EDI Introduction Session
May 25th, 2021
w/ Cathleen and Anooj at TrueNorthEDI

Workshop Goals

1. Unpack each concept in isolation and understanding their interconnectedness
2. Identify tokenism, superficial change, and other risks associated with "diversity"
3. Get more clear on what EDI means for the organization
4. Extend EDI toward the principle of interdependence
5. Learn to employ a Racial Equity lens to reimagine and/or design organizational practices and systems to be anti-racist

Community Questions

1. What is a memory within the foundation that you value?
2. If you could design your own concert, where would it be and who would you invite to perform?
3. How do you define public space? What makes something public?
4. Why is expression important? Why does music matter?
5. What is a question you hold as you challenge yourself to grow in your EDI learning?

Terms and Definitions

- From *Race Talk and The Conspiracy of Silence,* where do these three protocols show up in your community of work? What are the challenges they bring?

    - **Politeness protocol** dictates that potentially offensive or uncomfortable topics should be (a) avoided, ignored, and silenced or (b) spoken about in a very light or superficial manner.
    - The **academic protocol** manifests in both academic and professional environments as the expression of strong and/or intense emotions being discouraged. In these spaces, intellectual inquiry is prioritized, and is characterized by objectivity, detachment, and rational discourse.

        Elevation of the mind over body dictate that these environments should be conducted in a sterile, objective decorum devoid of feelings.
    - **Colorblindness** is the belief that race (and/or other identity markers) do not matter, that we should be a "colorblind" society, and that people should be judged on the basis of their internal attributes and not their race, gender, socio-economic status, etc.

- Diversity
    - *'Diversity'* as used in the context of DEI specifically refers to populations that historically and systemically have been—and remain—underrepresented, marginalized, and oppressed. It refers to bodies, voices, and experiences that have been traditionally kept out of the room.
- Equity
    - Improving equity is to promote justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.
- Inclusion
    - Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly "inclusive" group is necessarily diverse, a "diverse" group may or may not be "inclusive."
    - It also refers to to an overall culture of belonging.
- Interdependence
    - Interdependence is defined as two or more entities being mutually dependent on each other. In the workplace is the way employees interact and relate with each other, drawing from each person's contribution so that a greater goal is reached.