

# Prioritizing Equity: Even During a Pandemic

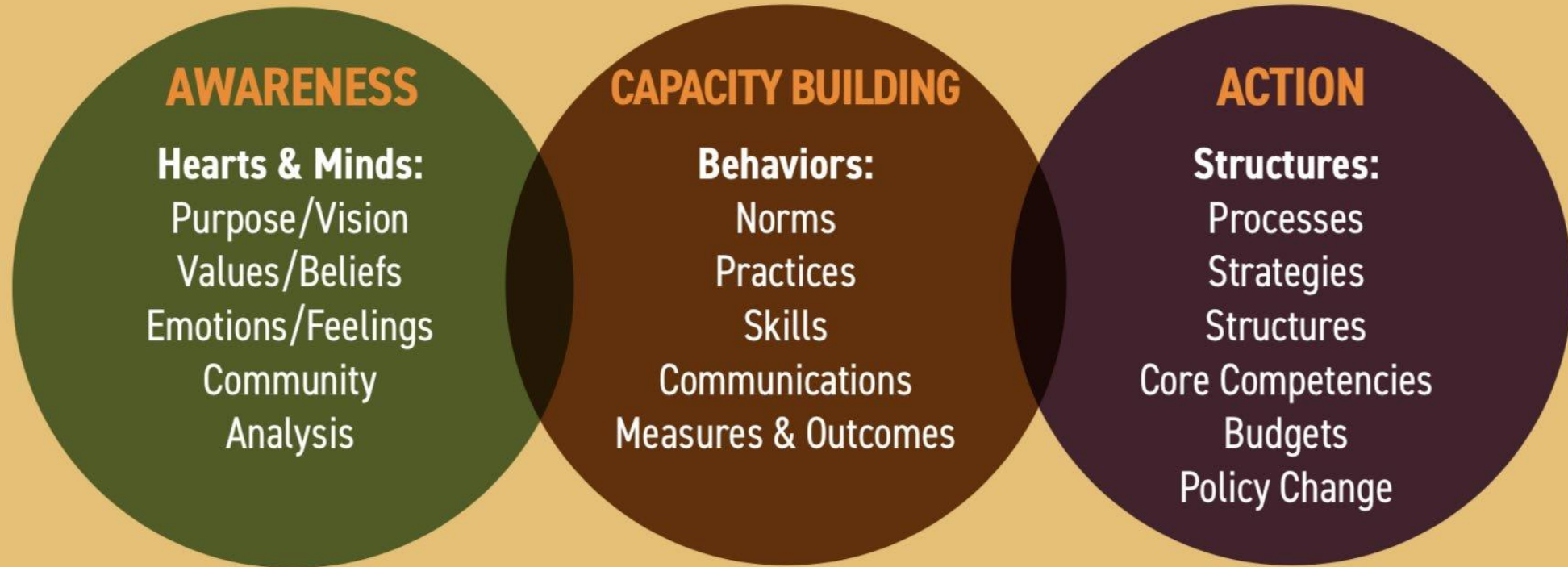
**Exploring our roles in the important work of equity, inclusivity & diversity**

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# Connecting Framework Elements



# What I'm Seeing...

*Observations of things that get in the way of  
our collective work*



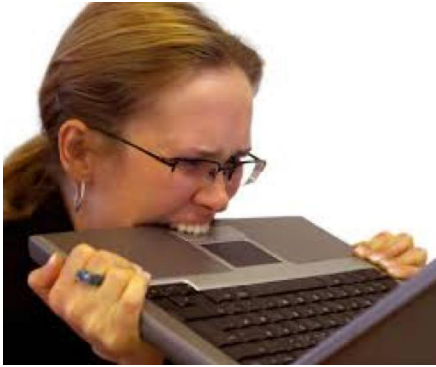
= Things you can do

# Recency Effect

A phenomenon in which the most recently presented facts, impressions, or items are learned or remembered better than material presented earlier

