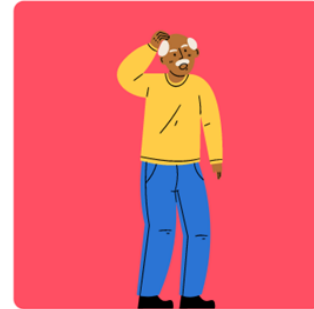
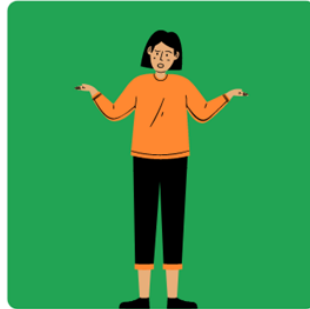
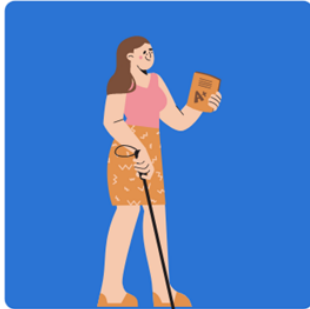


DEI

Diversity Equity Inclusion & Implicit Bias



Social & Human Services

As social workers we've committed ourselves to improving the health and well-being of people in society. We work with and advocate for the most vulnerable in our society. We manage people, programs, and organizations. It is we who have the knowledge and skills to change our system and solve our grandest challenges, whether the issue is micro or macro.



Lakeya Cherry, DSW, MSSW

- **Primary Objective:**
DEI support for
participants
- **Secondary Objective:**
Implementation of
Primary support in
practice setting

Topic: *Diversity Equity &
Inclusion in Social Work
Practice*

Solution-focused discussion,
individual and collaborative
education, theories,
philosophy, action steps,
definitions

Communal Agreements

RESPECT

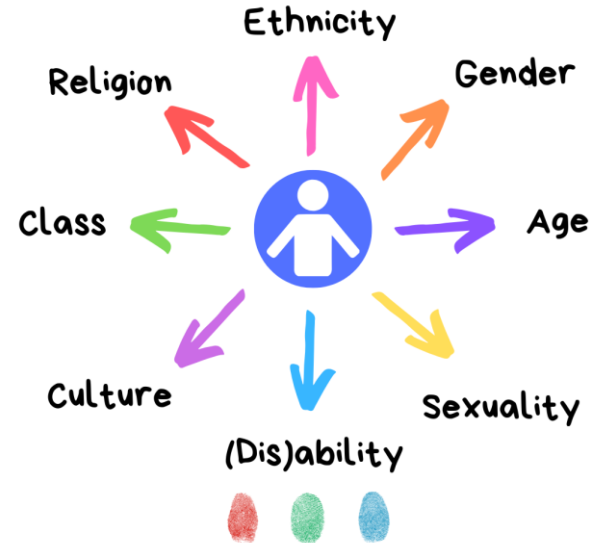
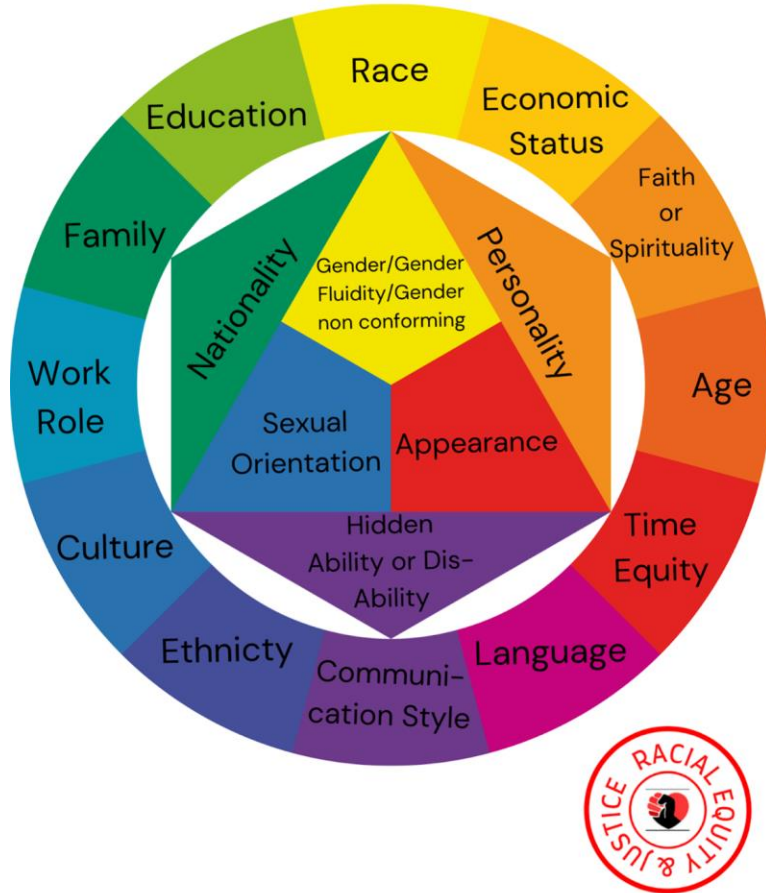
"I" STATEMENTS

