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Achieving a Shared Understanding of Diversity, Equity and Inclusion

1. Review Terms and Constructs
2. Create a Common Understanding
3. Understand the Leadership and Business Case



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Ground Rules: Creating a Safe Space

All participants are equal - no one has more authority than any other

Each person demonstrates independent mindedness

Avoid actions that are against the spirit of a safe space

One conversation at a time

Soft on each other-judgment free

Limit technology-leave the room

Stay engaged and present

Be prepared to experience emotional discomfort

No Fixing- let others experience their emotional discomfort-let yourself experience discomfort

Take risks

Speak Your truth – speak ONLY for yourself

Listen for understanding

Expect and accept non-closure.

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Leadership Imperative

**Collective
Commitment**

**Governance
Commitment**

**Commitment
Personal
Journey**

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ACHIEVE DEI COMPETENCE



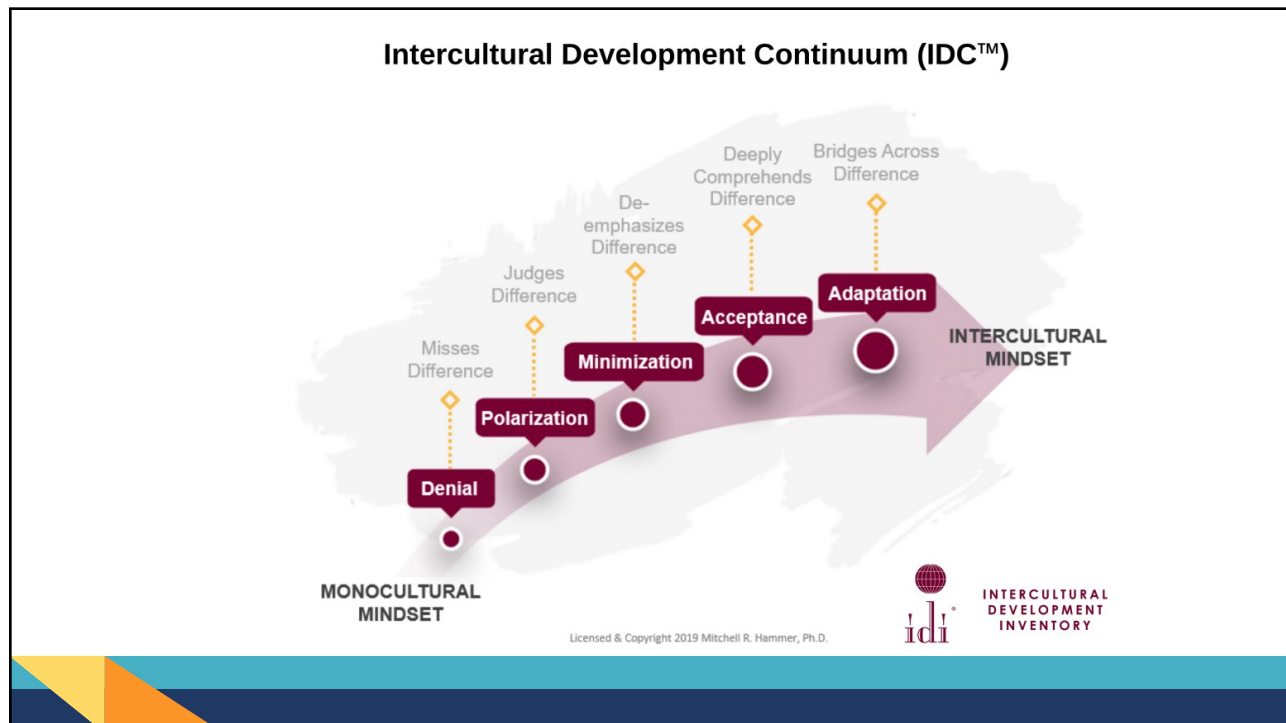
Examining your own attitudes, beliefs, values, and lived experiences.