# Compassion Fatigue is a Thing

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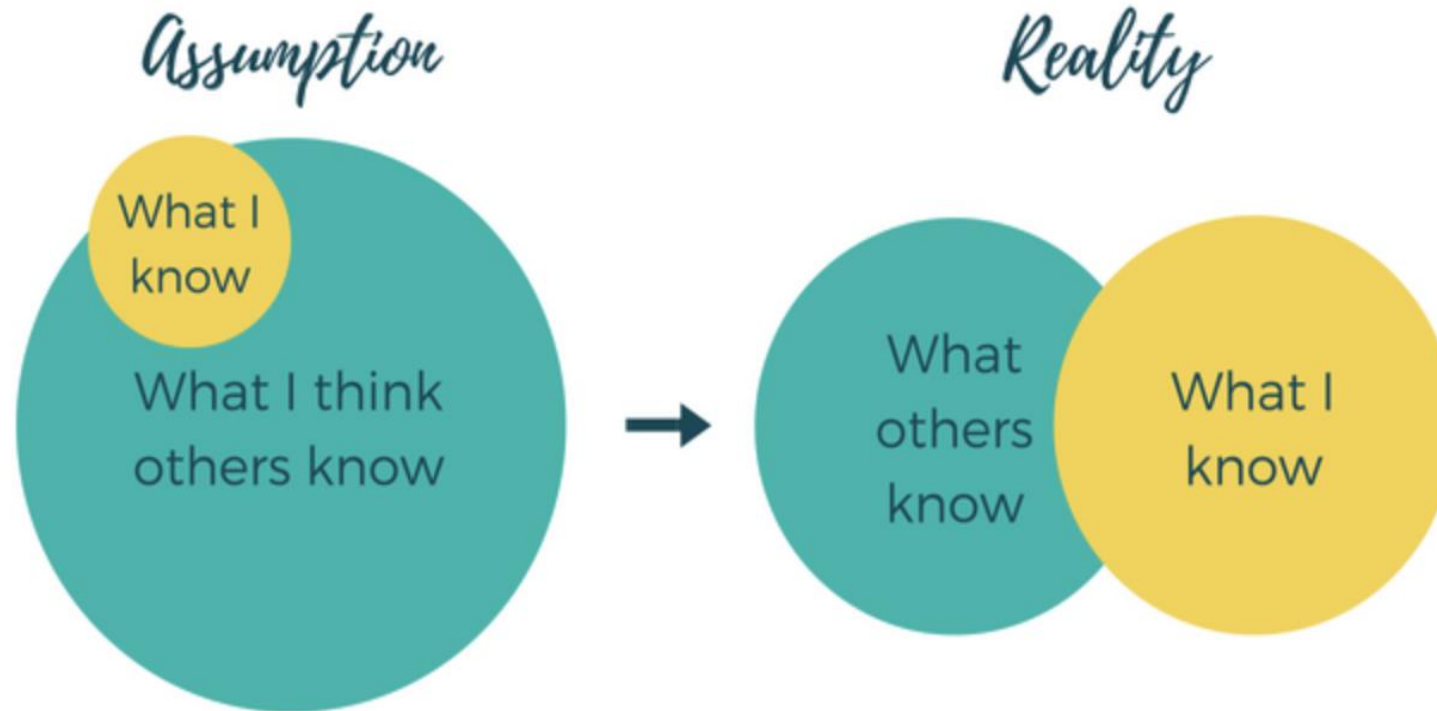
**...a whole lot of Imposter Syndrome**

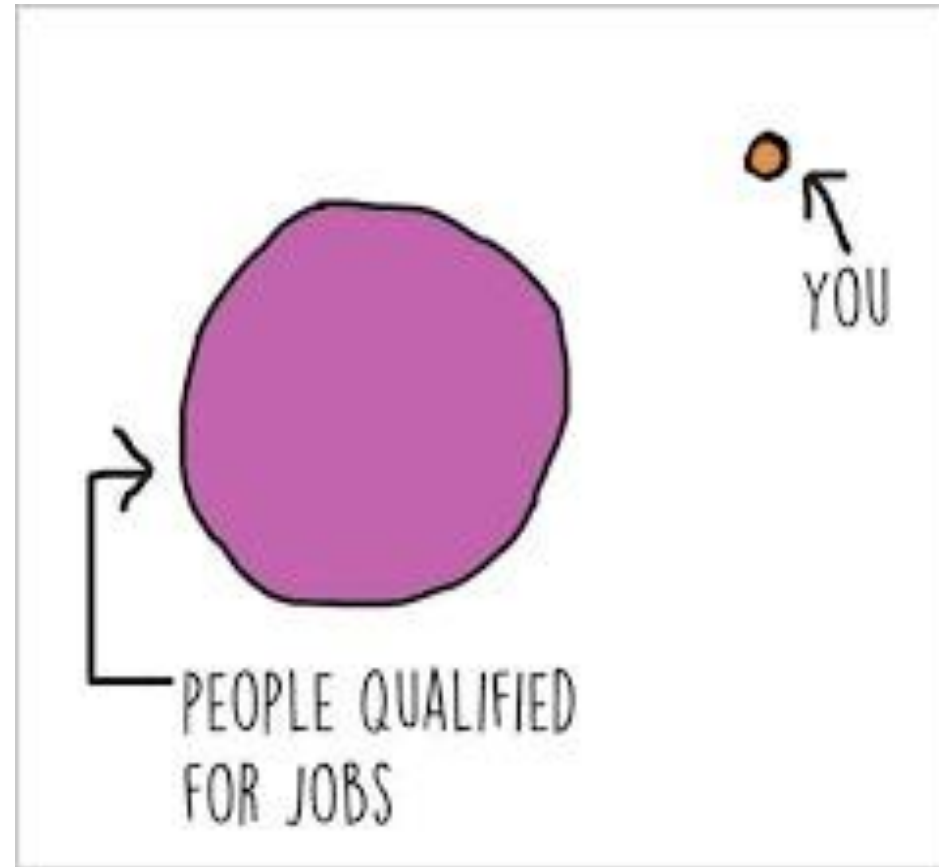
**Imposter syndrome** can be defined as a collection of feelings of inadequacy that persist despite evident success.

