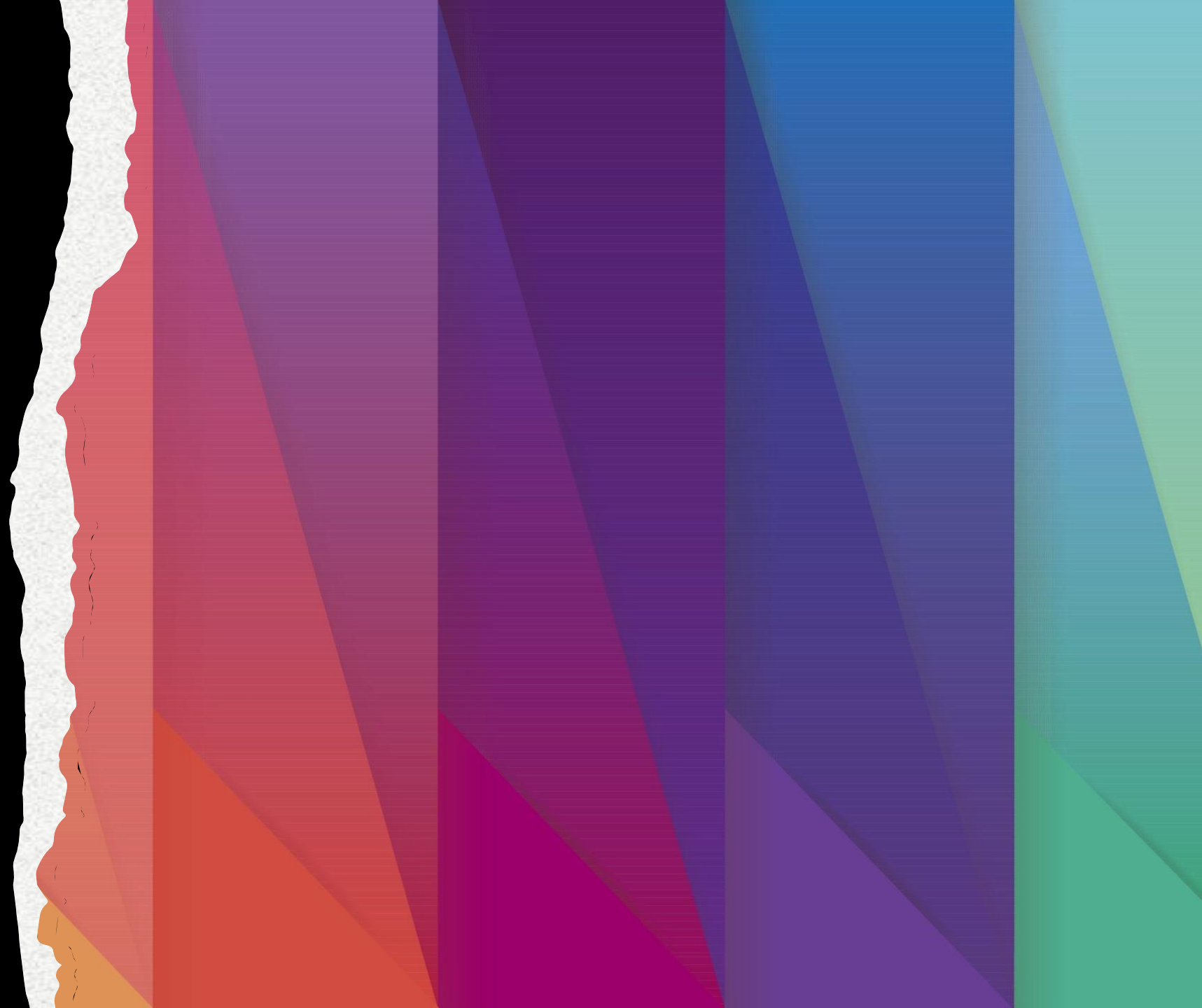
