Diversity 101: Starting the Conversation

Key Concepts in Equity, Diversity & Inclusion (EDI)

Dang Yang, Director - Office of Multicultural Affairs
Group Expectations & Guidelines

We are committed to creating a positive space that encourages dialogue.

We are committed to engaging actively and constructively.

We are committed to trying to use inclusive language.

We are committed to examining and critiquing ideas, not people.

We are committed to ensuring that one participant speaks at a time.

We are committed to be aware of the amount of time we occupy when providing input.
"Language is the road map of a culture. It tells you where its people come from and where they are going"

--Rita May Brown
Equity

In social justice studies, "equity" is a process that provides the appropriate tools to meet an intended outcome, whereby the tools remove historical barriers and other socialized gatekeepers.

The assurance that every member of our community has equal access to the opportunities presented across our broad spectrum of offerings at UWEC.
Equality = Sameness

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

Equity = Justice

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.
FOR A FAIR SELECTION EVERYBODY HAS TO TAKE THE SAME EXAM: PLEASE CLIMB THAT TREE
Diversity

The recognition and appreciation for all of the differences represented within our culture and environment.

In social justice studies, these "differences" refer to social identities including race, gender expression, age, ability/disability, religion, etc.
Inclusion

Characterized by intentionality.

Intentional and ongoing efforts to ensure that individuals from diverse and under-privileged populations are fully able to participate in every aspect of the institution, including decision-making and leadership opportunities.
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We acknowledge that the University of Wisconsin-Eau Claire occupies the sacred and ancestral lands of Indigenous peoples. We honor the Ojibwe and Dakota Nations.
Privilege & Oppression

"Privilege exists when one group has something of value that is denied to others simply because of group membership and not based on what a person or group has done or failed to do..."

(Johnson, 2006)
The Impact of Privilege
Median Household Income by Race & Ethnicity in U.S.

Figure 1.
Real Median Household Income by Race and Hispanic Origin: 1967 to 2017

2017 dollars

- Asian
- White, not Hispanic
- All races
- Hispanic (any race)
- Black

G.I. Bill (1944)

"President Roosevelt’s race-neutral G.I. Bill, which went into effect in 1944, had state-controlled pushbacks that kept many black veterans from reaping its full benefits"

Luders-Manuel, 2017

Housing
Denial of mortgage benefits
Policy of "Redlining"

Education
28% of white veterans went to college on GI Bill vs. only 12% of Black veterans
Employment

"In a University of Wisconsin study, 17 percent of white job applicants with a criminal history got a call back from an employer; only five percent of black applicants with a criminal history got call backs."

--Pager, 2008
Crime Prevention

"STOP & FRISK" Policy, New York Police Department (NYPD)

685,724 NYPD stops were recorded (2011)

- 350,743 were black (53 percent)
- 223,740 were Latino (34 percent)
- 61,805 were white (9 percent)
- 49,436 were unknown (4 percent)

88% innocent
The 4 i's of Oppression

Systemic devaluing, undermining, marginalizing, and disadvantaging of members from certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access, based solely on their membership in their respective social identities.

--White Privilege Conference, 2013
Ideological Oppression

Our conscious and/or unconscious thoughts, attitudes, and beliefs that places social identities into a hierarchy and assigns value throughout different levels of that hierarchy.

Thoughts, attitudes, and beliefs are socially constructed & socially reinforced.
Institutional Oppression

The systematic mistreatment of people within a social identity group, supported and enforced by the society and its institutions, solely based on the person’s membership in the social identity group.

--LaFrance & Quinteros, 2006
Interpersonal Oppression

The way in which people play out discrimination & violence on each other.

--Jones & Okun, 2016
Internalized Oppression

When individuals from marginalized communities consciously or unconsciously adopt the negative thoughts, attitudes, and beliefs associated with their respective social identities.

--Jones & Okun, 2016

We hear it
We learn it
We believe it
We embody it
We reinforce it
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EDI
Privilege & Oppression
Social Justice Lens

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Advocacy
Deliberate process of influencing an outcome so change takes place.

Agency
Individuals have the capacity and ability to voice concerns and act on them to create change for the better.

Solidarity Action
Working with others to act for the collective betterment.

Access
Gateway to inclusion and participation.

Focus on Equity
Civil society
Solidarity action
Collectively working for change
Open and available to all
Participatory democracy
Transformative practice
Agency
Systemic change
Skills to effect change
Capacity to effect change
Participatory democracy
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