



Cultural Awareness and Humility Workshop

April 5, 2022

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Workshop Objectives

Increased awareness /
Insight into Self

Build and deepen
understanding of others

Increase tools in your
diversity kit

TEND to your Norms for Courageous Conversations

TRUTH

Speak Your Truth



ENGAGE

Stay Engaged



NON-CLOSURE

Expect and Accept Non-closure



DISCOMFORT

Embrace Discomfort

Breakout Room

Which Norm
Resonates
With You?





What do all of these racist logos have in common?



Dec 2020: “but will continue to play as the “Indians” thru 2021 until a new name is chosen.”

July 2021: Guardians

Nov 2, 2021: Sign comes down



June 17, 2020: “QuakerOats (PepsiCo) recognizes AJ’s origins are based on a racial stereotype.”

Hours later: “Mars will be evolving the UB brand too”

July 3, 2020: “After a thorough review, we will retire the team's name.”
(...after FedEx threatened to pull \$45M in contract fees with 1-sentence statement)



Feb 2020: ahead of 100th anniversary.



1894 - July 1, 2020:
Gov. Reeves: “Today, I hear their hurt.”

Jan 11, 2021



June 20, 2020: “Dreyer’s is committed to being part of the solution on racial equity.”

All Retired in 2020



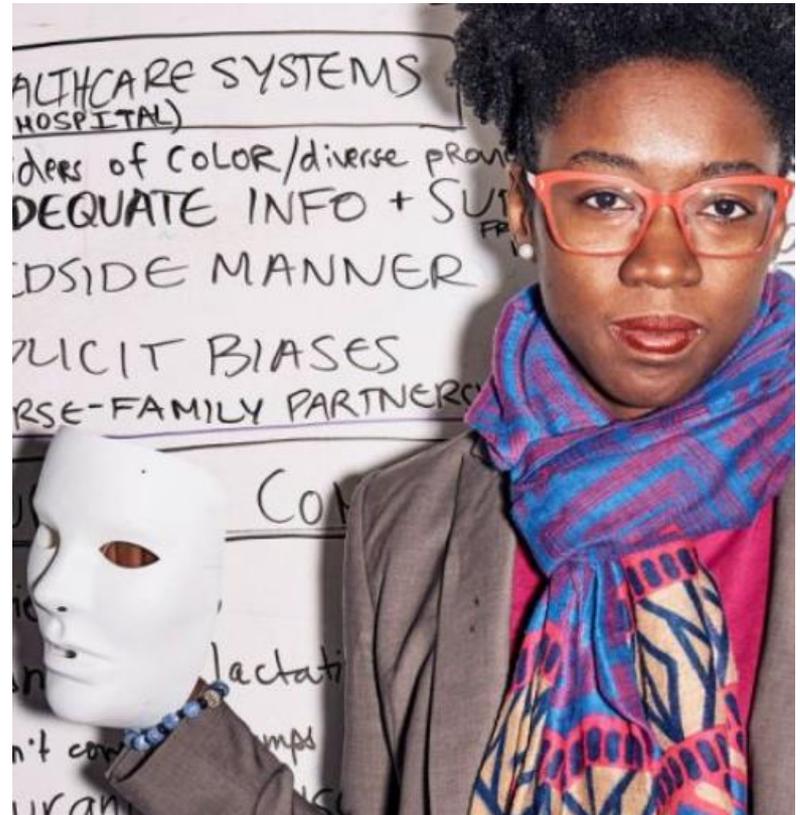
Inclusion in Action: *Beth Ford*

- **CEO, Land O'Lakes**
- First openly gay woman CEO to run a Fortune 500 Company (June 2018)
- 4 openly gay CEOs in 2020
- 37 women CEOs in 2020 Fortune 500
- Almost 50% of Americans aren't out at work

I made a decision long ago to live an authentic life and if my being named CEO helps others do the same, that's a wonderful moment...I think it must be really hard if you feel like you're in a culture where you can't be who you are. Work is hard enough, and then when you have to feel as though you can't be who you are, that's got to be incredibly difficult.

