

Fundamentals of Diversity, Equity & Inclusion (DEI)

Sheng Lee Yang, MSW, LCSW



MISSION:

To advance health equity by removing barriers and creating an inclusive community where people can reach their full potential.

EQUITY, DIVERSITY, AND INCLUSION is embedded in the foundation of our agency and services.

Our team specializes in the following :

- Training and Workshops
- Continuing Education
- Organizational Climate Assessment
- Intercultural Development Inventory (IDI)



us 2.behavioral health care

Who Am I?

Agenda



WELCOME &
INTRODUCTIONS



CREATE COMMUNITY
GUIDELINES



ENHANCING KNOWLEDGE,
LEARNING DEFINITIONS,
SELF-AWARENESS



UNDERSTANDING
STRUCTURES, THEORIES,
AND USE @ WORK



ACHIEVING CULTURAL
HUMILITY USING THE
ASKED MODEL

Classroom Guidelines

The Vegas Rule: Learning leaves and the names/stories stay here

Share the air

Challenge yourself to be respectful of all each other's feelings, perspectives, abilities, and identities (and your own)

Remember it's not just the intent that matters, but also the impact

Be the expert of your experience, use "i" statements

Be okay with silence

Leave space for processing and after-processing, both inside and outside of the space (aka take care of yourself)

Reserve the right to change your mind

Learning Objectives



Summarize the differences between Diversity, Inclusion and Equity and describe why they are important.



Recognize how cultural concepts, perspectives and intersectionality influence quality of care.



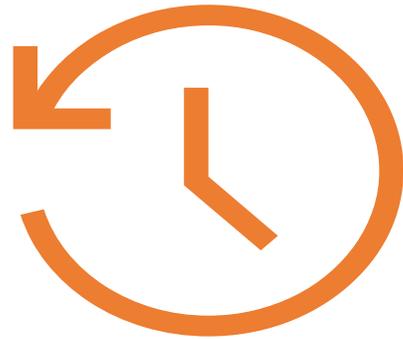
Understand the core elements to cultural competence and how it is achieved.



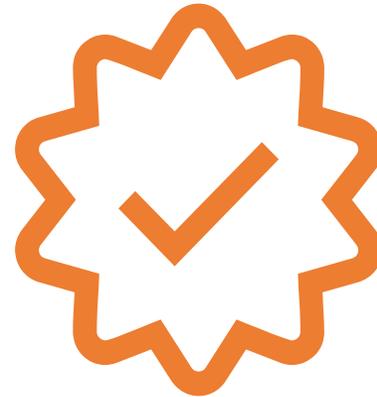
How to incorporate respect and inclusion using the ASKED model.

