What We Bring When We Show-Up

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Assistant Vice President for EDI/Chief Diversity Officer
Our Mission
Improving the lives of children through excellence in advocacy, education, research, and clinical care.

Our Vision
Caring for children, caring for their future
US

words include:
- collaborate
- combine
- communicate
- contribute
- network
- join in
- serve others
- one for all
- exchange
- unite
- co-operate
- get together
- all for one
- get involved
- exchange
- knowledge
- respect all
- participate
- be accountable
- be generous
- judge others
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First Reaction...
What do you see?
What is favorable?
What is unfavorable?
Who were you drawn to?
Who were you not drawn to?
Positive reaction?
Negative reaction?
First Reaction...  
What do you see?  
What is favorable?  
What is unfavorable?  
Who were you drawn to?  
Who were you not drawn to?  
Positive reaction?  
Negative reaction?
Possible Factors of Exclusion

- Gender Identify
- Sexual Orientation
- Age
- Religion
- Occupation
- Language

- Appearance
- Political Affiliation
- Place of Birth
- Food Preferences
- Social Behavior
- Relationship Status
Seven Attributes of an Equity Centered Person

• Self Awareness ▪ Conscious Knowledge Of One’s Own Character, Feelings, Motives And Desires.
• Fair ▪ Impartial And Just Treatment Or Behavior Without Favoritism Or Discrimination.
• Courageous ▪ Not Deterred By Danger Or Pain; Brave.
• Curious ▪ Eager To Know Or Learn Something.
• Adaptable ▪ Able To Adjust To New Conditions.
• Humble ▪ Having Or Showing A Modest Or Low Estimate Of One’s Own Importance.
• Accountable ▪ The Fact Or Condition Of Being Accountable; Responsible.
Pro Active Approach

What are our individual and collective roles in promoting equity, diversity, inclusion, and belonging?

• Acquire an experiential understanding of diversity and inclusion from a personal and an organizational perspective.

• Acquire the cognitive (mind-set) and functional (behavioral) skills necessary to lead and work in a diverse, multicultural work force.

• Ensure staff population has the skills necessary to work across differences for greater inclusion.

• Expand the use of collaboration to naturally include diverse individuals, ideas, and perspectives.

• Commit, by action and results, to creating a diverse organization by composition, and advancement, with a culture of inclusion and belonging.
All That We Share
https://www.youtube.com/watch?v=jD8tjhVO1Tc&feature=player_embedded
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https://www.youtube.com/watch?v=jD8tjhVO1Tc&feature=player_embedded

https://implicit.harvard.edu - Implicit Association Test

https://us.pg.com/talkaboutbias/

https://idiinventory.com/ - Intercultural Development Inventory

The DNA Journey www.LetsOpenOurWorld.com
https://www.youtube.com/watch?v=jGN2gBl64Uk&feature=youtu.be

College and University Professional Association for Human Resources - 21-Day Racial Equity Habit Building Challenge: Black, Hispanic and Latinx
https://www.cupahr.org/
“We must move from the thoughts in our heads, to what we feel in our hearts, to change our behaviors and habits, to receive each person in their full humanity.” – Emma E. Houston