Acquiring knowledge, skills, and attributes that will allow you to work, function and lead a highly diverse work community.

race, ethnicity, religion, historical and social context, physical or mental ability, age, gender, sexual orientation, and generational.

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✓

Diversity, Equity and Inclusion practices
are not about checking the box.

It's an opportunity...

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CELEBRATING INCLUSION



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CELEBRATING DIVERSITY & INCLUSION - STAUNTON

We are unique individuals
with complex
personalities, experiences,
and beliefs.

Despite our differences
and uniqueness, we also
have much in common.

When we connect on a
deeper level, we discover
how much we share.

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Social Safety Net Failures



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POLITICAL DIVISION

- Left vs Right vs Center
- Liberal vs Conservative
- Social and Equal Justice vs Blue Justice
- Racial Equity vs Reverse Racism
- Critical Race Theory vs Protest about teaching about race, slavery and equity
- Other...

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**“What if we don’t change at all ...
and something magical just happens.”**

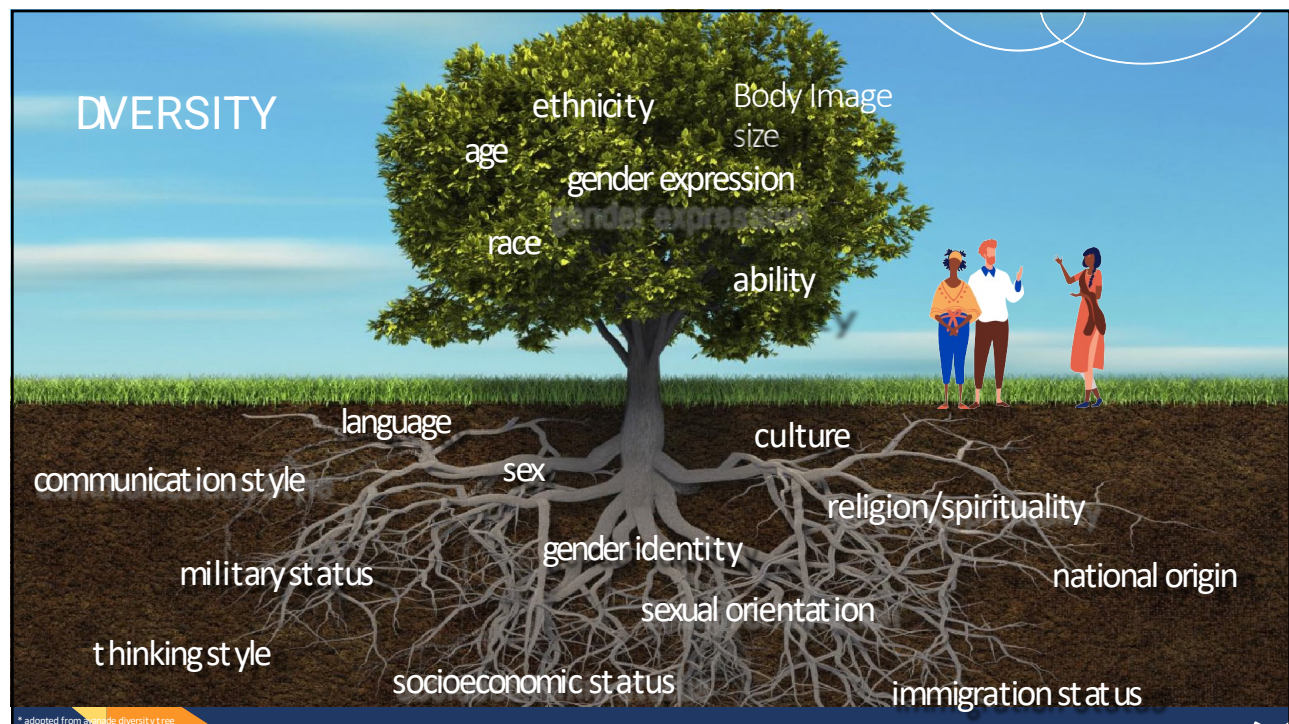
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Shared DEI Vocabulary and Understanding