Learning
Objectives

Definitions



Diversity



Inclusion



Equity



DIVERSITY

Recognizing differences and intersectionality in people

RACE

GENDER

CULTURE

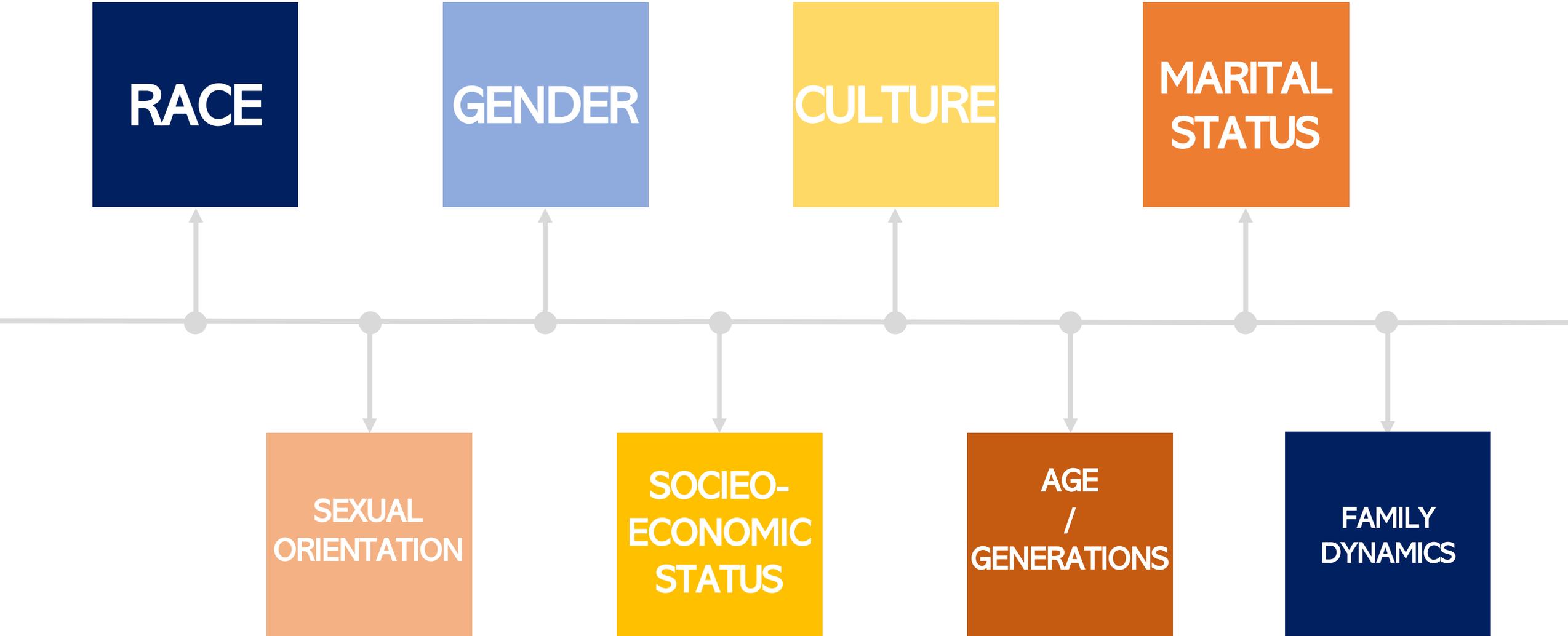
**MARITAL
STATUS**

**SEXUAL
ORIENTATION**

**SOCIO-
ECONOMIC
STATUS**

**AGE
/
GENERATIONS**

**FAMILY
DYNAMICS**





Diversity in the workplace

An organization employs a diverse team of people that's reflective of the society in which it exists and operates.

Diversity in Helping Professions

Serving populations that are reflective of the society in which it exists and operates.



Inclusion

An ongoing effort

Advocating for engagement with other groups, while empowering those who are different.