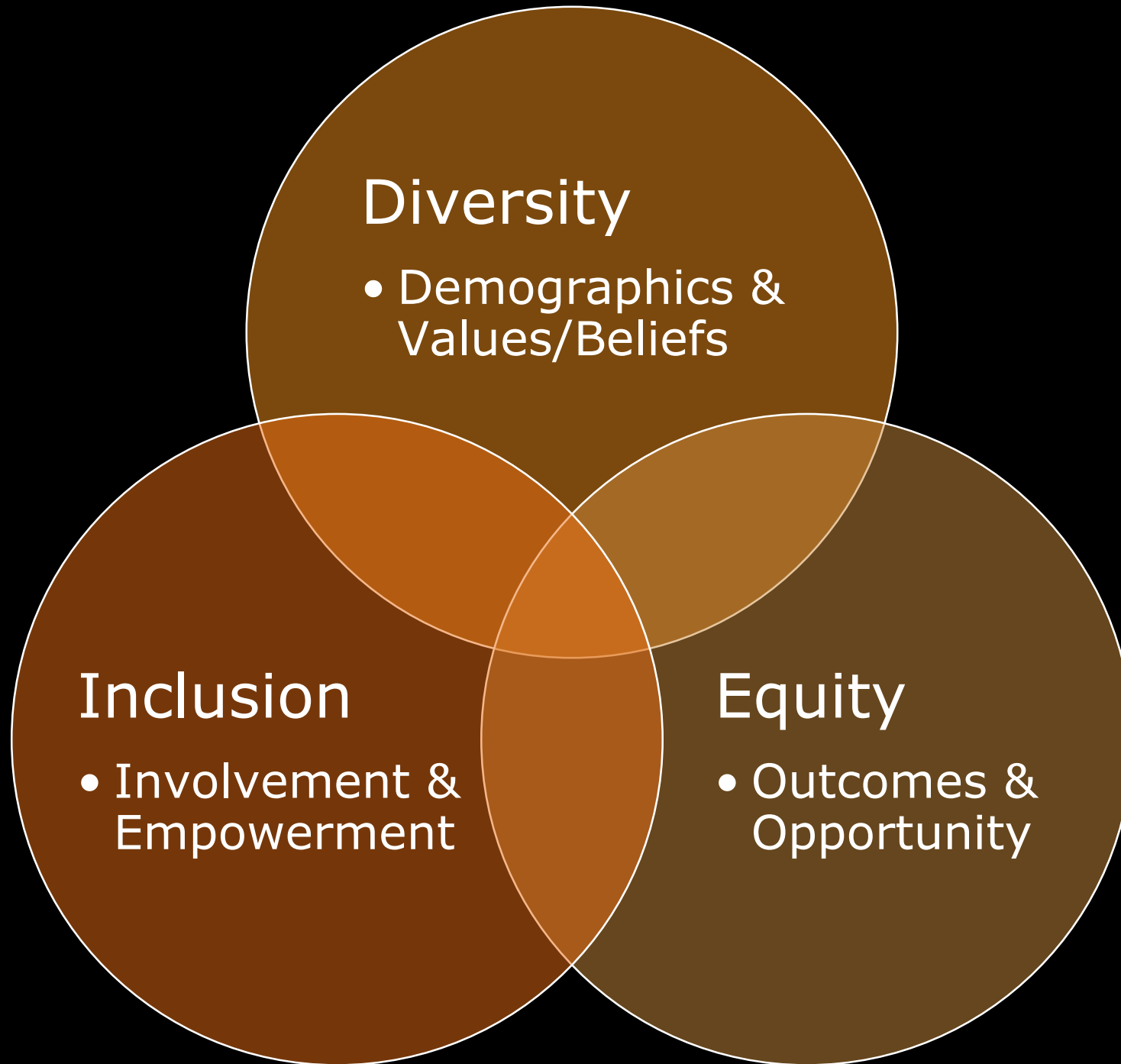