It makes us suffer from chronic self-doubt and a sense of intellectual fraudulence that override any feelings of success or external proof of their competence.

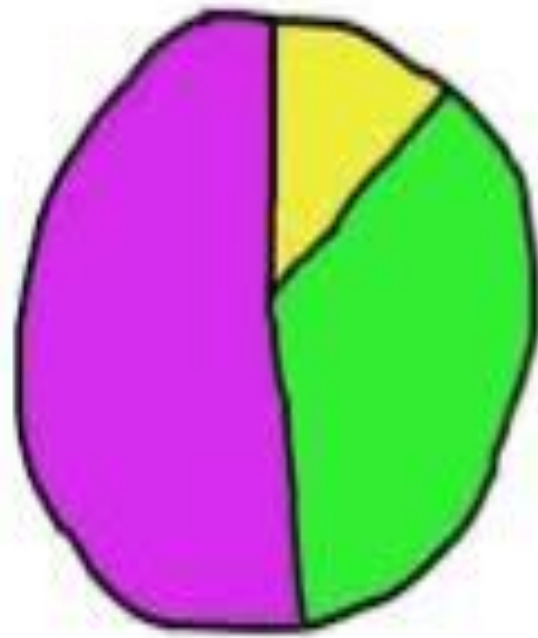


# The Imposter Syndrome





# THINGS YOU BEAT YOURSELF UP FOR:



- STUFF OUT OF YOUR CONTROL
- STUFF EVERYONE HAS LITERALLY ALREADY FORGOTTEN ABOUT
- STUFF NOBODY ELSE EVEN NOTICED

Discomfort/Confusion  
about why we are  
centered on race/leading  
with race.

Why **ARE** we centering  
on race?

**P.S. This is not a trick question**



...sometimes it's just  
close to home



How are you seeing Compassion Fatigue,  
Imposter Syndrome, the Recency Effect  
and Discomfort discussing Race show up  
in you, at work, your community, family,  
those you serve, etc.?