Sense of belonging

Diversity
vs
inclusion

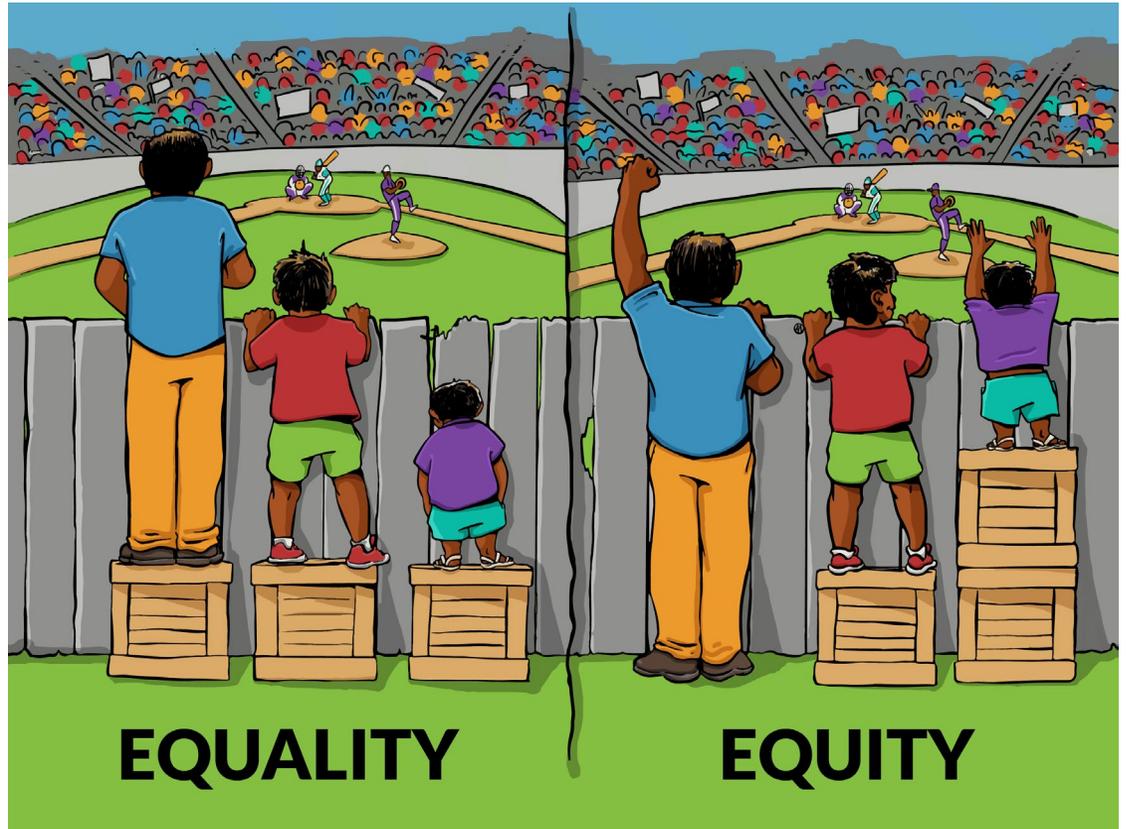


Equity

Equality: The treatment of everyone equally.

Equity: The fair distribution of treatment to everyone based on what resources are needed at an individual level.

Example: Services available to “all” but some can’t access.





