



The Council for Health &
Human Service Ministries

United Church of Christ

DEI: Not just a moment but a movement.

Niquanna Barnett & Stacey Parke

What to expect

What catapulted DEI into the spotlight?

DEI – What exactly does that mean and why is it important and necessary for an organization?

Who is Orion – what we do, what we look like, and who we serve.

How Orion started their DEI Journey

Implicit biases – what does this mean to me and my organization?

IAT assessments

On going changes and next steps

What to consider when starting out

Resources

Father McShane (President, Fordham University) “Being Bothered”



Sandra Bland



- Died in police custody under suspicious circumstances on July 13th, 2015

Philando Castille



o: Facebook/Philando Castile

- Murdered in front of his young child and girlfriend during a traffic stop July 6th, 2016

Elijah McClain



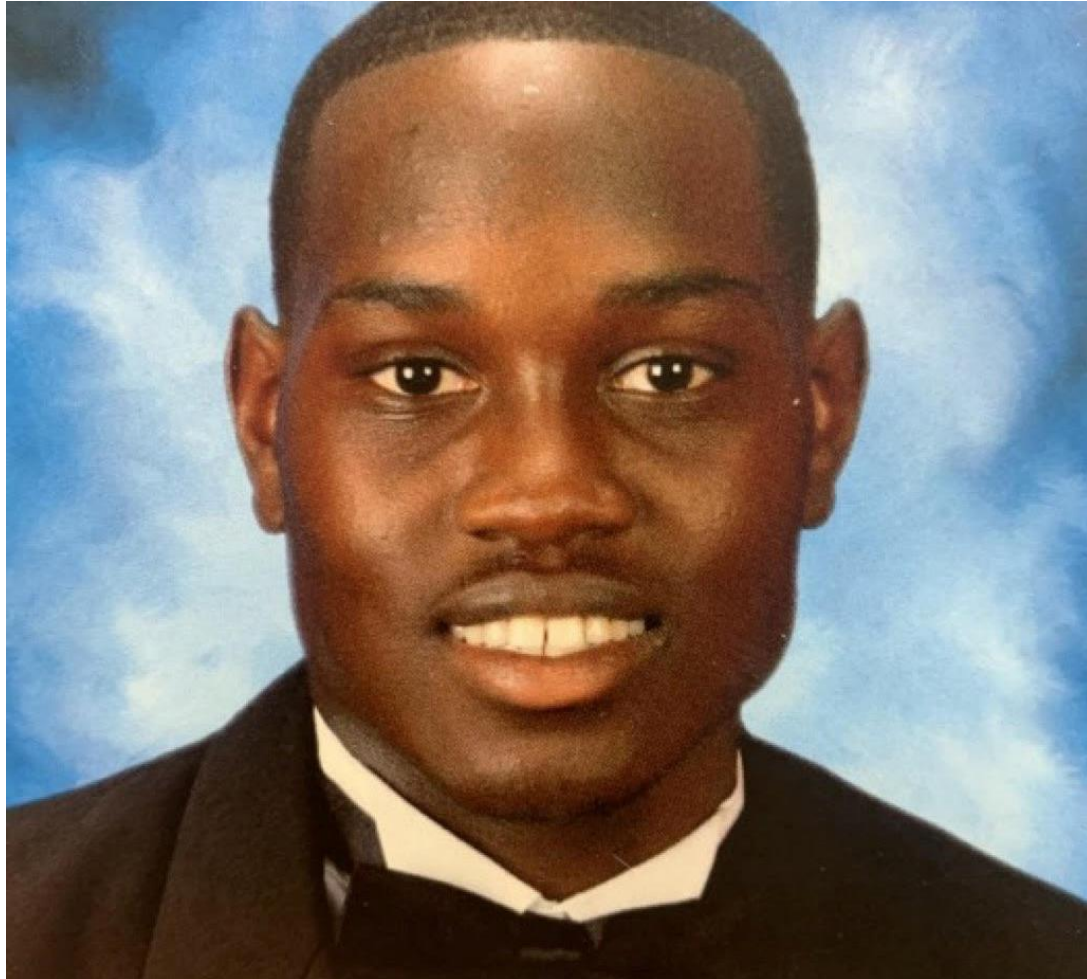
- Murdered by police was given a lethal dose of Ketamine to calm him and he dies on August 30th, 2019

Atatiana Jefferson



- Murdered by police on October 12th, 2019

Ahmaud Arbery



- Murdered while running on February 23rd, 2020

Breonna Taylor



- Killed during a no knock warrant by police on March 13th, 2020

May 26th, 2020



8:46



What is DEI

What is Diversity: DEI at Work

<https://youtu.be/tHme8UtU8ws>



Diversity Defined

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc..