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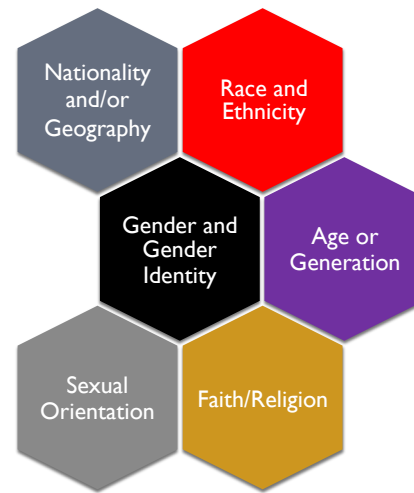


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DEMOGRAPHIC DIVERSITY

Demographic diversity matters.

- The range of nationality, ethnic, racial, age, gender, gender identity, religious, education, professional skills and expertise, socioeconomic status, sexual orientation, and other social characteristics of individuals.



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COGNITIVE DIVERSITY

Diversity of thought, experiences, and ways of working

How individuals think about and engage with routine, new, uncertain, and complex situations

Effective teams need individuals who see the world differently.



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COGNITIVE DIVERSITY MATTERS

- Refers to embracing and encouraging unique, diverse viewpoints.
- Supporting a culture and practice of openness when solving problems, generating new ideas, and interacting in the workplace.



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THE SCIENCE OF DIVERSITY and INCLUSION



Cognitively and demographically diverse teams are more productive.



Teams who encourage inclusive behaviors enable increased team performance.



Diverse and Inclusive leadership expand the mindset and capabilities of teams.