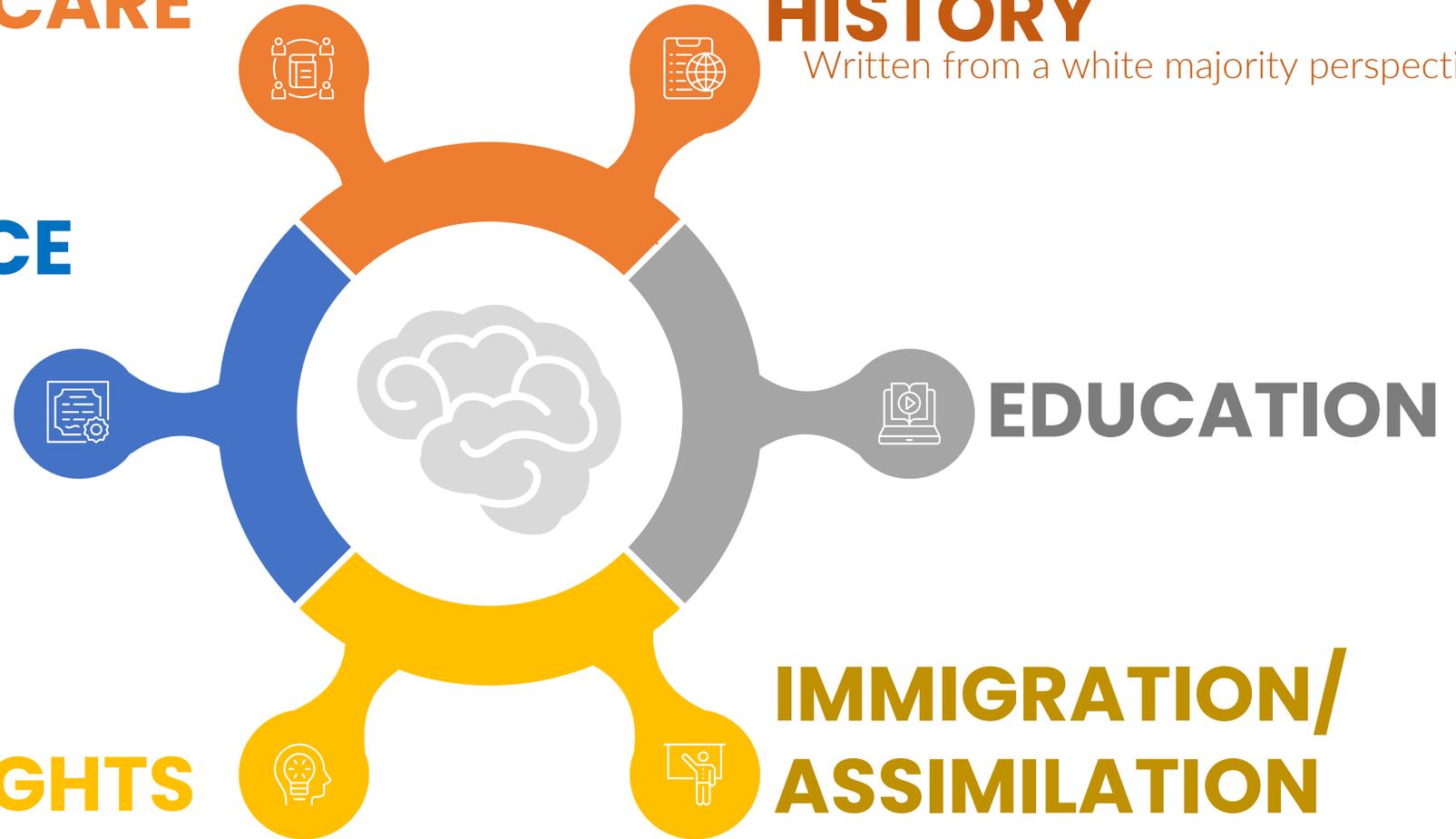
STRUCTURAL SYSTEMS IMPACTING EQUITY

EXAMPLES

HEALTH CARE

HISTORY

Written from a white majority perspective.