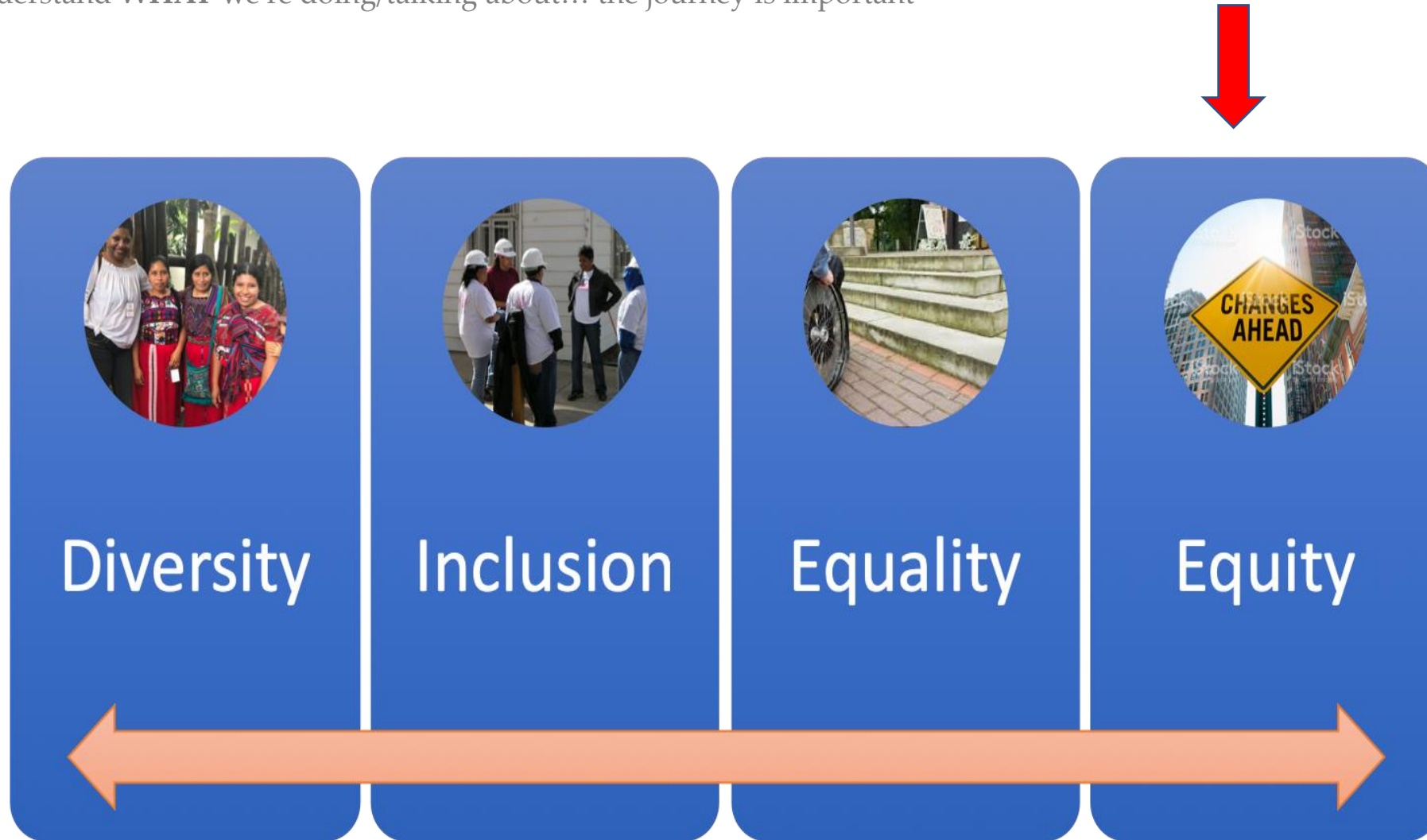
Reflect/Explore/Discuss

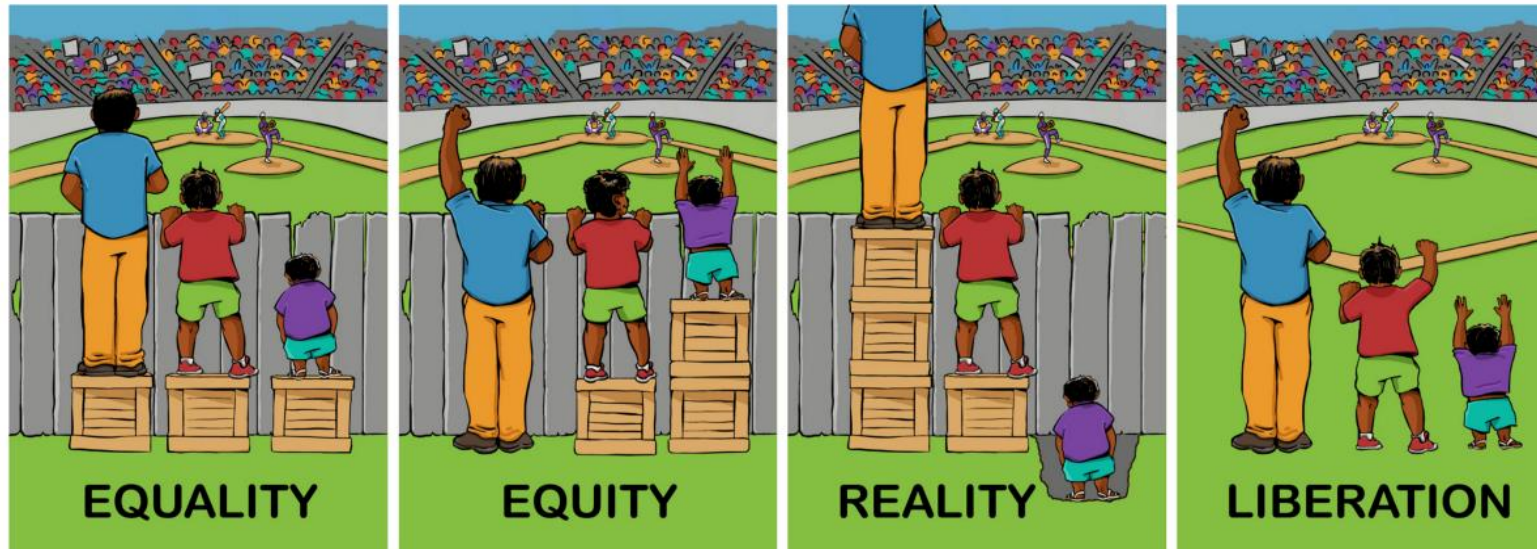
How do we heal/mitigate this?



