

A Discussion in

Diversity, Equity, &
Inclusion



DI·VER·SI·TY

All the ways in which people differ.



EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

DIVERSITY, EQUITY & INCLUSION



DIVERSITY
ASKS

WHO
— IS IN —
THE ROOM



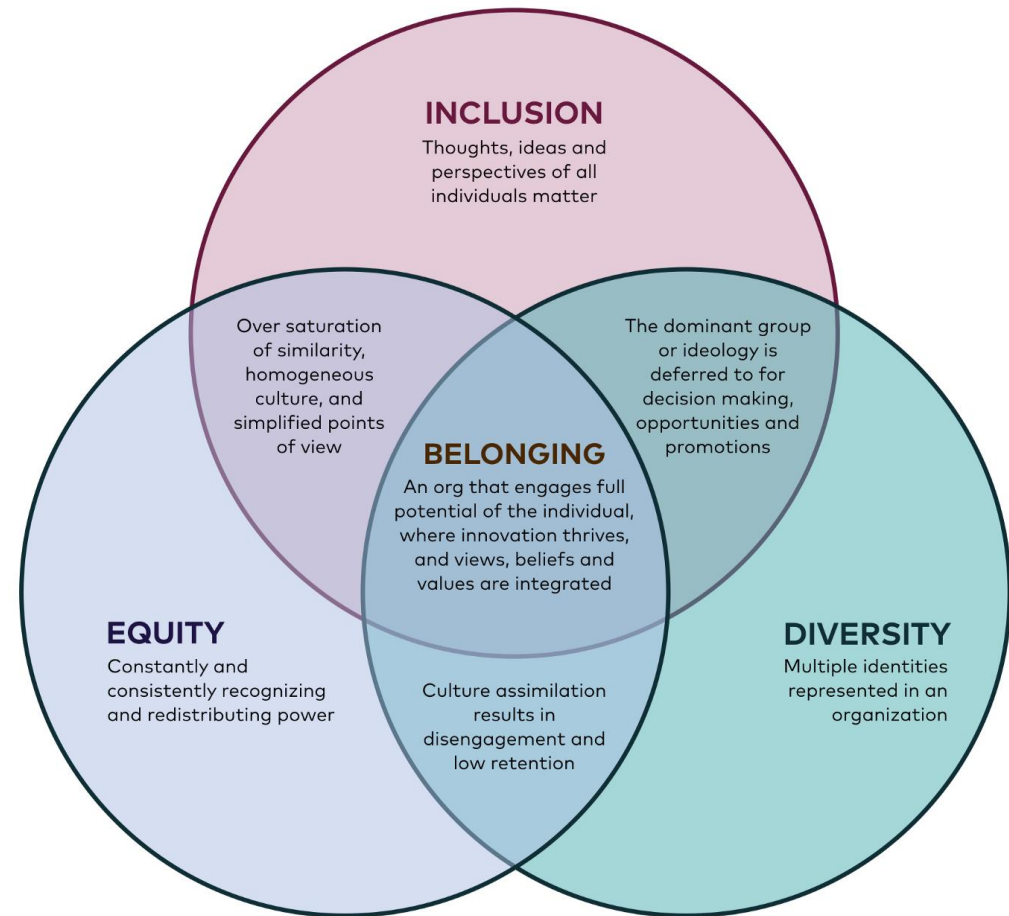
EQUITY
ASKS

WHO IS
— TRYING TO —
GET IN THE ROOM
BUT CAN'T



INCLUSION
ASKS

— HAVE —
EVERYONE'S
IDEAS BEEN
HEARD



Snow White and the 7 isms

- Racism
- Sexism
- Classism
- Ageism
- Anti-Semitism
- Ableism
- Heterosexism (LGBTQIA)

RACISM

The systematic subordination of people from marginalized racial groups based on their physical appearance, ethnic or ancestral history, or cultural affiliation. Racism is considered a deeply pervasive, systemic issue perpetuated by members of the privileged racial group holding dominant social power over others. Discrimination, prejudice, or xenophobia may be more accurate terms for describing individual acts of oppression. While these individual acts likely stem from systemic racism, at the individual level the power dynamics that enable racism are not at play in the same way.