ONE VOICE ALL EARS

CONFIDENTIALITY

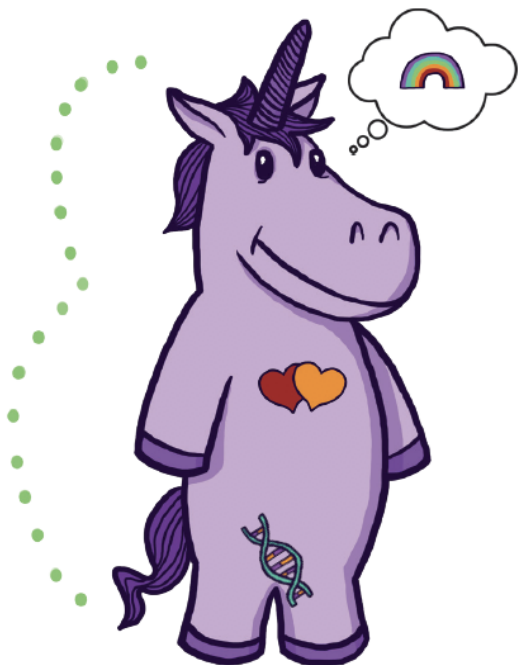


Identity



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Female/Woman/Girl

Male/Man/Boy

Other Gender(s)



Gender Expression



Feminine

Masculine

Other



Sex Assigned at Birth

Female

Male

Other/Intersex



Physically Attracted to



Women

Men

Other Gender(s)