# Start with this:

Let's understand **WHAT** we're doing/talking about... the journey is important





This is **not** a perfect depiction, but you get my point.





1. What are our “FENCES?”
2. What would it take to get rid of the “fences?”
3. If necessary, what would you design instead?
4. What would the potential outcome(s) be?



# Upstander/Allyship Strategy: *Do you have one?*

Interrupt	Question	Educate	Echo
"Excuse me, can I just clarify what I think I heard?"	"Have you considered the implications of your actions/words?"	"Let me share my personal experiences"	When someone else speaks up, echo and reinforce. This encourages others to speak up and amplifies the upstander. It also lets others know you are not complicit.
"Hold on, can we go back to what you called the virus."	"What made you say that?"	"Here's what I know about the historical impact"	"Thank you for saying something"

# Say What?

– famous line from Rush Hour with Chris Tucker (1998)



# How does the power of words impact our work and those we serve...and why?

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1

“One or two words or phrases that irritate you ...and why?”

2

African American or Black?

3

Queer?

4

Handicapped?

5

Subordinates?

# ...more words/themes to explore

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1

Words that  
trigger you every  
time  
you hear  
them...and why?

2

Racism

3

White  
Privilege

4

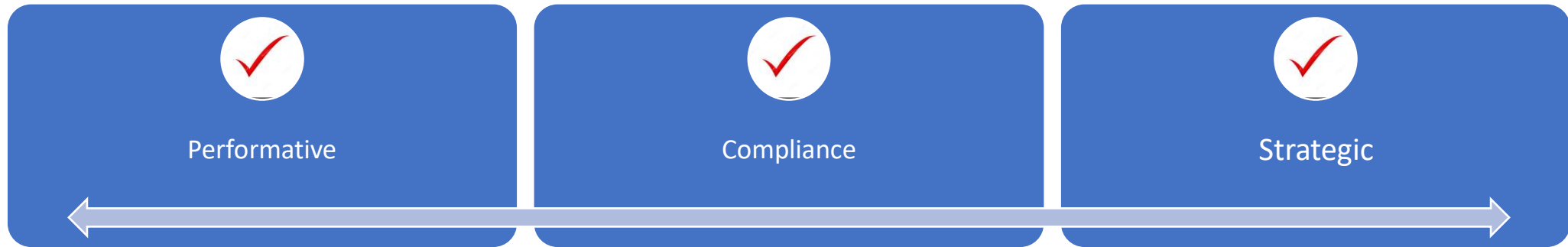
Gentrification

5

Black Lives  
Matter



# Check...check...check



1. **Performative:** No action; mostly talk or bare-minimum effort
2. **Compliance:** Status quo; doing what we've always done or are told to do
3. **Strategic:** Purposeful, effective, carefully planned

# Don't forget “Who you are in the room” The 20-60-20 Rule

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- 20% - Love!
- 60% - Hhhhmmmm....
- 20% - Nope!



# Focus on Inclusive Leadership Attributes



**Visible commitment:** They articulate authentic commitment to diversity, equity and inclusion, challenge the status quo, hold others accountable, and make diversity, equity and inclusion a personal priority.



**Humility:** They are modest about capabilities, admit mistakes, and create the space for others to contribute.



**Awareness of bias:** They show awareness of personal blind spots, as well as flaws in the system, and work hard to ensure a just system.



**Curiosity about others:** They demonstrate an open mindset and deep curiosity about others, listen without judgment, and seek with empathy to understand those around them.



**Cultural intelligence:** They are attentive to others' cultures and adapt as required.



**Effective collaboration:** They empower others, pay attention to diversity of thinking and psychological safety, and focus on team cohesion.





# What Can You DO?

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- Name your “fences” and do the work/make the commitment to take them down.
- Be ready and willing to interrogate your own systems
- Pay attention to your “gut feelings” about people or groups. These are the **red** flag for biases/microaggressions.
- Set a goal...let this moment in history enhance relationships; not degrade them. *Your leadership matters more than ever before.*
- Institutionalize inclusive leadership. How might you shift?
- Identify where you are on the equity continuum and determine where you still have work to do.
- Be conscious of where you sit in “the boat.” That is where your ability to advance equity, inclusion and diversity comes from.

Not everything that is faced can be changed, but nothing can be changed until it is faced.

-James Baldwin





# Thank you!

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