Inclusion in Action: *Joy Buolawmwini and the Algorithmic Justice League*

AI is what we give machines what we perceive to be intelligence, so for instance, giving the computer vision, and making decisions. This can become dangerous when white men using their faces as the default and come together to decide what intelligence looks like...AI is not a neutral scientific tool.



Inclusion in Action: *Adam Rippon*

When I sat down on Sunday night to watch this first out gay figure skater skate at the Olympics, I knew it was going to be an event. But I didn't quite know that it would be so emotional for me personally. Me imagining what - how I would've responded to that as an 8-year-old, as a 10-year-old, as a teenager is that his effeminate qualities, his girlishness, his gayness, frankly, was so present and celebrated, and he got so much applause.

And all of that just bundled together, I just think as a kid that would have been a really vital moment of validation. You can be entirely yourself, and people will love you not despite it but partly because of it...once in a while, seeing this one individual thing, this one moment can instill so much hope..."

-Richard Lawson, Vanity Fair 2018



Inclusion in Action: *Ryan Coogler*

As I got older, I wanted to find a comic book character that looked like me and not just one that was on the sidelines, and I walk in and ask the guy at the desk that day, and say, 'Hey man, you got any comic books here about black people, you know, like with a black superhero?'

And he was like, 'Oh, yeah, as a matter of fact, we got this one.'

- Ryan Coogler, Co-Writer and Director,
[Black Panther](#), 2018





Inclusion in Action: Matt Maxey

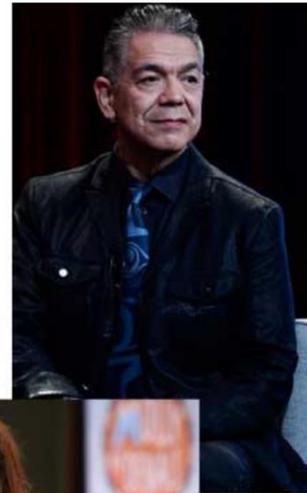
<https://www.youtube.com/watch?v=GdO3mo8x4-4#action=share>

Inclusion in Action: *Molly of Denali*

The Alaska Natives / Indigenous Natives Who Gave "Molly of Denali" an Authentic Voice

(From Top Left)

- Sovereign Bill (Molly Mabray)
- Lorne Cardinal (Grandpa Nat)
- Adeline Juneby Potts (Auntie Midge)
- Princess Daazhrai Johnson (Creative Producer)
- Dewey Hoffman (Working group)
- Rochelle Adams (Working group)