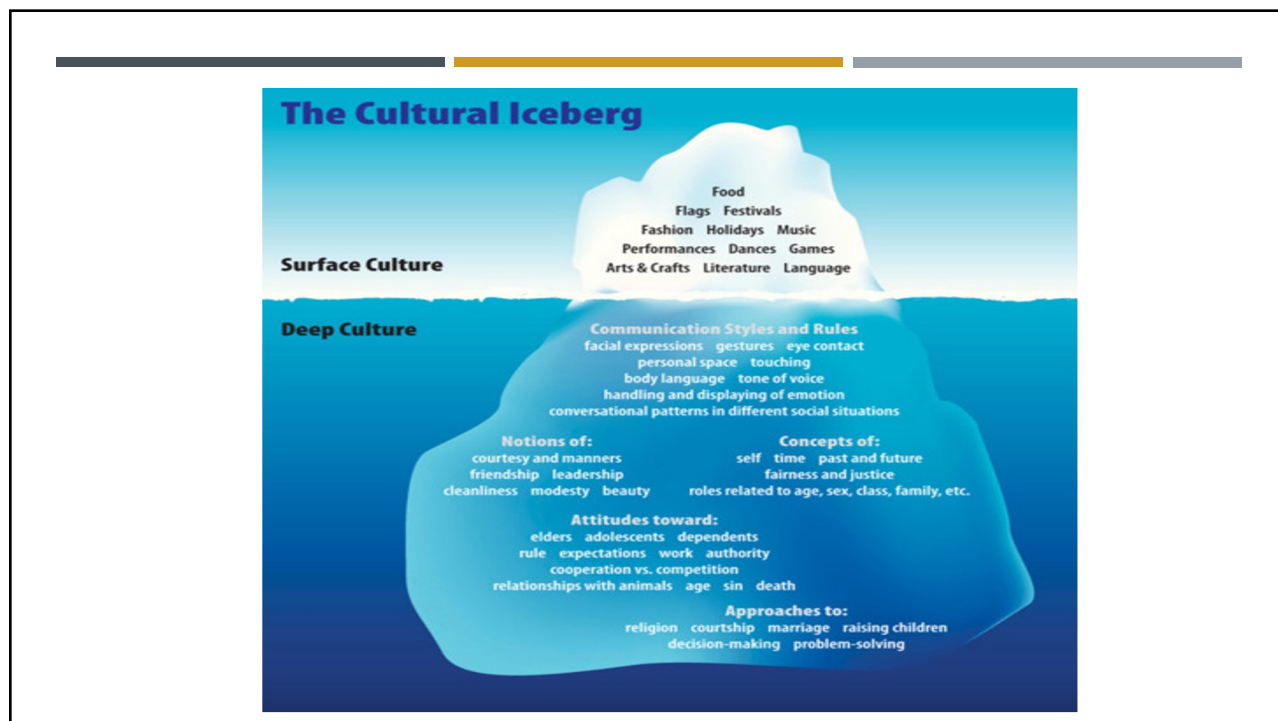


Diversity and Inclusion has a positive personal impact.



Cognitively and demographically diverse teams are better able to solve complex problems.

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WHAT'S ARE THE CITY OF STAUNTON'S STRENGTHS?

- A great citizenry- they all come together and participate and try to make things better. It goes across racial lines to bring expertise to the table and to do a great job.
- We're a city where the warmth and diversity that are growing.
- Diversity is expanding which sometimes creates issues but also allows us to expand our minds and pushes us to be more accepting of differences.
- We're generally a friendly community- 1:1 with people and most people no matter their politics believe in fairness, and they want to do what's right.
- We're a tourist attraction, many people find it to be a quaint vibrant area. A lot of history and scenery- it was known as the city of school and churches

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RACE

A race is a grouping of humans based on shared physical or social qualities into categories generally viewed as distinct by society.

Modern scholarship regards race as a social construct, an identity which is assigned based on rules made by society. Race is not an inherent physical or biological quality.

Wikipedia

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RACE

According to US Census America has 5 races:

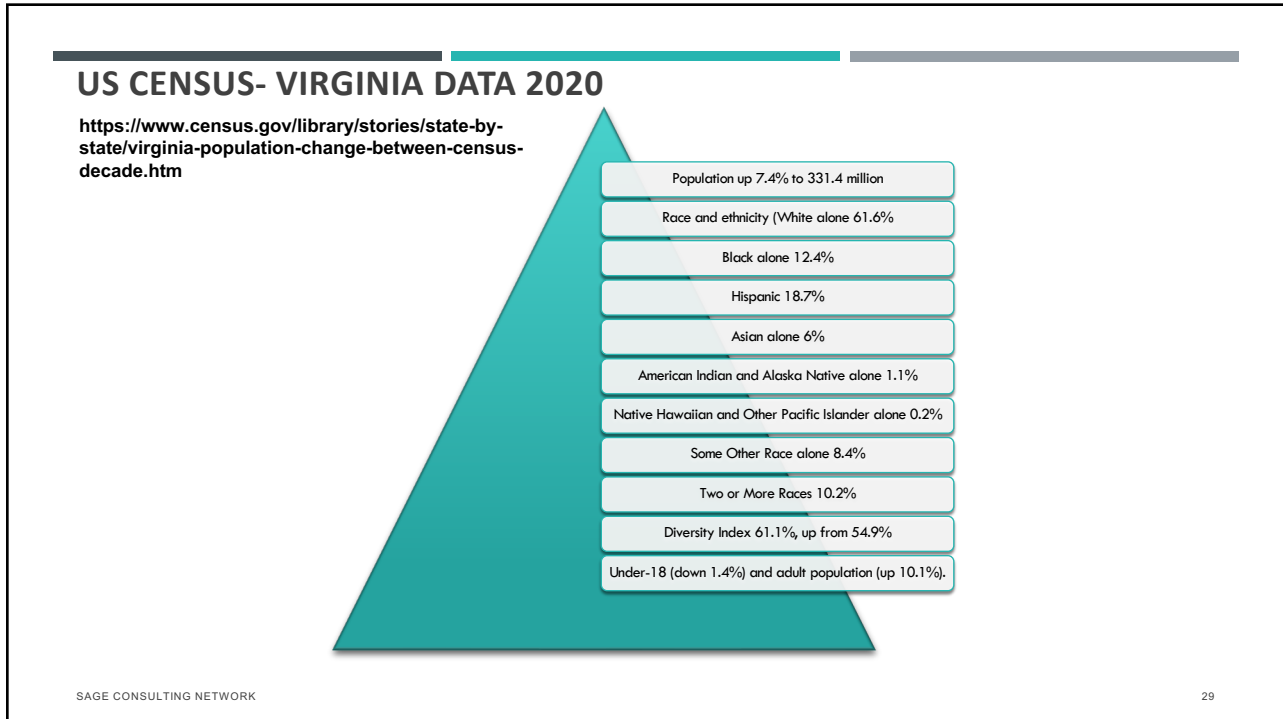
1. White American
2. Black or African American
3. American Indian and Alaska Native
4. Asian American, Native Hawaiian, and Other Pacific Islander
5. Two or more races
6. Ethnicity Categories