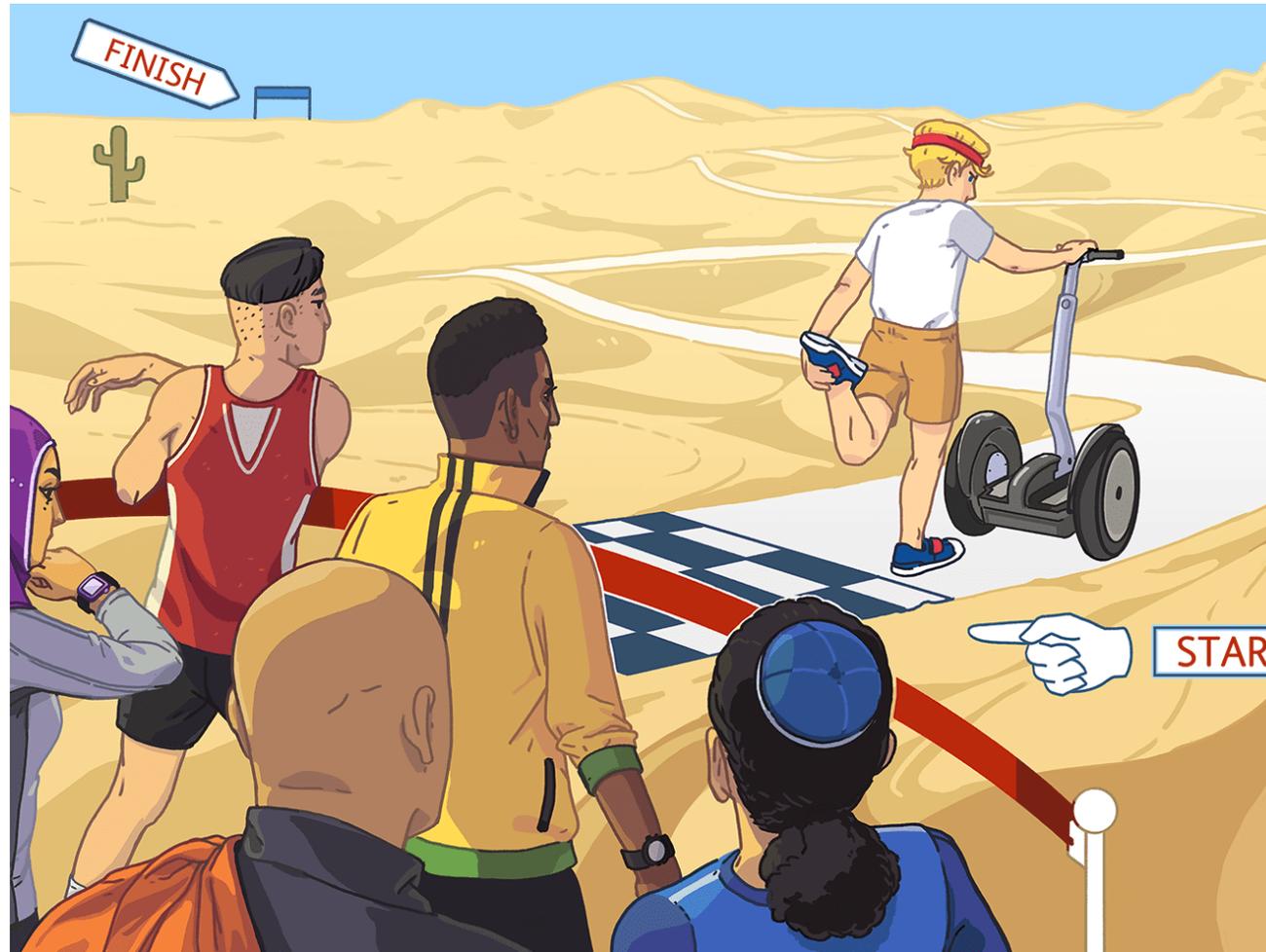
**IMMIGRATION/
ASSIMILATION**

VOTING RIGHTS

EDUCATION

**CRIMINAL JUSTICE
SYSTEM**

White privilege, Structures and Intersectionality





Group Exercise



Black or White?



Figure-ground perception is the tendency to simplify an image into its figure (i.e. its main subject) and its background. Whether you perceive black or white as the figure determines what you see (i.e. vase-like columns or men talking).

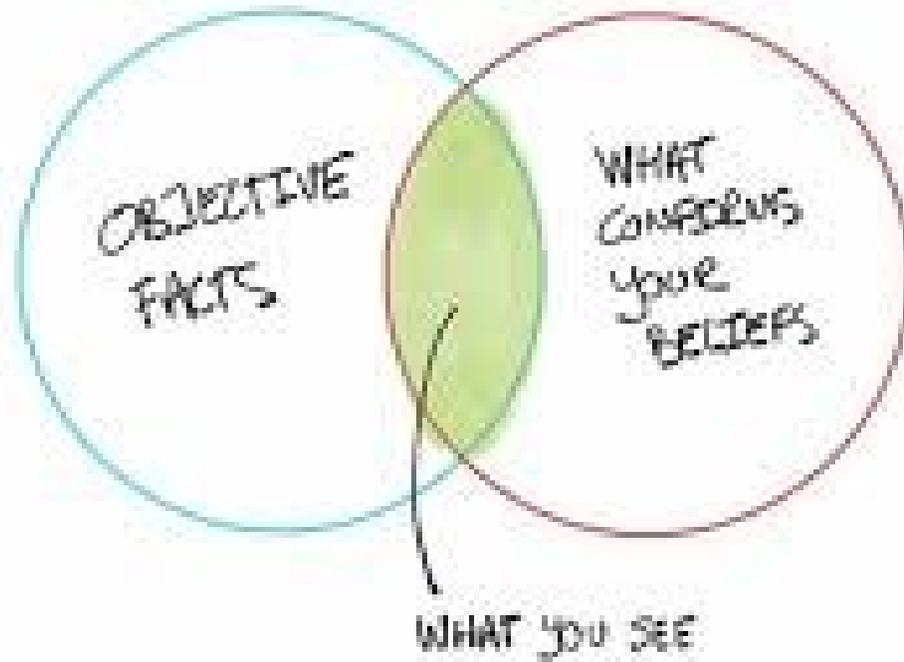
Credit: Sha Sha Chu/Flickr, CC BY-NC-SA 2.0