"Diversity" means more than just acknowledging and/or tolerating difference. Diversity is a set of conscious practices that involve:

Understanding and appreciating interdependence of humanity, cultures, and the natural environment.

Practicing mutual respect for qualities and experiences that are different from our own.

Understanding that diversity includes not only ways of being but also ways of knowing;

Recognizing that personal, cultural and institutionalized discrimination creates and sustains privileges for some while creating and sustaining disadvantages for others;

Building alliances across differences so that we can work together to eradicate all forms of discrimination.

Equity versus Equality

The dictionary defines equality as the state of being equal in rights, status, and opportunity.

Equity can be defined as the means to achieve equality

Equality

Equality is providing the same level of opportunity and assistance to all segments of society, such as races and genders.

Equity is providing various levels of support and assistance depending on specific needs or abilities.

Equality and equity are most often applied to the rights and opportunities of minority groups. Longley, Robert. "Equity vs. Equality: What Is the Difference?" ThoughtCo, Feb. 17, 2021, [thoughtco.com/equity-vs-equality-4767021](https://www.thoughtco.com/equity-vs-equality-4767021).

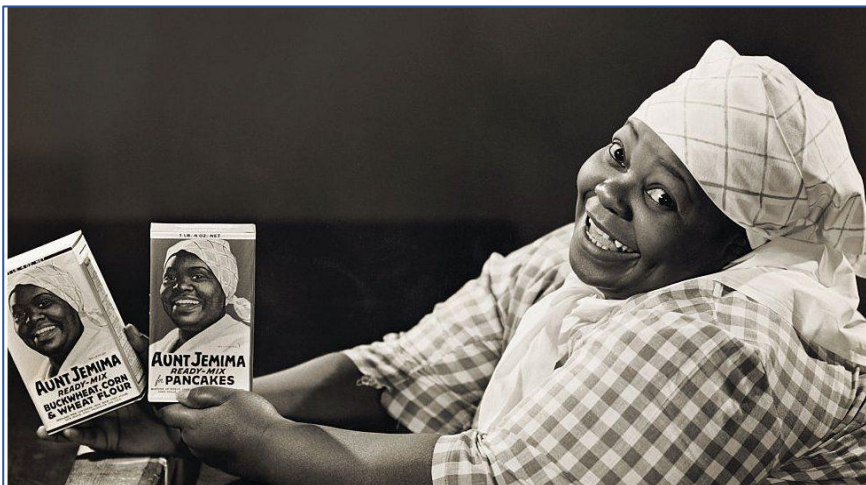
Inclusivity Defined

- The dictionary defines Inclusivity as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those having physical or mental disabilities or belonging to other minority groups.
- Inclusivity also means being aware of your implicit biases – which we will review in just a bit