Emotionally Attracted to



Women

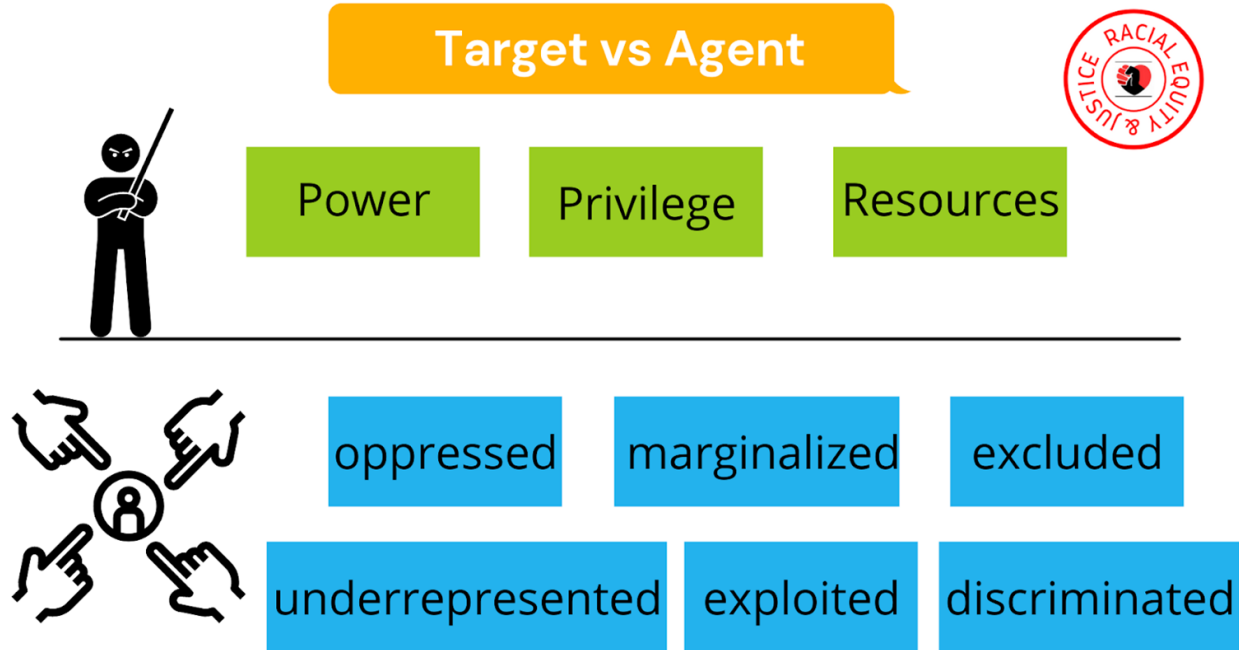
Men

Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Understanding Privilege



Definition of Diversity Equity & Inclusion (DEI)

What is Diversity, Equity, and Inclusion?

Diversity - represents the full spectrum of human demographic differences: race, religion, gender, sexual orientation, age, socio-economic status or physical disability

Equity - constantly & consistently recognizing and redistributing power in a way that is accessible to everyone according to their identities

Inclusion - all individual existences, thoughts, ideas, contributions, and efforts are essential

Why are discussions of diversity, inclusion, anti-racism & racial equality important for municipalities ?

A Philosophy...

Diversity Equity & Inclusion

Diversity Equity & Inclusion is not a Tool-Kit, a set of finite actions, or a manual on how to engage with those different from you. DEI is a philosophical approach to engaging individuals. In its simplest form, DEI is a philosophical shift in the way you interact with the world around you.



Growing Your Perspective

Diversity Equity & Inclusion

Most of us view the world from an *Egocentric* or *Ethnocentric* perspective. This means that we make sense of our surroundings and scenarios by evaluating other peoples and cultures according to the standards of one's own choices or cultures.

Example:

"I can't believe they did that, I would have done x,y,z instead"

"I don't know why people have a problem with _____ we always did x,y,z when I was growing up and nobody complained"

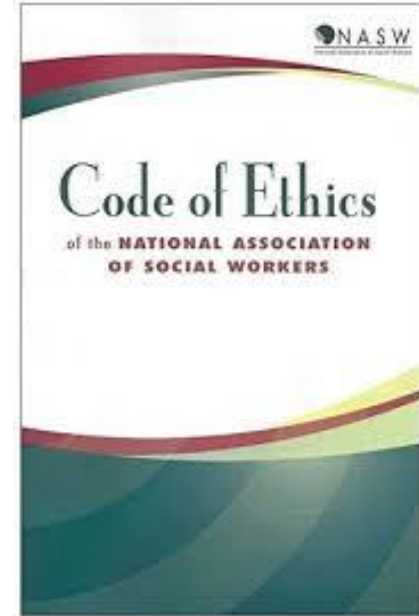


NASW Code of Ethics

Ethical Standard of Social Work: 1.05 Cultural Awareness and Social Diversity

NASW Code of Ethics

Revisions to the NASW Code of Ethics related to Standard 1.05 included a change to the title from “Cultural Competence and Social Diversity” to “Cultural Awareness and Social Diversity.” The rationale for this change was based on literature and the ongoing discussion about whether it is realistic that social workers become competent in all cultures. It was determined that a more realistic expectation is that social workers continuously seek knowledge and improve their skills and ability to meet the needs of people of diverse cultures and backgrounds.



