



October 2019

# DIVERSITY COUNCIL

Welcome. We've been waiting for you.

# PURPOSE STATEMENT

Communities that are equitable and inclusive where everyone is empowered, conscientious, and courageous.

# Common Understanding & Mutual Respect

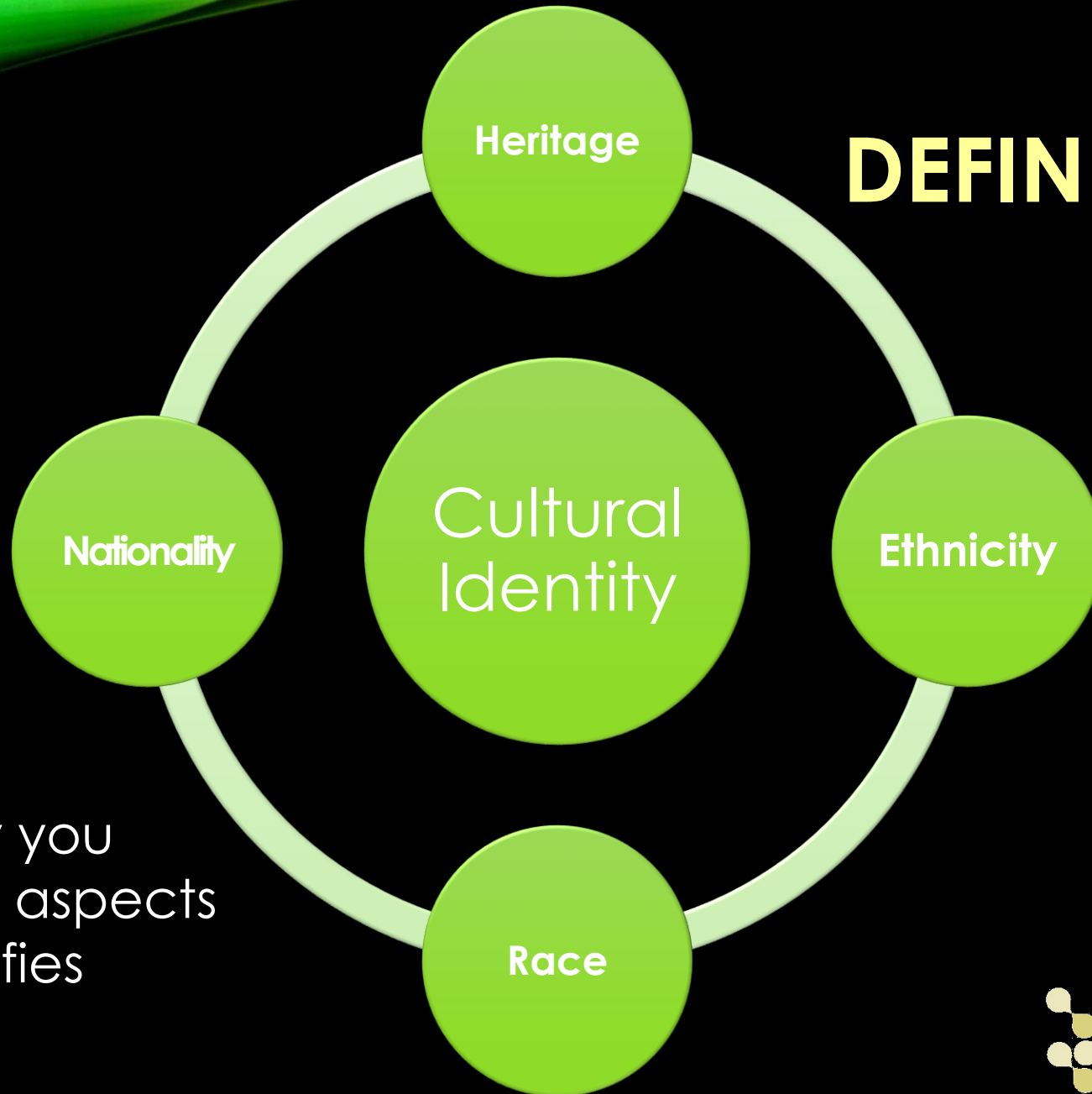
Diversity Council respects every individual's right to their own beliefs and lifestyles and honors the cultural dignity of all people.

