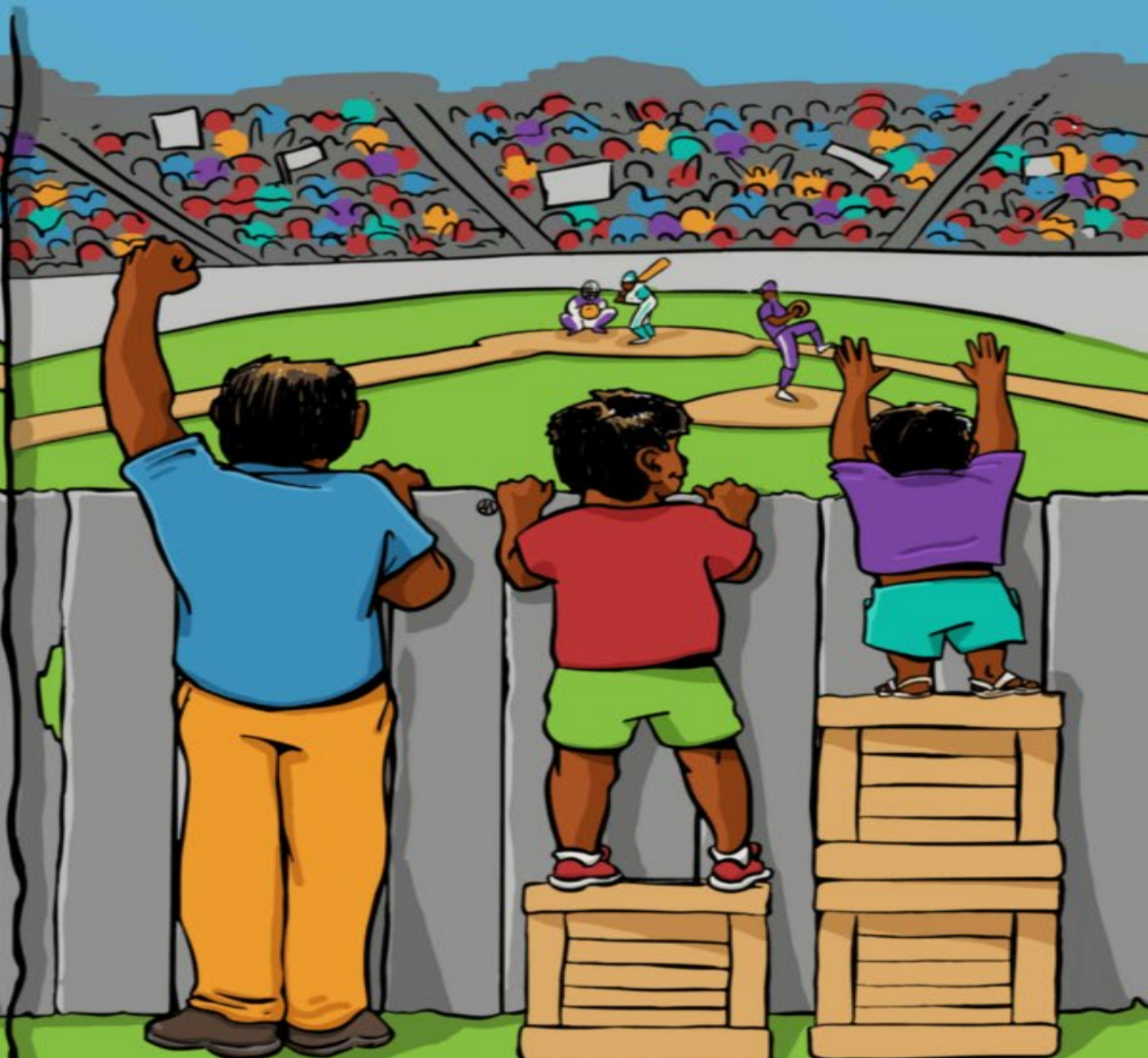


Key Definitions

- **Diversity:** To have a certain representative number of community members or team members from various backgrounds, whether BIPOC, LGBTQIA+, or people living with disabilities.
- **Equity:** All these people from different backgrounds feel they have equal rights and fair opportunities within your team or community.
- **Inclusion:** Your members should feel that their backgrounds and differences are celebrated and their contributions are valued. This also means everyone in your community feels their expertise is valid and contributions welcome.
- **Belonging:** This term brings the first three together and cannot exist without the others. Creating a sense of belonging means that your community members feel that the culture you have built is one they can thrive in as they are.