BigPicture

BIGPICTUREEDUCATION.COM



Bias



Unconscious Bias

HOW TO CHANGE UNCONSCIOUS BIAS

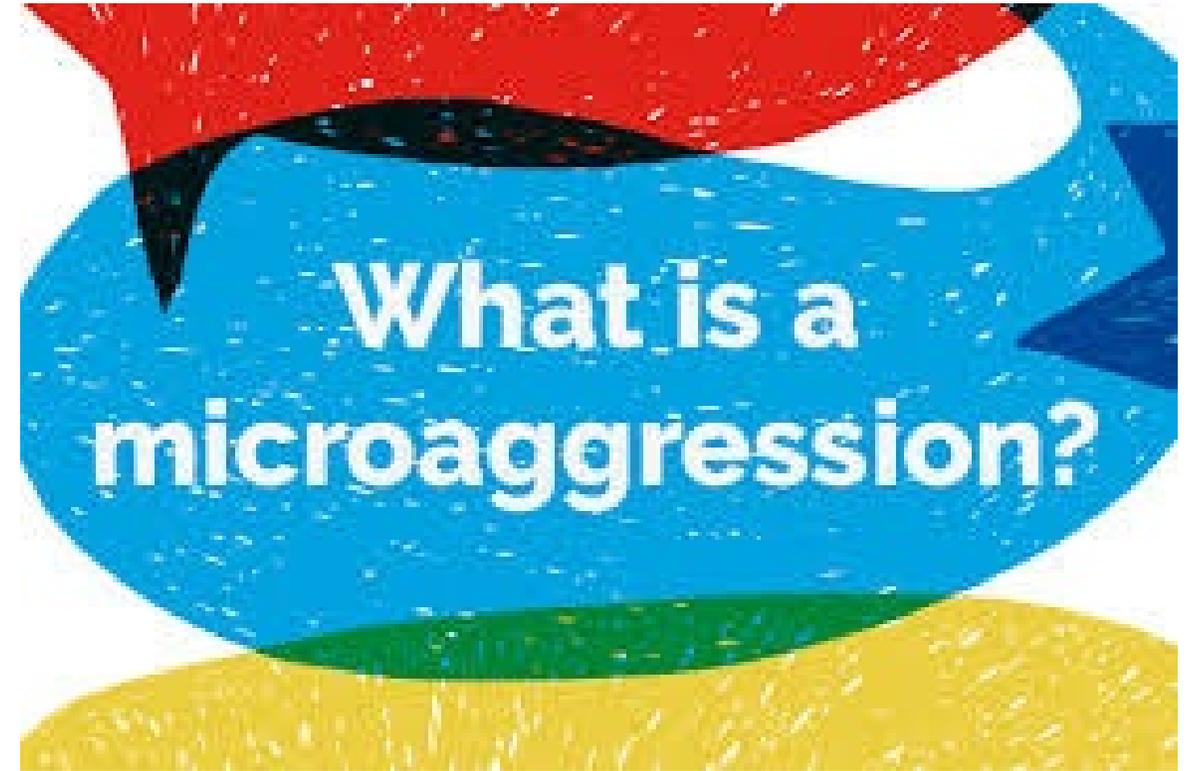
BE AWARE. TAKE RESPONSIBILITY.

EXAMINE WHERE THEY COME FROM.

ARE THEY TRUE?



WHAT IMPACT DO THEY HAVE ON YOUR DECISIONS?