<https://www.youtube.com/watch?v=GdO3mo8x4-4#action=share>

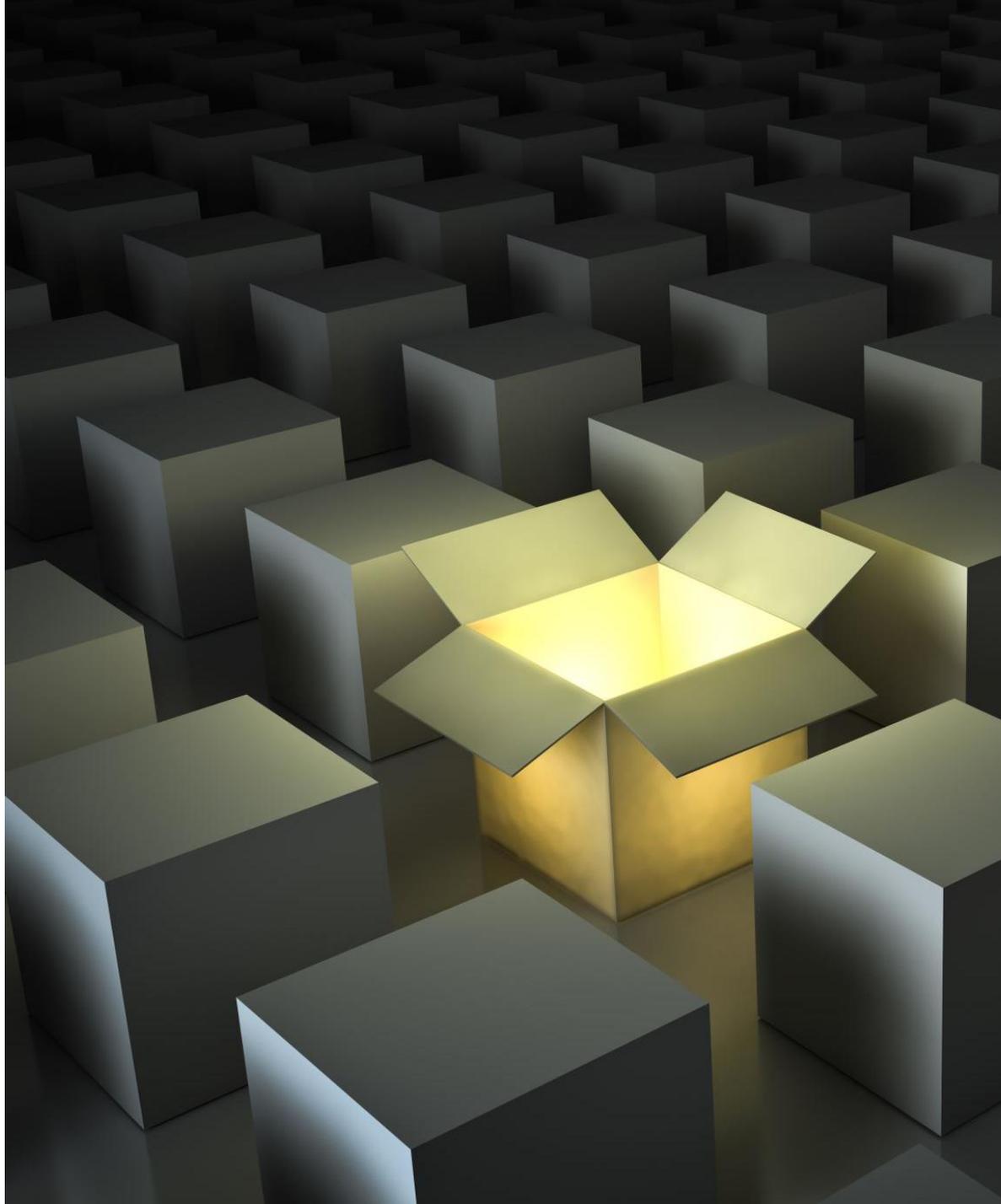
New Zealand Black Ferns Rugby Team - Haka



<https://www.youtube.com/watch?v=sn1UNGqgZ3g>

Chatterfall

Which story
most resonated
with you?



What's Next?

Complete *Diversity Profile, 9 Whys*,
Explore your reactions to *exercises*

Keep considering TEND – which
norms resonate and why?

Reflect on Inclusion in Action eggs; can
you share others?