# Diversity, Equity, and Inclusion Core Concepts

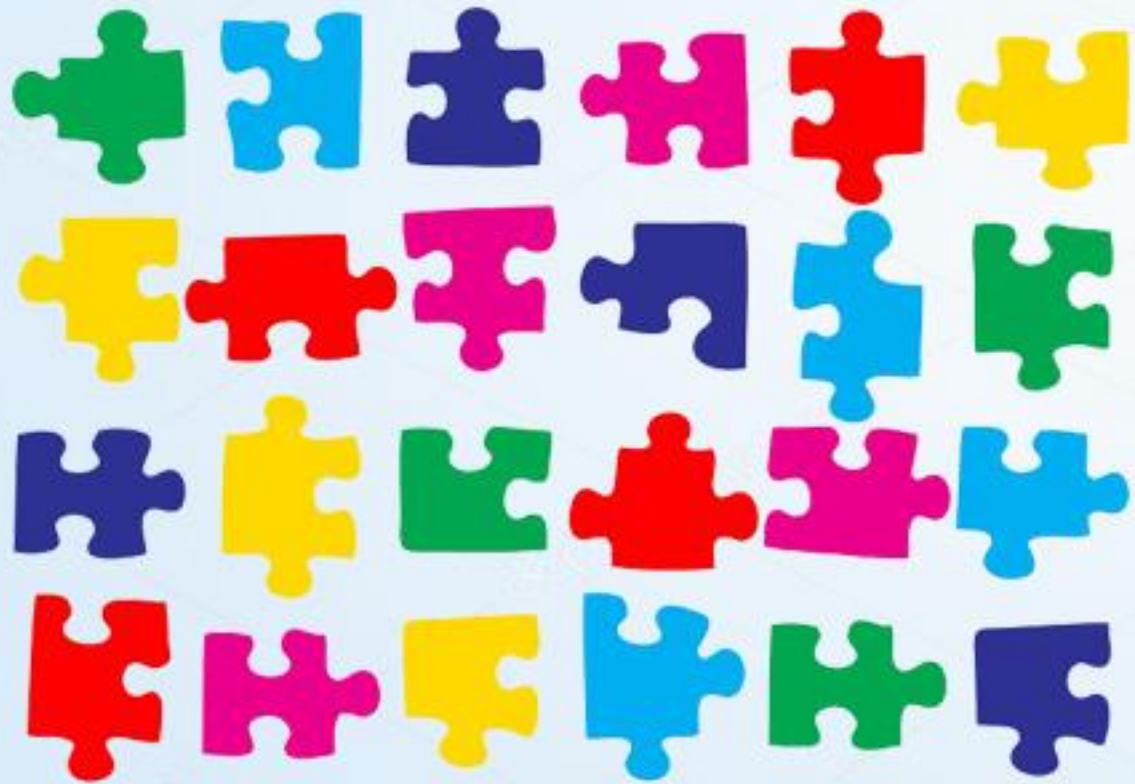
Village of Cottage  
Grove Ad Hoc DEI  
Committee