EQUALITY



EQUITY



Additional Concepts to Consider Linking In Emotional Intelligence?

- Unconscious Bias
- Intersectionality
- **White Privilege**



The Link Between Emotional Intelligence & DEI

- [Dan Goleman](#) highlights: Self Awareness and Awareness of Others as key factors in exhibiting Emotional Intelligence
- Emotional Intelligence defined as the behaviors we use to engage and interact with the world—are the tools we need to implement diversity, inclusion, and equity. If DEI is the destination, then Emotional Intelligence is the bridge that will get us there.

Perspectives

Exploring Unconscious Bias Activity

Activity Directions

- View Channel 6ABC's Nydia Han's Equity Report
 - <https://6abc.com/our-america/struggling-to-breathe-air-quality-injustices-put-local-towns-at-risk/11152688/>
- Respond to the enclosed 5 Questions in Small Group
- Regroup and Report out Insights

Suffering for everyone's comfort

- Illegal dump site near a school and residential zones
- Industrial ring - Recycling center, sewage treatment, power plant, cement plant, trash to steam incinerator
- Truck stop
- Health effects: shortest life span in the tri-state area, cancer causing rain runoff and 90% of children have asthma
- Wealthier cities fought these plants and they moved to Camden and Chester
- Recognition from DEP that there is a disproportionate burden with recognition of systemic racism
- Citizens and local activist groups are the only source of information regarding this community - making the case for environmental justice
- Future generations will move to tear the system down

Question 1 – Unconscious Biases

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

- **Question 1:** What unconscious biases should you as a public servant, volunteer, or school employee be aware of that would make you take concerns regarding pollution in one community more seriously than in another?

Question 2: From your recollection, how do social categories like race, class, and gender intersect in this video?

- According to Legal scholar Kimberle Crenshaw, Intersectionality describes how systems of oppression overlap to create distinct experiences for people of multiple identity categories.
(JSTOREdaily.org)
- The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
"through an awareness of intersectionality, we can better acknowledge and ground the differences among us."

Question 3: Discrimination and Disadvantages

- Can you identify and describe the discrimination, explicit bias, and or disadvantages highlighted in the piece?

Question 4: Discuss how white privilege shows up in this report?

- White privilege, or white skin privilege, is the societal privilege that benefits white people over non-white people in some societies, particularly if they are otherwise under the same social, political, or economic circumstances.

Wikipedia

Question 5: Digging Deeper

- How might white privilege impact policy development around the issue of environmental justice/racism?

[Link to Questions](#)

Tip 1

Demonstrating Self Awareness

Become more familiar with your personal values and beliefs, as these shape the way you interpret events and in turn, how you tend to think, feel and act in response to them.

Tip 2

Demonstrating Emotional Reasoning

Identify the people who will be affected by decisions made at work and ask them their thoughts and feelings.

Tip 3

Demonstrating Positive
Influence

Help others to apply problem
solving and perspective
taking techniques.



DEI in Municipalities and Schools: A Key Tool in Democratic Societies



How are municipalities and schools essential to equitable and democratic societies

- First point of contact with any level of government for most people to address concerns
- Expectation that government will solve problems individuals cannot solve on their own
- Are expected to implement laws equally across all populations
- Are expected to be fair
- Expected to maintain quality of life in local communities

Invisible Challenges Municipalities Face

- How does government work? What do schools and municipalities do?
- How do funding constraints, federalism, or complex bureaucracies impact services?
- Permanent employees vs political appointees/ civil service laws
- Federal laws with funding requirements and mixed funding
- Underinvestment in government and nonprofit capacity
- Differential access
- Jurisdictional limitations
- Policymaking and advocacy are mysterious and misunderstood

Differential Access Impact and experiences

- Pits communities against each other
- Diminishes trust in government and in communities
- Results in disparities
- Creates a feeling of biased government
- Makes it easier to see who is advantaged and disadvantaged by the system