For our Next
Workshop:
**Introduction to
Implicit Bias**

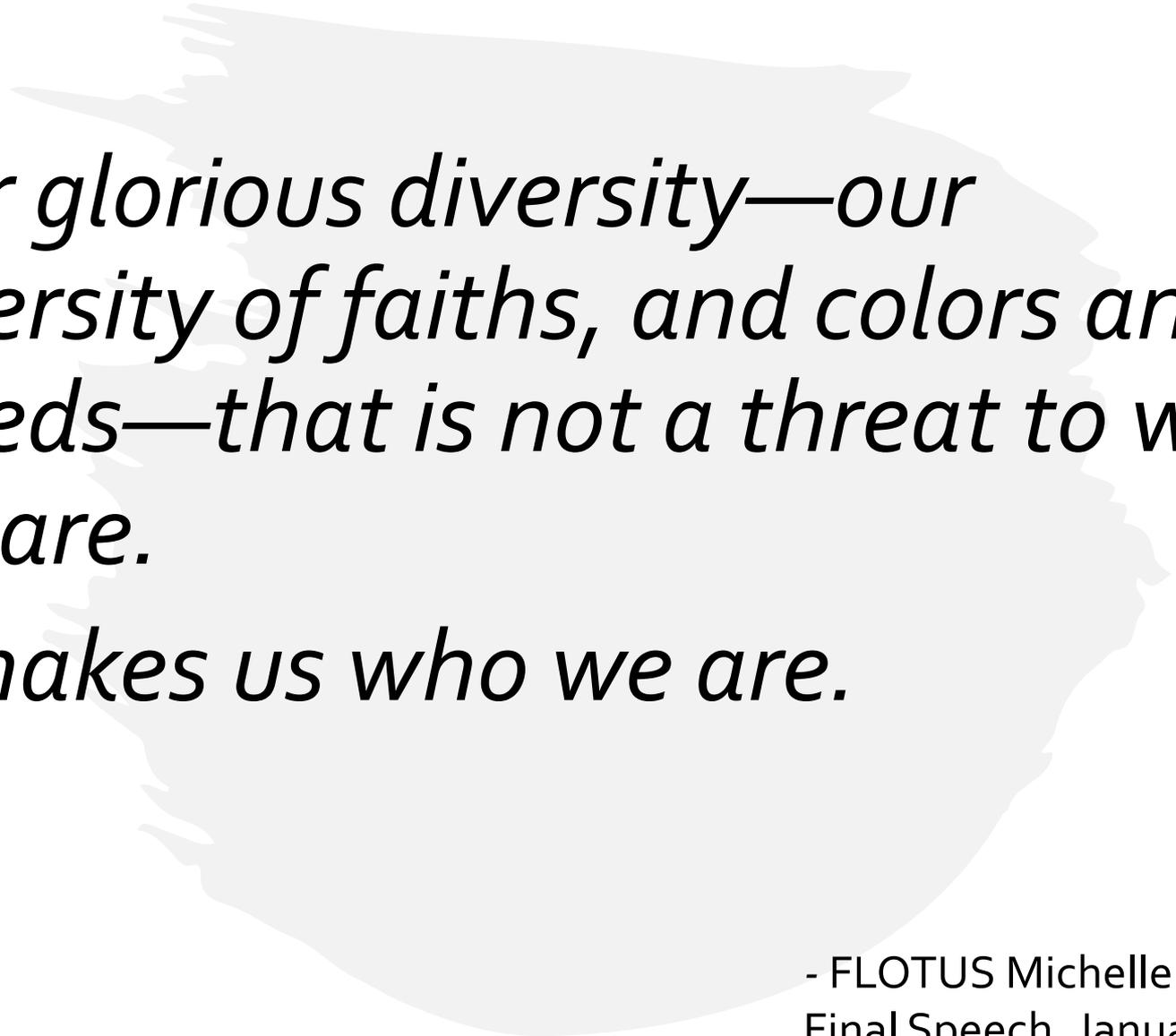
Please take at least 2 Implicit
Association assessments!

projectimplicit.net

Please note your experience

Tuesday April 26, 2022

**3 pm PT / 4 pm MT
5 pm CT / 6 pm ET**



*Our glorious diversity—our
diversity of faiths, and colors and
creeds—that is not a threat to who
we are.*

It makes us who we are.

- FLOTUS Michelle Obama
Final Speech, January 2017

WHY IS DIVERSITY IMPORTANT TO YOU?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____

- In pairs, designate interviewee and scribe
- Scribe asks interviewee: **Why is diversity important to you?** Write down their answer on line one
- Keep asking **Why is THAT important to you?** And write down their answers. Keep going for 5 minutes, or up to 9 times
- Switch roles after 5 minutes
- Mutually agree to get this sheet back to the person you interviewed!