Sarah Valencia, Chair

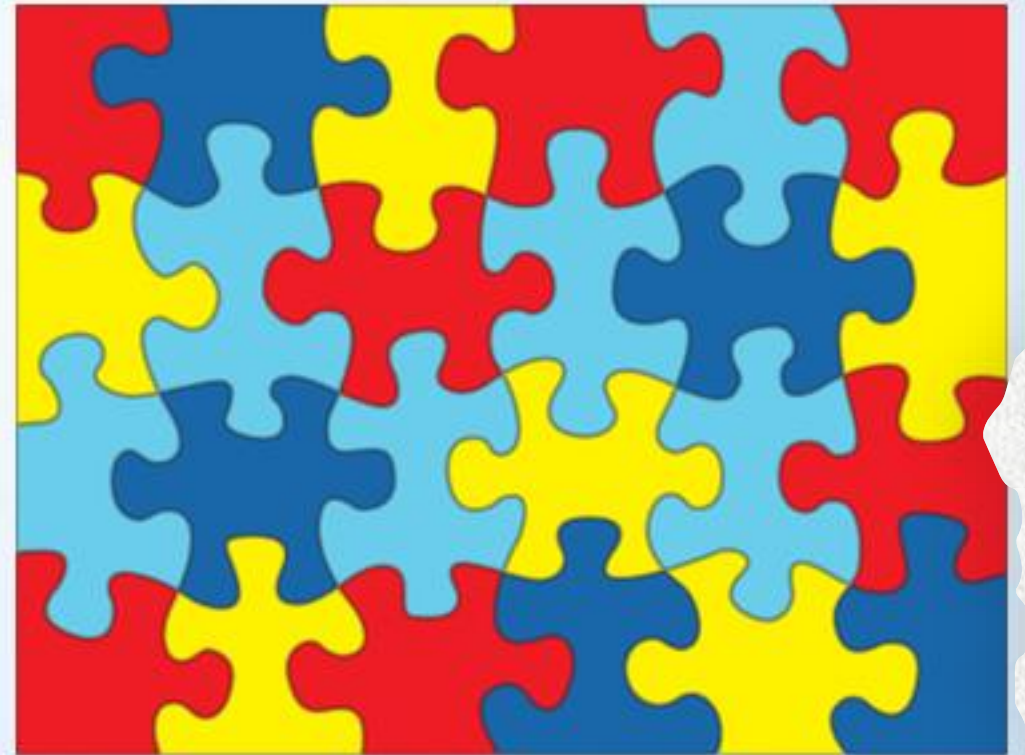




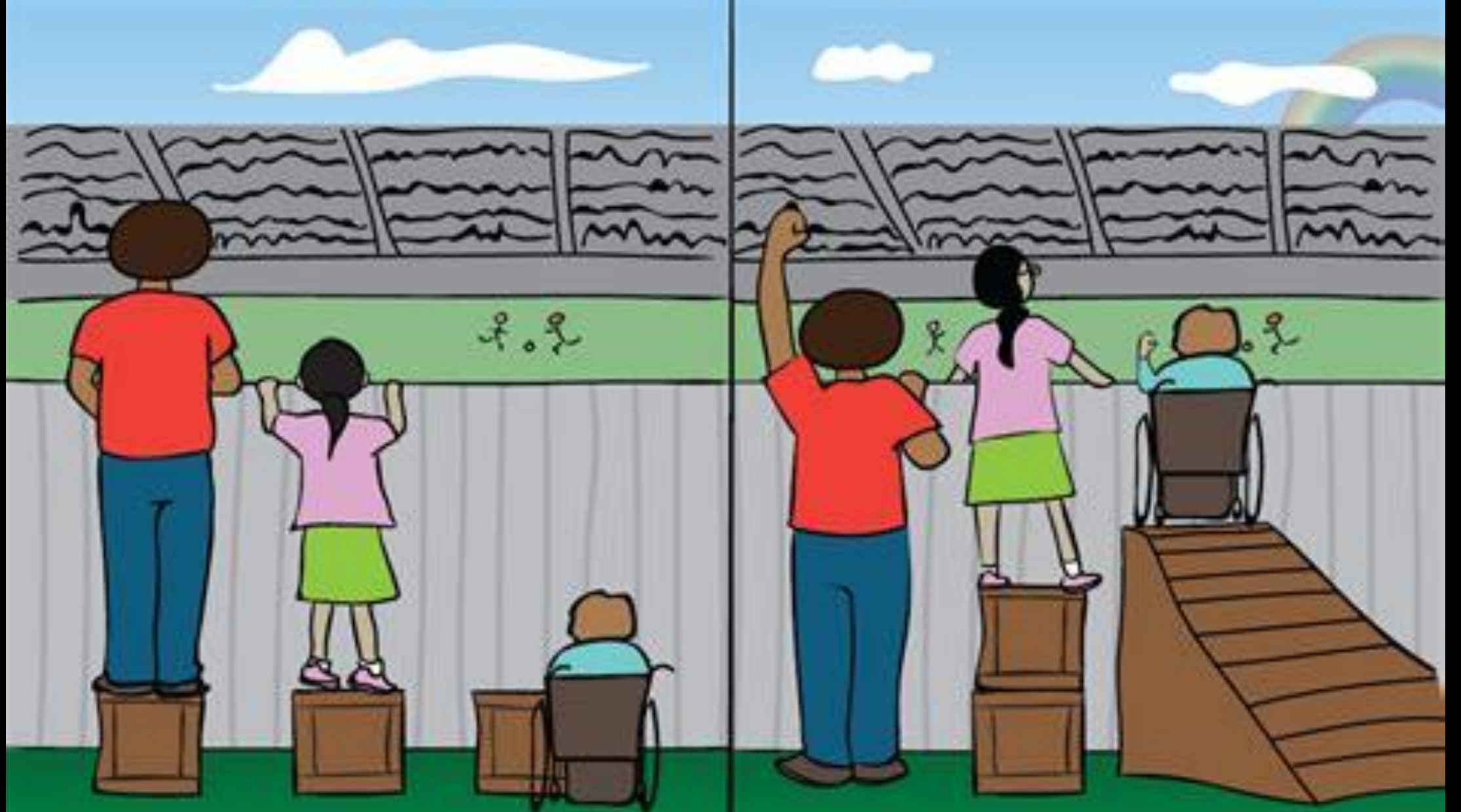
# DIVERSITY



# INCLUSION







**EQUALITY**

**EQUITY**

# Equality



# Equity





# Inequality

Unequal access to opportunities



# Equality?

Evenly distributed tools and assistance



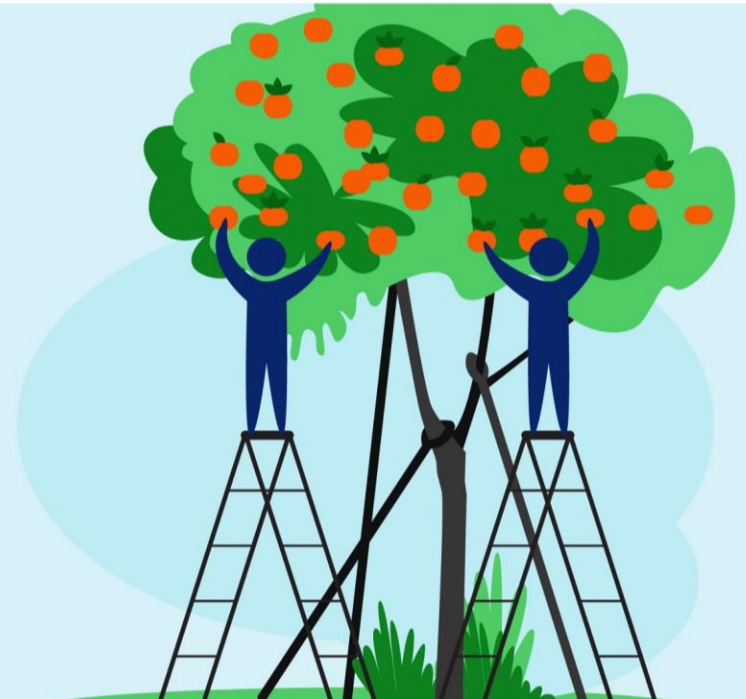
# Equity

Custom tools that identify and address inequality



# Justice

Fixing the system to offer equal access to both tools and opportunities



# Bias



Bias is a disproportionate weight in favor or against an idea or thing. Biases can be innate or learned. People may develop biases for or against an individual, a group, or a belief.

# Reality of Bias



We take in 11 million pieces of information each minute but can only consciously process ~40 of those.



To handle the gap, our brains build cognitive shortcuts to make sense of all this information



# Implicit Bias

Implicit bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors.

Stereotypes Prejudice Unfair  
Research Behavior Beliefs  
Groups **IMPLICIT BIAS** Subtle  
Disrespect Unconscious  
Psychologists Reaction Train  
Corporations Decisions Race  
People Social Subconscious  
Judgement Hidden Ethnicity  
Cognition Preferences Gender

# Privilege

**“Behind every privilege is an imbalance of power. It’s invisible to those who possess it and ever-present for those who don’t.”**

**- Inclusion Works**

**“I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group.”**

**- Peggy McIntosh, author of White Privilege: Unpacking the invisible knapsack.**

# Types of Privilege



---

Income

---

Race

---

Family Structure

---

Sexuality

---

Gender

---

Language

---

Ability

---

Religion



---

If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.