Hispanic or Latino: A person of **Cuban, Mexican, Puerto Rican**, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin", can be used in addition to "Hispanic or Latino".

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Gender Diversity

Gender diversity is the equitable or fair representation of people of different genders. It previously referred to an equitable ratio of men and women, but now should include all the ways that people identify.

cisgender, genderfluid, genderqueer, intersex, gender nonconforming, and transgender.

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LGBTQ+ Gender and Sexual Orientation (Community)

Lesbian, Gay

Bisexual, Pansexual

Transgender - a person whose gender identity or expression differs from that of their birth

Nonbinary- gender identities are neither male nor female

Queer –refers to all of the above identities

Cisgender describes a person whose gender identity matches the sex they were born as.

Pronouns reflect your personal gender identity- she/her/hers, he/his/him, they/them/theirs

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Religion Immigrants

Religious Diversity is recognizing the significant differences in religious practices, beliefs and holidays.

Immigration acknowledges that the varied paths of citizenship or residency within the US.

Generational Immigration –

1) First = the immigrants

2) Second = children of immigrants [Some call those who migrate as small children the 1.5 generation.]

3) Third = grandchildren of immigrants

NOTE: Asian immigrant groups count 0 as the immigrants, 1 as the children of the immigrants (the first generation born here).

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DISABILITY (NOT A HANDICAP)

According to the Institute on Disability, "If people with disabilities were a formally recognized minority group, at **19% of the population**, they would be the largest minority group in the United States."¹ Individual with disabilities intersect across all walks of life, in all professions, across all races, religions,

Disabilities a physical or mental condition that limits a person's movements, senses, or activities.

Developmental disabilities are a **group of conditions due to an impairment in physical, learning, language, or behavior areas**. These conditions begin during the developmental period, may impact day-to-day functioning, and usually last throughout a person's lifetime.

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CONSIDERATIONS

- How and what did you first learn about race, gender, sexual orientation, LGBTQ, immigrants and other diversities?
- How has your understanding stayed the same and how has it changed?



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Inclusion- Inclusivity- Inclusiveness

Authentically brings traditionally excluded individuals and/or groups into processes, activities and decision-making and policymaking.

More than numerical representation, inclusion involves ***empowered participation*** and a ***true sense of belonging***.

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BELONGING

- ❑ Individuals feel that their uniqueness is known and appreciated, while also feeling a sense of social connectedness and group membership
- ❑ Foster belonging through unequivocal support for all aspects of diversity.
- ❑ The act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate and as their authentic self.