Cultural Awareness vs. Competency

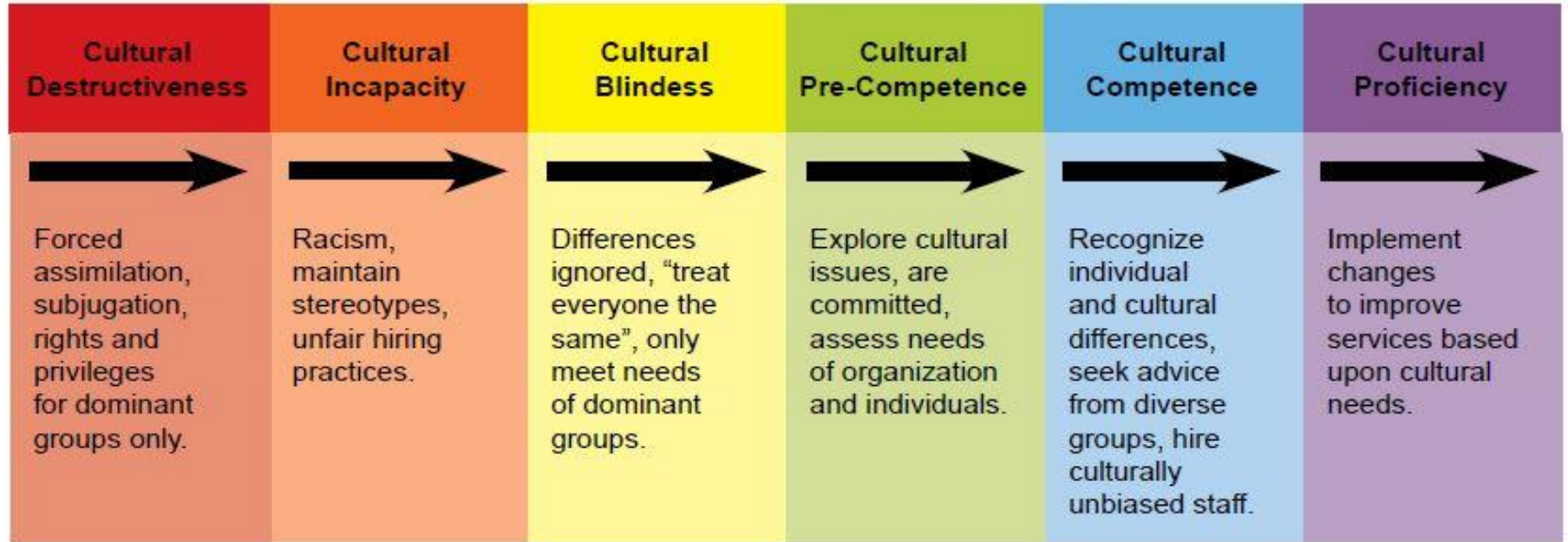
Cultural Competence

- Provider typically identifies with community
- Has lived experience
- Unique expertise
- Understands symbols, language, and identifiers

Cultural Awareness

- Acknowledges differences in service delivery and practice between communities
- Has learned knowledge
- Does not identify with community but can identify barriers
- Is not an expert

Continuum of Cultural Competency/Awareness

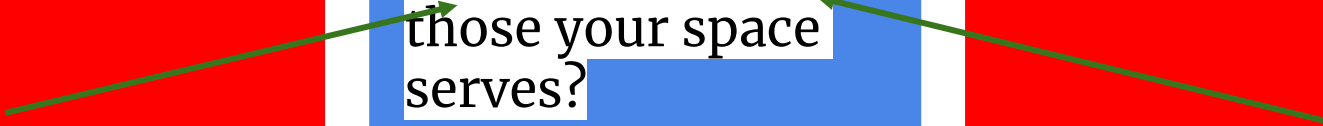


Unsafe vs Safe Community/Space

Imagine a space
you would feel
unsafe

Are there
differences for
Protected Class
Members ? Or for
those your space
serves?

Imagine a space
in which you
would feel safe?



Increasing Cultural Awareness

How to Increase Cultural Awareness & Responsive Practice Interventions Based on Client Identity

- Use of supervision or colleagues
- Explore your own culture-based assumptions and biases
- Learn more about the culture specific services, supports, resources, and providers in your community, state, or field
- Peer Reviewed Resources, Best Practice
- Develop relationships with cultural educators and those in the community with expertise
- Learn more about the conceptual differences among different identities and cultures related to personal disclosure, asking for help, mental health, and other social & human services
- Establish a professional network and engage in continue education or professional development curriculum
- Nobody knows all the answers and can navigate this space flawlessly, expect mistakes

Culturally Responsive Practice



Culturally responsive practice exists when spaces are safe and where all individuals are seen, valued, cared for and respected as their full selves.

In looking more directly at responsive culture, we must keep in mind a culturally responsive space exists when:

The environment is equitable, safe, and inclusive. In this environment, all feel respected, valued, empowered, and able to be their authentic selves.