Contributing Factors to Social Mobilization



PERSONAL
EXPERIENCE



MOTIVATION



PERSONALITY
TRAIT



PERSONAL
CIRCUMSTANCE
S



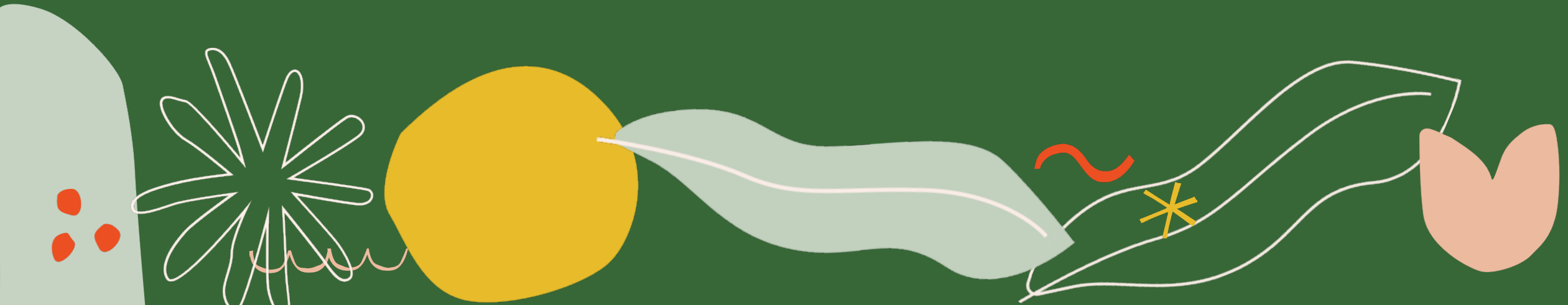
VALUES



IMPACT
PERCEPTION

22 Phase Social Mobilization Spectrum Breakdown

- Pre-mobilization
- Mobilization
- Rejection of systems



When Government Does not Solve Problems

- Assume government is corrupt and biased based on race, income levels, gender, age, sexual orientation, and any other differentiating characteristics from other groups
- Bad experience, worse experience than other groups, low impact perception, and personal circumstances contribute to lower confidence in government
- Result: Will solve problems that require collective action in different outside of the system
 - Avoid the system
 - Walk away from the system
 - Destroy and replace the system

ETHOS framework

- Ethics
- Transparency
- Harmony
- Organizational Infrastructure
- Sustainability

[Link to Framework](#)

How to integrate DEI into your planning and service delivery

- All actions should be linked to values to ensure equal access to all populations
 - DEI should be an integral part of the planning process if you want to increase trust in government and thriving communities
- Consider impact on staff and on service recipients with various backgrounds and experiences
- Consider capacity issues and how this would impact different communities
 - Race, gender, disability, income, age, language, etc.
 - Plan for how the following impact access and experience:
 - Technical feasibility, administrative feasibility, age, logistical feasibility, and implementation

[Link to questions you should be asking yourselves](#)

Activity 2

Based on the video we saw earlier, how should the municipalities in Camden and Chester, PA have responded throughout the following touchpoints residents had with staff and policy makers?

- First contact with municipality (Group 1)
- Responding to the concerns (Group 2)
- Decision-making (Group 3)

[Link to Questions](#)

We will then come back and report out to everyone your answers.

Group discussion

- What can be done to coordinate all across the board?

Final Question

How are you showing up from a DEI perspective and what can you do as green teams, volunteers, teachers, and bureaucrats to begin to create a more accessible experience for vulnerable communities?

Wrap Up

- DEI practices help to achieve the following:
 - Strong and thriving communities
 - Confidence in government
 - Bolster democracy
 - Create sustainable communities
 - Create equitable societies
 - Improve individual lives

CONTACT INFORMATION

PAULINA ALVARADO-GOLDMAN

Capacity Building & Policy Experts, LLC



www.capacityexperts.com

609-532-5888

AARON W. CHAVIS, MPA

EmPathic Institute

Two Bala Plaza Suite 300

Bala Cynwyd PA 19004

856.283.7609 c

610.660.7838 o

empathicinstituteinfo@gmail.com

www.aaronchavis.com

Next Steps & Survey

- As part of Sustainable Jersey's ongoing [Equity Commitments](#), we are developing new actions to advance social equity:
 - [New! Community Equity and Diversity Profile](#)
Forthcoming:
 - *Ensuring equitable engagement*
 - Opportunity to work with 'equity coach' to *pilot* this new action
 - *Removing implicit bias from local government*
 - Training component building off this workshop?
- Please take a minute to fill out your surveys. We very much value your input!

Thank you !

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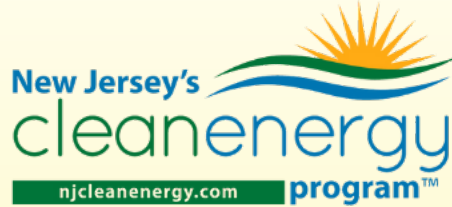


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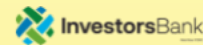
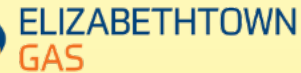
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