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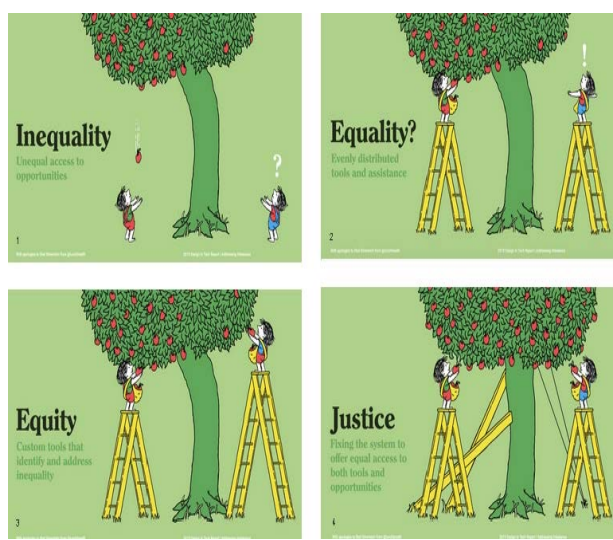
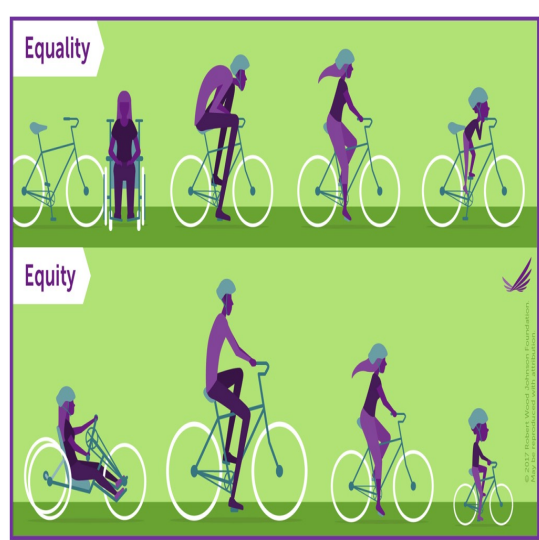


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Equity

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and **eliminate barriers** that have prevented the full participation of some groups.

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DEI Barriers



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Implicit Bias (Unconscious Bias) Impacts our Interactions and Decision Making



Attitudes or stereotypes that affect our understanding, actions, and decisions in an **unconscious** manner.



Activated **involuntarily**, often without awareness or intentional control.



Everyone is susceptible.

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ISMS: ORGANIZED SYSTEMS THAT CATEGORIZE AND RANK SOCIAL GROUPS

- ISMs results in negative attitudes and beliefs toward diverse groups (*prejudices and stereotypes*), and differential treatment by individuals and social institutions (*discrimination*).
- Devalues, disempowers and differently allocates opportunities and resources to groups who are targeted and excluded.
- Leaders must be alert, proactive and identify when a line is crossed.

David R. Williams, PhD, MPH (Harvard University)

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THE EQUITY AND DIVERSITY COMMISSION

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Commission will seek to understand:

1. **Listen to understand** – voice, power, inclusivity and belonging
2. Diverse citizens lived experiences.
3. The root causes of disparities - history of systemic issues.
4. Challenge assumptions and seek the best answers.
5. Center diverse voices for problem identification and solving.
6. Seek to understand traditional Staunton dynamics that need to be addressed.

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Disparities & Inequities

Disparities: “a particular type of difference that is **closely linked with social, economic, and/or environmental disadvantage.**”

“Disparities adversely affect groups of people who have systematically experienced greater obstacles to based on their racial or ethnic group; religion; socioeconomic status; gender; age; mental health; cognitive, sensory, or physical disability; sexual orientation or gender identity; geographic location; or **other characteristics historically linked to discrimination or exclusion.**”

Inequities: “differences in status **between more advantaged and less advantaged groups**, caused by systematic differences in social conditions and processes that effectively determine health and well-being.



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Questions