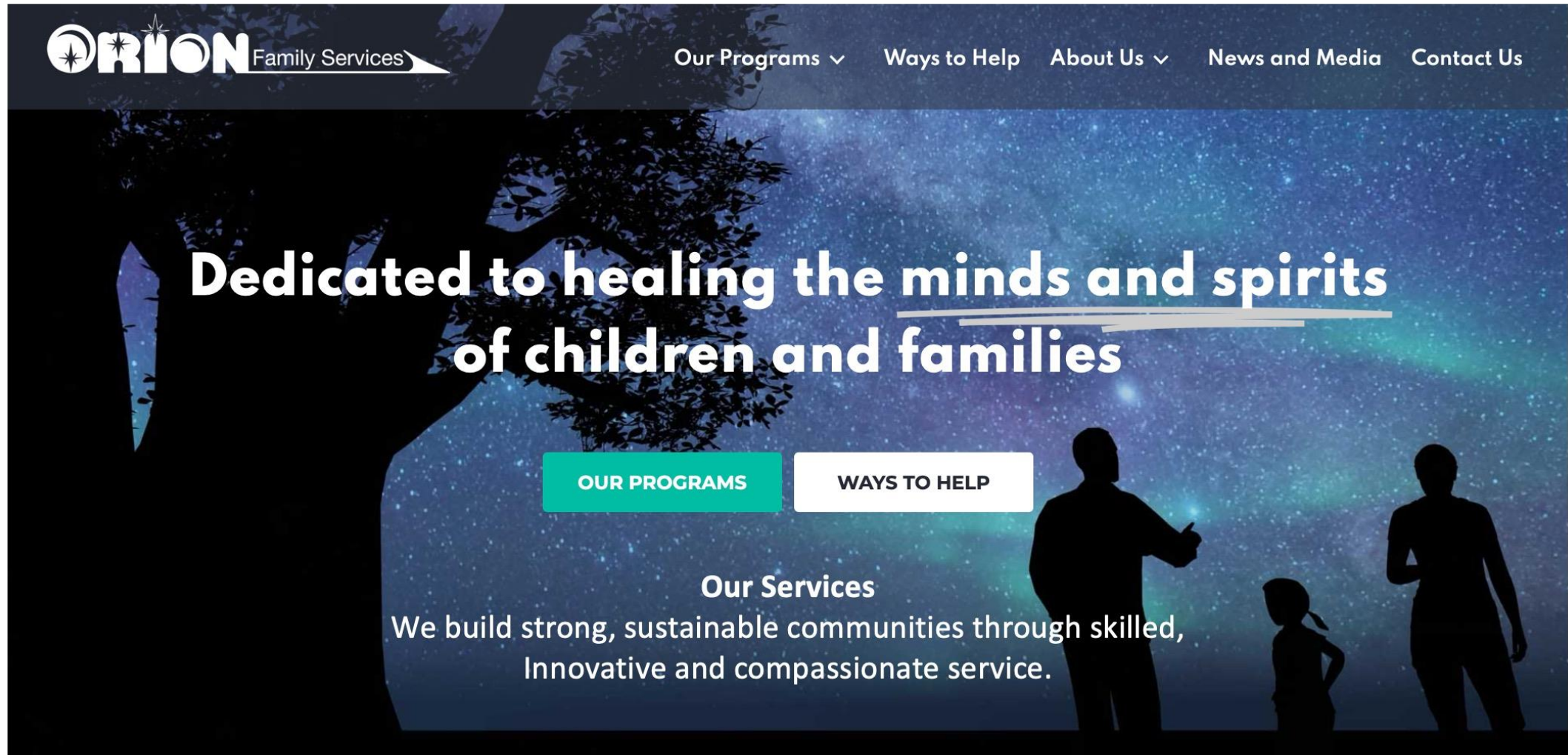
Five Pillars of DEI

- Data Collection and Gathering Information
- Education
- Representation & Visibility
- Outreach and Support
- Dedicated Staff

Why is DEI Important



Who is Orion Family Services?