Ally

Someone who is committed to supporting minoritized populations through the following:

1. Educate
2. Learn
3. Examine
4. Process
5. Practice
6. Collaborate



Cultural Humility



Cultural sensitivity and awareness



Fix power imbalances



Integrates and transforms

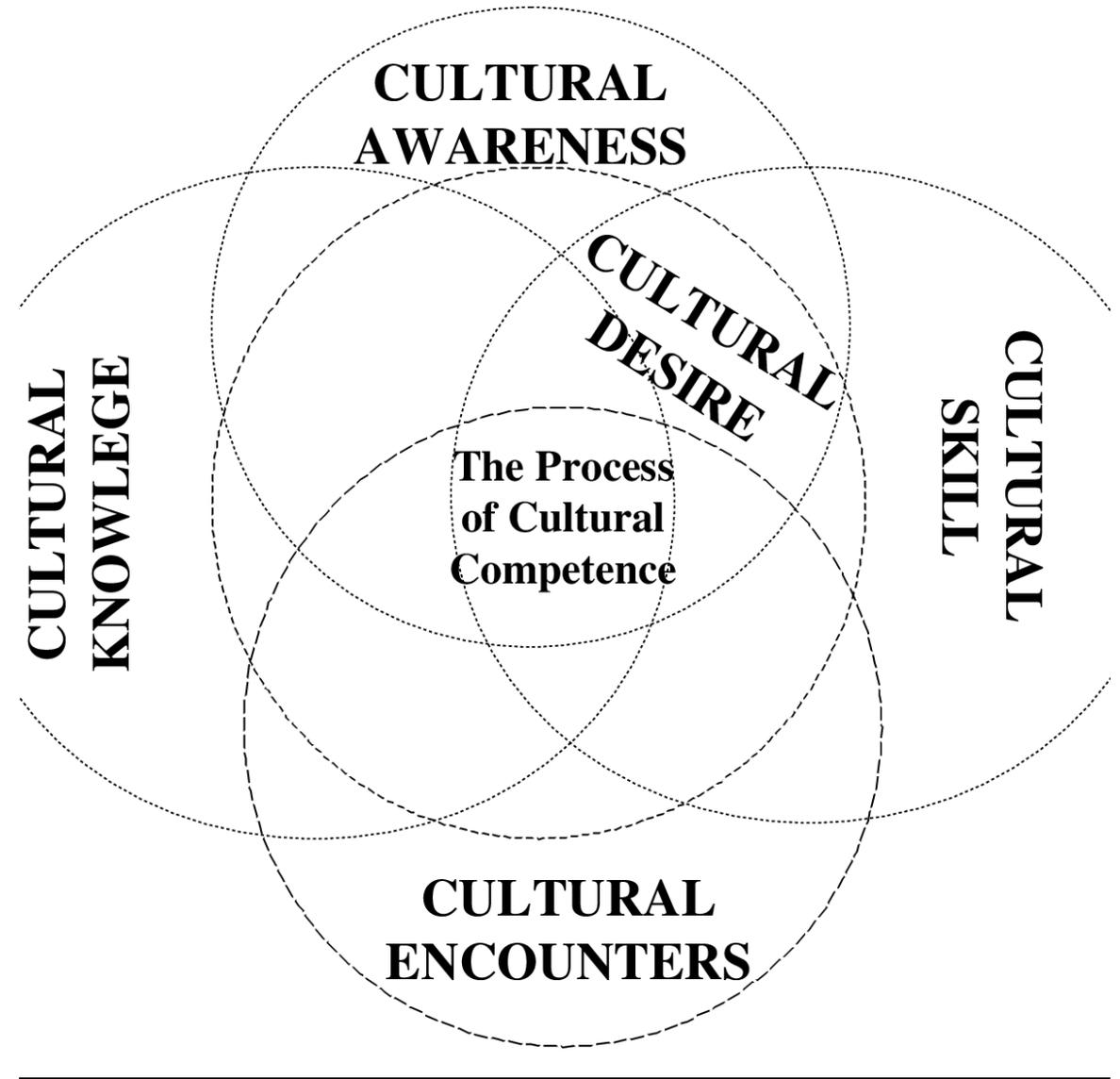


Self-reflection and awareness



An ongoing process – can always learn more

Campinha-Bacote's Process of Cultural Competence ASKED model



Let's Talk

Sheng Lee Yang, MSW, LCSW

Us 2 Behavioral Health Care, Inc.

119 N. McCarthy Rd, STE P

Appleton, WI 54913

920-903-1060

yangs@us2behavioralhealthcare.com

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