The purpose of this workshop is not to change any of that, but to work on creating inclusive and respectful conversations and spaces.

# FRAMEWORK

- Within your organization and the scope of your impact you cannot:
  - Regulate what people think and feel.
  - Retaliate against someone's attitudes or beliefs.
- Within your organization and the scope of your impact you CAN:
  - Determine which behaviors will be tolerated and which will not, including use of language.
  - Create inclusive environments through **policy, procedure, practice AND performance management.**

# DEFINITIONS



**Cultural Identity:** How you describe yourself; the aspects with which one identifies most strongly.

# DEFINITIONS

- **Heritage:** Where your ancestors came from; family background, traditions, etc. handed down from ancestors.
- **Ethnicity:** Groups of people with common customs, values, characteristics, language, geographic origins, etc. There are over 5,000 ethnic groups in the world.
- **Race:** A social construction referring to a group of people who share general physical characteristics, particularly skin color.
- **Nationality:** Your country of birth and/or citizenship.

# INFLUENCE OF CULTURE

- All people are cultural beings. □
- Culture influences all people's norms, values and behaviors. □
- Culture influences how all people understand, interpret and respond to themselves, other people and the world around them. □
- **Because of culture, all people are inclined to be ethnocentric.** □

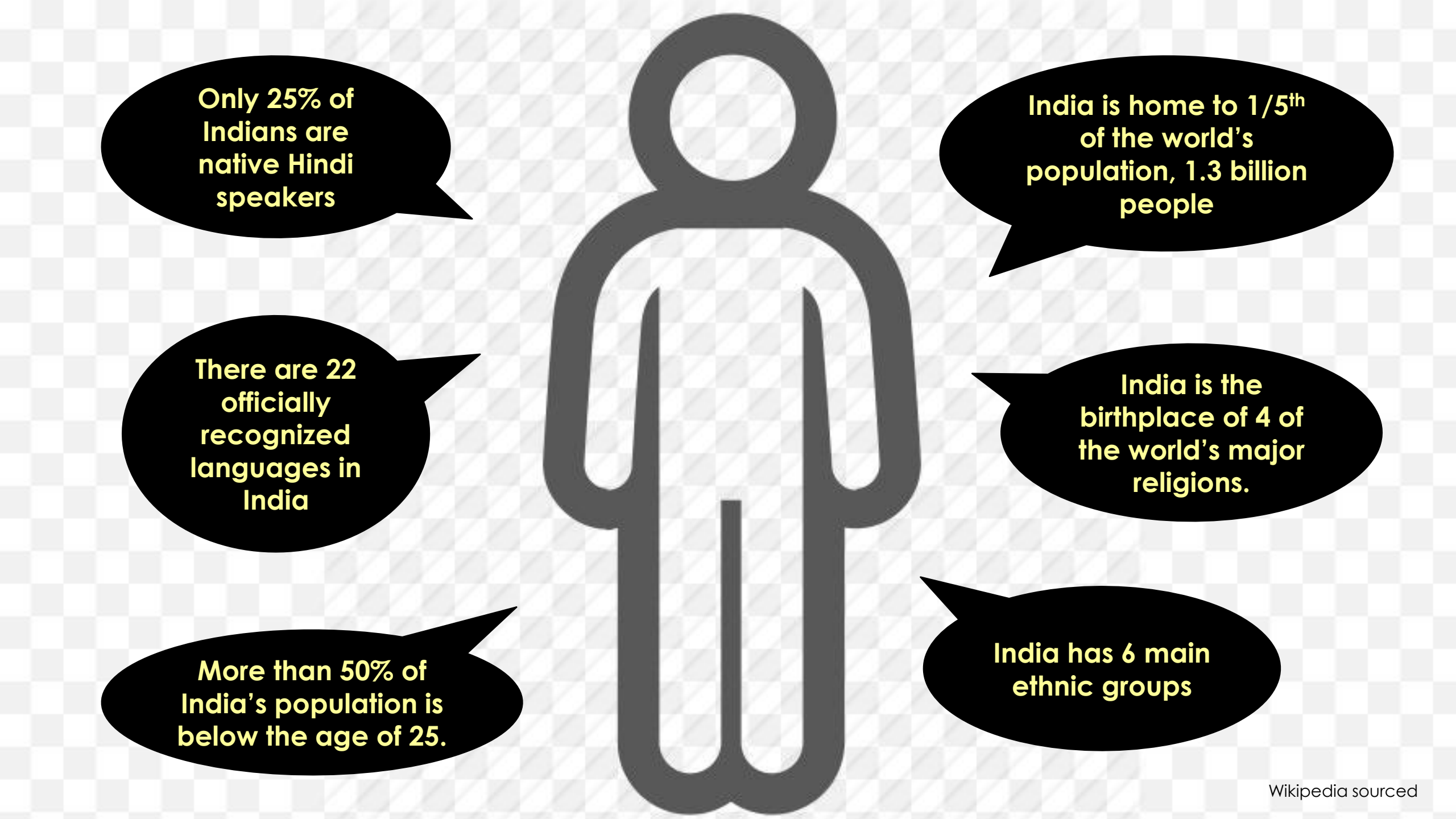
**Our ethnocentricity is EuroAmerican**



# IMPACT OF STEREOTYPES

- Despite the strength of cultural influences, individuals within any culture will vary considerably.
- Any attempt to raise levels of **cultural awareness** runs the risk of stereotyping those from different ethnic groups.
- Stereotyping involves making assumptions about the characteristics of an individual, which are based on a **standard, simplistic characterization** of their culture.





**Only 25% of  
Indians are  
native Hindi  
speakers**

**India is home to 1/5<sup>th</sup>  
of the world's  
population, 1.3 billion  
people**

**There are 22  
officially  
recognized  
languages in  
India**

**India is the  
birthplace of 4 of  
the world's major  
religions.**

**More than 50% of  
India's population is  
below the age of 25.**

**India has 6 main  
ethnic groups**

# INTERSECTIONALITY

- Socioeconomic status
- Religious secularity/observance
- Age (generation)
- Educational attainment
- Gender identity/expression
- Sexual orientation
- Geographic origin
- Ability

# WORKPLACE CULTURE

Understand ♦ Describe ♦ Adjust

Acknowledge the invisibility and pervasive nature of our EuroAmerican ethnocentricity.

## TWO PLACES TO FOCUS

- Identify and minimize the impact of **your cultural norms**
- Develop a general understanding of **communication norms and cultural norms** of others