Ways In Which We Help

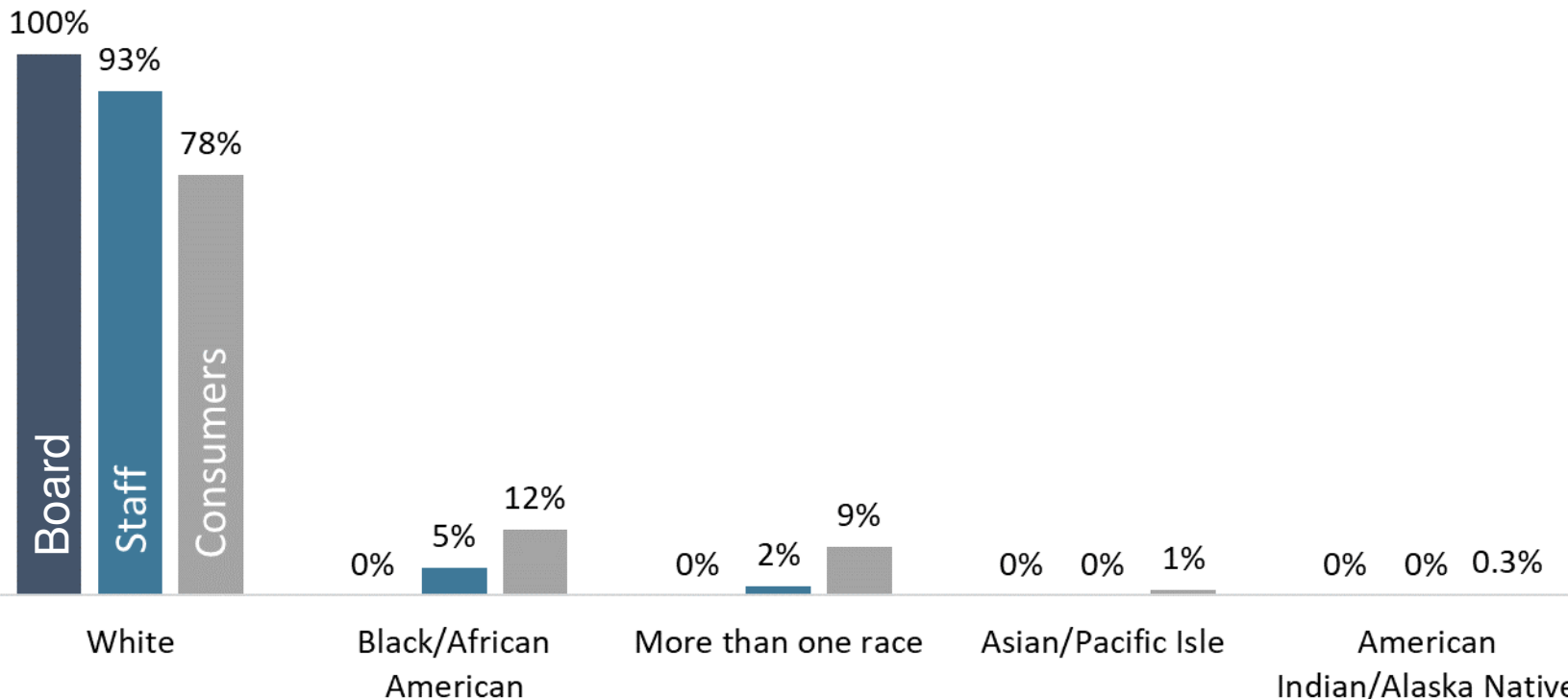


- THERAPY
- SCHOOL
BASED MENTAL
HEALTH
- PARENT
EDUCATION
- SKILLS
DEVELOPMENT
- MENTORING
- SAFETY
SERVICES

Consumer, Board and Staff Demographics

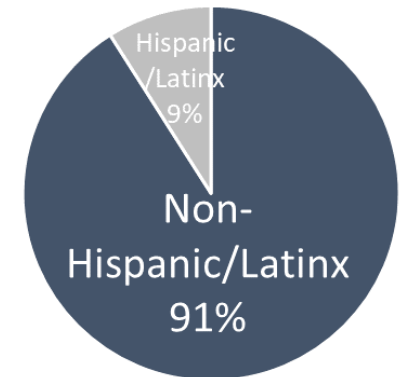
Race

■ Board ■ Staff ■ Consumers

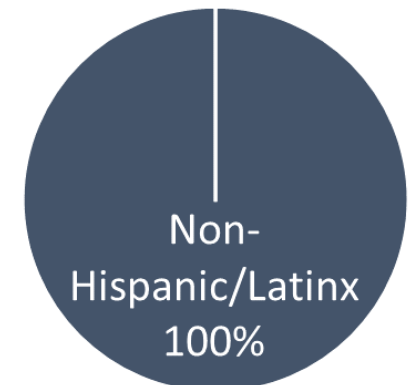


Hispanic

Consumers (401)

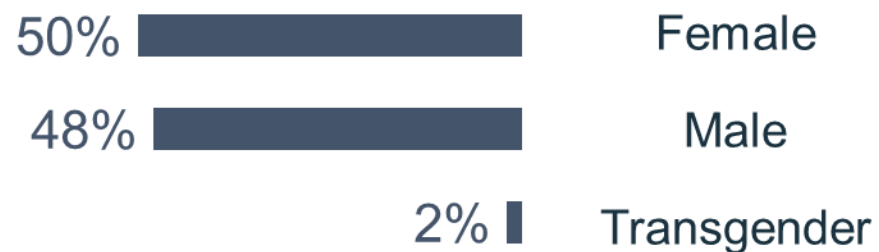


Staff (61) and Board (6)