Keep in mind not only clients but providers, guardians, and agency/organizational culture (i.e. communication, attitudes

Understanding Identity & Culture in Practice

.Develop awareness of client's cultural experiences and identity

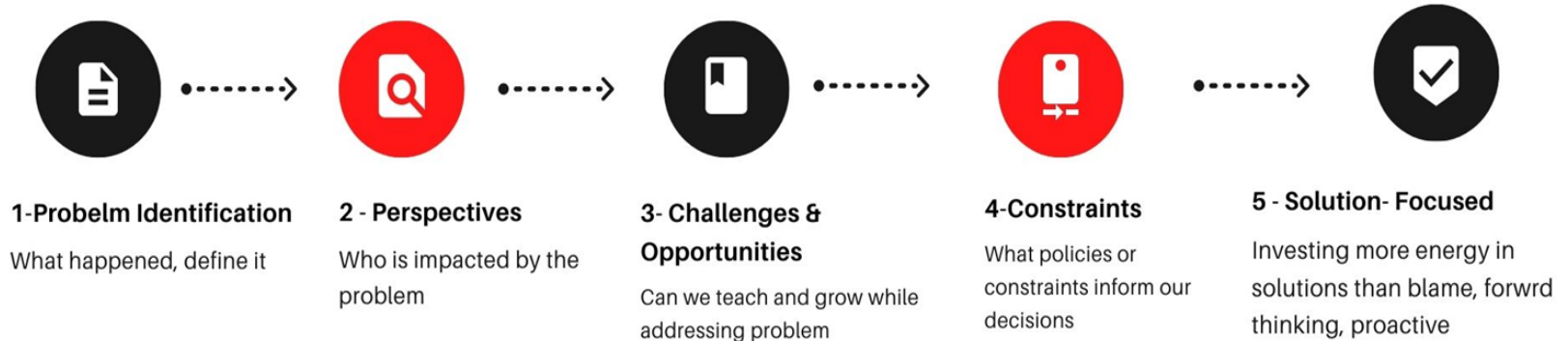
- Recognize and appreciate the culturally diverse backgrounds and experiences of clients.
- Understand the influence of the unique cultural perspectives and identity of the social worker and client
 - Reflect on the intersectional nature of social work practice
- When appropriate learn more culture or identity specific knowledge or interventions
- Understand the importance and role of culture in the client's life.
- Develop interventions with clients that include any cultural or identity based needs of clients.
- Evaluate impact of cultural or identity based interventions for future improvement .

Example:

1. Client would not attend a community program, client referred to Wabanaki Health & Wellness for Non-waiver community inclusion opportunities for activities such as beading, drum making, etc.
1. Upon initial introduction client shared cultural significance of their name and meaning behind it

EQUITABLE & INCLUSIVE PROBLEM SOLVING

Process Model



6- What is the ideal outcome, is it realistic ?

Bringing It All Together

At this point, participants should have a broader understanding and awareness of *diversity, equity, & inclusion*.

Let's examine how you will implement these standards into your organization over the next month, quarter, & year. What goals do you have ? Think about what support you will need. Do these resources exist in the organization or community ? Who could you contact for help identifying blind spots, implementing your goals, identifying community resources, overcoming challenges.

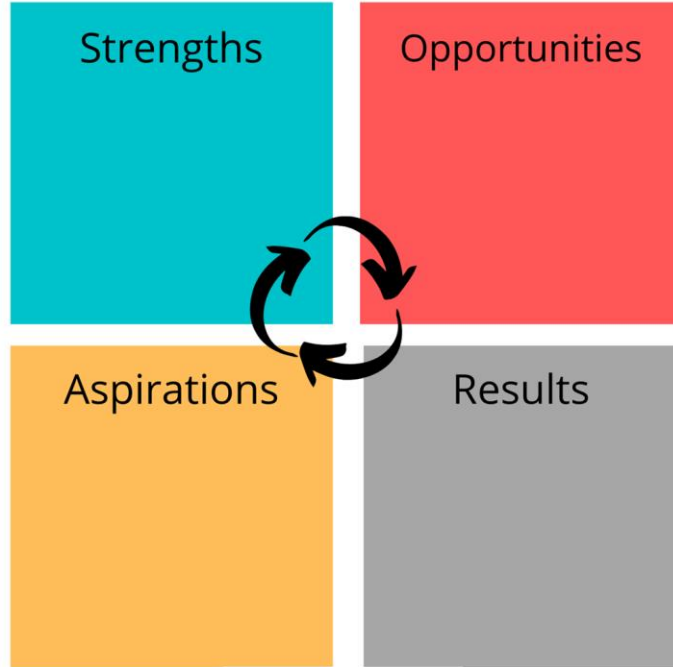
Please list goals for each period of time and the corresponding resource(s) to achieve these outcomes



S.O.A.R.

Strengths. Opportunities.

Aspirations. Results.





Q&A

Questions?

Comments?

Concerns?

Hopes?

Feedback?