# CULTURE AND LIVED EXPERIENCE

Diverse Voices Indeed      Dunn with Coffee

GOD...fathers!      Josie and the Future

Arts Leadership?      MN Opera opts out

That's just not how it works here



# DIVERSE VOICES INDEED



# DUNN WITH COFFEE







**Godfather's  
Pizza.**





# ST. LOUIS PARK MN



Photo Credit: Sarah Grace Photography

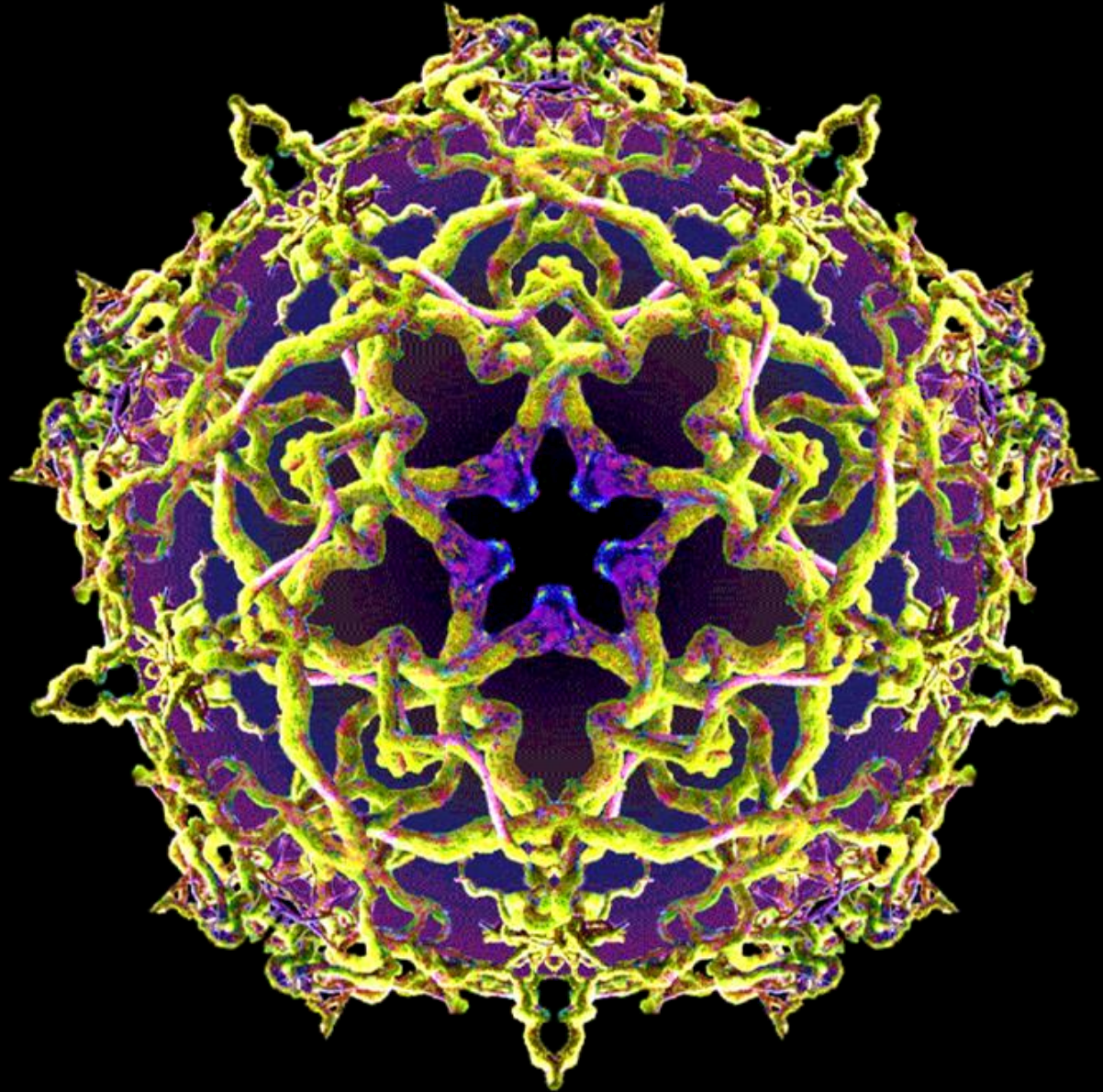


# ARTS LEADERSHIP?



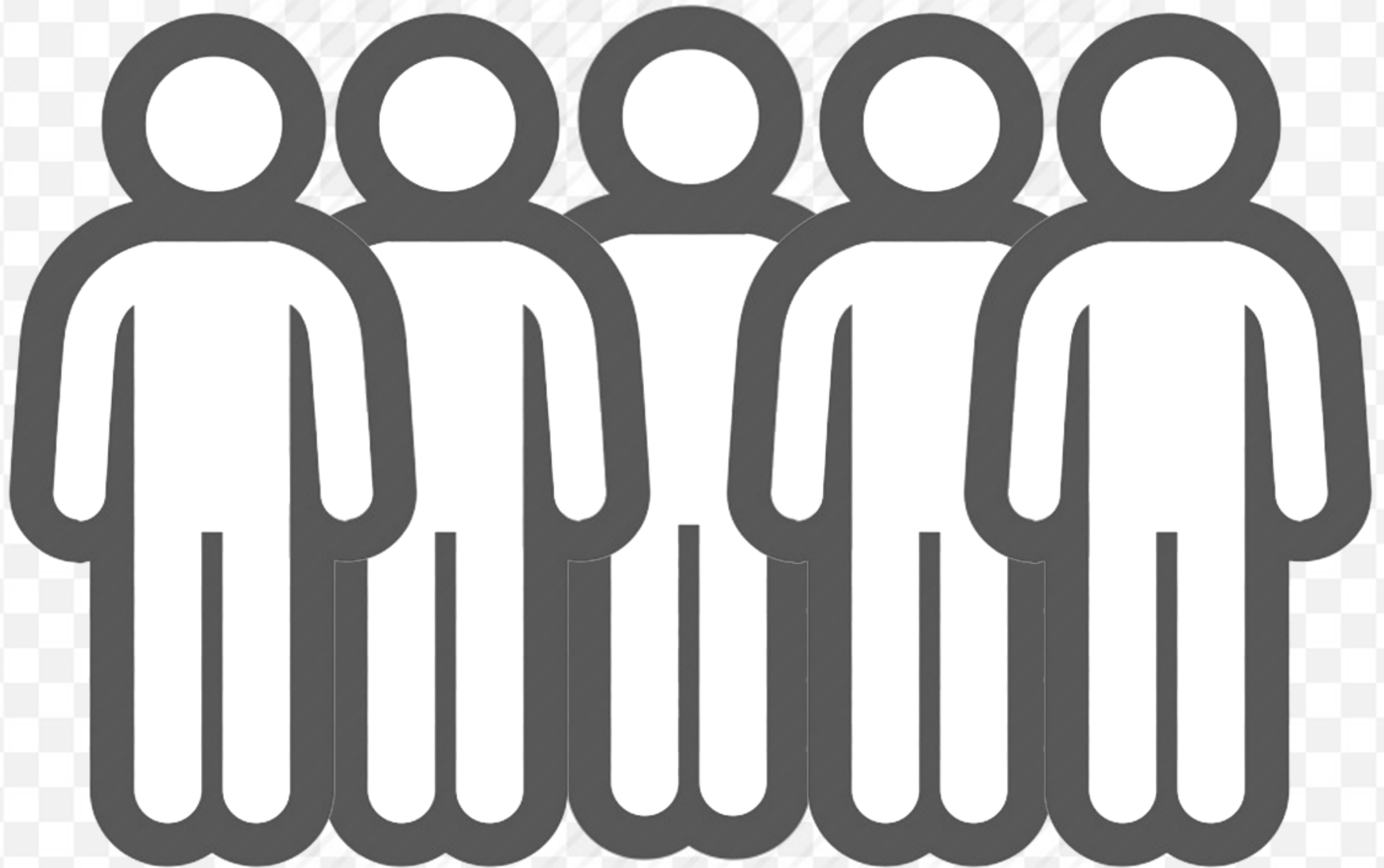


**That's just not  
how it works  
here.**



# WORKPLACE CULTURE

Understand ♦ Describe ♦ Adjust



# WORKPLACE CULTURE

Who does  
this work?

Understand ♦ Describe ♦ Adjust

How do you  
decide?

What are  
your tools?



# ADJUSTMENT TOOLS

## CULTURAL CHECKLIST

A cultural checklist is a series of questions you ask as you look at a particular action or decision to identify how and to what degree it is influenced by dominant cultural norms, expectations, and power dynamics.

What are the differential consequences of my decision for various groups?

Who stands to lose the most if my decision is a poor one?

Have I fully taken into account the risk to people not represented at this table?

What worldview am I privileging as I consider what actions to take and what do I need to learn and consider before acting?

How are my actions colluding with my privilege in this particular instance?

What could I do in this situation **and not collude with systemic consequences of privilege?**

# ADJUSTMENT TOOLS

In your sphere of influence, what could **your cultural checklist** look like?

What **process or practice** could you introduce to stay aware of EuroAmerican ethnocentricity in your culture?

What is **one question** that you can ask yourself to challenge assumptions around cultural norms and expectations?

Questions?