ANTI-SEMITISM

Hostility toward or discrimination against Jews as a religious or racial group

SEXISM

The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate women, and devalue ways of being that are associated with women.

CLASSISM

Prejudice or discrimination on the basis of social class. It includes individual attitudes, behaviors, systems of policies and practices that are set up to benefit the upper class at the expense of the lower class.

Social class refers to the grouping of individuals in a hierarchy based on wealth, income, education, occupation, and social network.

AGE-ISM

The pervasive system of prejudice and discrimination that marginalizes people based on their age. This can be perpetuated through stereotypes of youthfulness versus life at an older age and through oppressive policies that subordinate and exclude older folks. Ageism can impact different age groups besides older folks, such as children who are stereotyped as being unable to make big decisions.

ABLE-ISM

The pervasive system of discrimination and exclusion that oppresses people who are differently abled, including differences in mental, cognitive, emotional, and/or physical abilities, through attitudes, actions, or institutional policies.

HETEROSEXISM (LGBTQIA)

- The assumption that all people are or should be heterosexual. Heterosexism excludes the needs, concerns, and life experiences of lesbian, gay, bisexual and queer people while it gives advantages to heterosexual people. It is often a subtle form of oppression, which reinforces realities of silence and erasure.

<https://lgbtqia.ucdavis.edu/educated/glossary>

DOING BETTER



COMMUNICATION
EDUCATION
CHANGE

Implicit bias

We have a bias when, rather than being neutral, we have a preference for (or aversion to) a person or group of people. Thus, we use the term “implicit bias” to describe **when we have attitudes towards people or associate stereotypes with them without our conscious knowledge.**

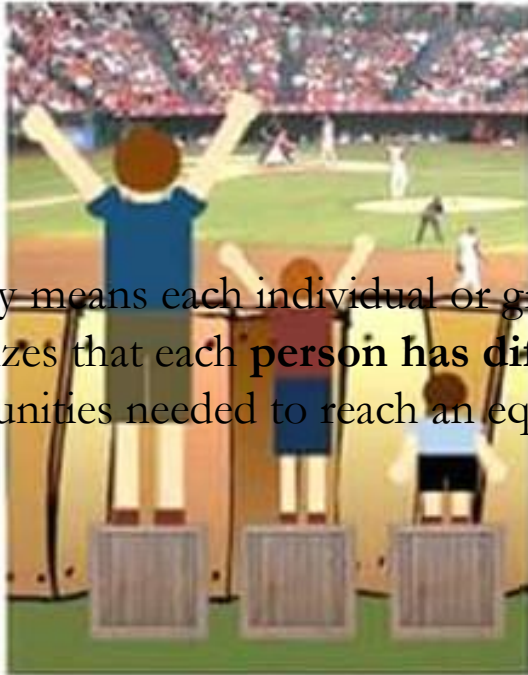
Intersectionality

Intersectionality is **the acknowledgement that everyone has their own unique experiences of discrimination and oppression** and we must consider everything and anything that can marginalise people – gender, race, class, sexual orientation, physical ability, etc

Tokenism

The practice of making only a perfunctory or symbolic effort (malicious compliance) to be inclusive to members of minority groups , especially by recruiting people from underrepresented groups in order to give the appearance of racial or gender equality within a workplace or educational context. The effort of including a token individual in work or school is usually intended to create the impression of social inclusiveness and diversity (racial, religious, sexual, etc.).a

Equality



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

Equity



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

Inclusion



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each **person has different circumstances** and allocates the exact resources and opportunities needed to reach an equal

A Starting Point

- Racism – Domin Ave
 - Domino ave
- Heterosexism (LGBTQIA)
 - Police Dept has pink ribbon.
 - Why not an over arching cancer support
 - Rainbows are our friend
- Sexism – Title IX
 - Hockey Equality vs Equity

Smithfield Public Schools

Smithfield High School

#17 in Best Public High Schools in Rhode Island

B+ Overall Grade • Public • 9-12 • SMITHFIELD, RI • ★★★★★ 151 reviews

Overall Niche Grade How are grades calculated? Data Sources	B+	Academics	C+	Diversity
	A	Teachers	B-	College Prep
	B-	Clubs & Activities	B+	Health & Safety
	B-	Administration	A	Sports
	C+	Food	C+	Resources & Facilities