---

I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.

---

I can arrange to protect my children most of the time from people who might not like them.

---

I have access to healthcare.

---

I can easily find a neighborhood in which residents will accept my household.

---

I can express frustration, passion, assertiveness, etc. without being called a 'bitch', someone attributing my ideas to 'my time of the month', or being similarly dismissed.

---

I can go to new places knowing that I will be able to move through the space.

---

---

I have days off of work or school in celebration of my religious holiday.

---

I can be pretty sure that if I ask to talk 'to the person in charge,' I will be facing a person of my race.

---

I can go home most of the time feeling somewhat tied in, rather than isolated, out-of-place, outnumbered, unheard, held at a distance, or feared.

---

I don't feel unsafe or censured when holding hands with my significant other.

---

I can use public facilities like restrooms and locker rooms without fear of verbal abuse, assault, or arrest.

---

People do not call my personal and family life into question in context of my career.

---

I can go anywhere and assume that I will be able to understand the things around me and communicate with the people around me.

---

# Systemic Discrimination

Systemic discrimination happens on the basis of race, sex, ethnicity, sexual preferences or orientation, ability and physical shape.

It is perpetuated by an organization (or many) through obvious or hidden policies, decision-making, practices, and education.

It is embedded within society and the structures that govern daily life.

Examples:

<https://droptheguilt.trubox.ca/systemic-discrimination/>