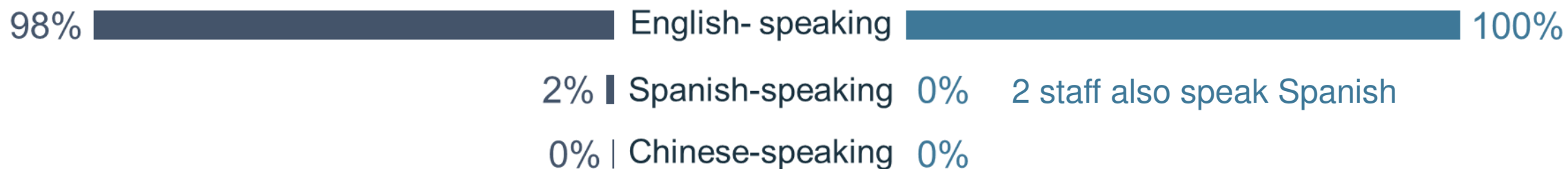


Gender Identity, Primary Language Spoken, & Ability

Consumers



Staff



How We Started Our DEI Journey

Happy Accident email



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graph TD; A[Happy Accident email] --> B[Intentional discussion with staff that identified as BIPOC]; B --> C[Open discussion with mental health staff and consultant Armando Hernandez]; C --> D[IDEAB formed]; D --> E[Niquanna connected with Percy Brown Jr.];
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The diagram is a vertical flowchart with five steps, each in a colored box. The boxes are orange, dark orange, reddish-brown, grey, and dark red, respectively. Arrows point downwards from each box to the next one below it.

Intentional discussion with staff that identified as BIPOC

Open discussion with mental health staff and consultant Armando Hernandez

IDEAB formed

Niquanna connected with Percy Brown Jr.

IDEAB: Inclusivity, Diversity, Equity Advisory Board

Inclusivity, Diversity, Equity Advisory Board

(IDEAB)

Orion's Mission Statement: Dedicated to healing the minds and spirits of children and families.

IDEAB Mission Statement: We are a community striving to take a multifaceted, intersectional approach to address systemic inequities in order to cultivate comprehensive healing work at the individual, interpersonal and structural levels.

IDEAB and Values: We work together to actualize change individually, in our communities, and in our agency by motivating a shift from education to challenging norms, cultivating better living and work conditions, fostering connection and coalition building, and activating human rights and human dignity-based policies from an anti-racist perspective.



Staff Development Day



IDEAB Progress Made



- Staff Development Days
- Historical Trauma Presentation
- Staff pronouns
- Vision and Values Survey
- Book Club
- Movie night
- DEI DAY
- SWOT Analysis (strength, weakness, opportunities & threats)
- Strategic planning

Implicit Biases



[Implicit Bias:](#)
[Peanut Butter, Jelly and Racism](#)

<https://www.youtube.com/watch?v=1JVN2qWSJF4>

Implicit Association Test



Do you have implicit biases?

- <https://www.youtube.com/watch?v=Z72MHd0y-bs>

Small group



- <https://implicit.harvard.edu/implicit/takeatest.html>
- Once you click on the link scroll to the bottom and click I agree and proceed.
- You will then see a list of IAT and the one we will be doing is the RACE IAT and the you can choose to do the Gender, Disability or Sexuality IAT
- You take about 20 min to complete the IATs and then in your small group for about 10 - 15 minutes discuss the following questions.
 - Were you surprised by the results?
 - What did you notice as you were taking the assessment?
 - How did you feel when taking this assessment?
 - How would you use this assessment and others in your workplace?
 - Were you aware that everyone has implicit biases?

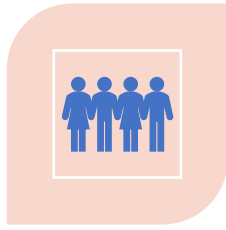
What should my agency do next?



START BY REVIEWING
THE DEI PILLARS



GATHER INFORMATION
ABOUT YOUR
WORKPLACE AND THE
CONSUMERS THAT YOU
SERVE



CONNECT WITH LOCAL
LEADERS



What to consider when starting out?

20/60/20 thought

Reviewing policies, language, social media

Staff makeup

Mission, Vision and Values Statements

Board Redesign

Books to read

- Blind Spot
- How to be an Anti-Racist
- White Fragility
- So you want to talk about race
- Culture of Belonging: Building inclusive organizations that last
- The inclusive leader: taking intentional action for justice and equity
- The inclusive mindset: How to cultivate Diversity in your everyday life

Resources

- [Definition for Diversity \(cuny.edu\)](https://cuny.edu)
- [Equity vs. Equality: What Is the Difference? \(thoughtco.com\)](https://thoughtco.com)
- Longley, Robert. "Equity vs. Equality: What Is the Difference?" ThoughtCo, Feb. 17, 2021, thoughtco.com/equity-vs-equality-4767021.