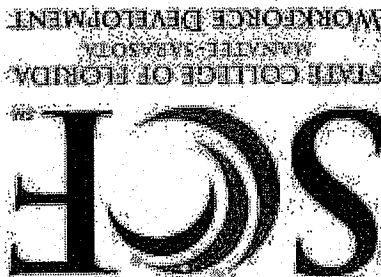
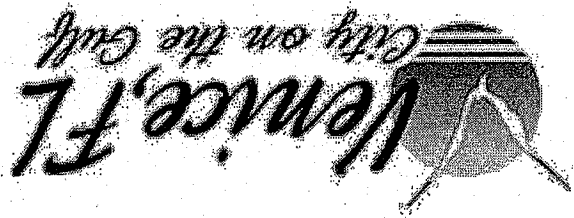
































Facilitated by Gene McIntyre, J.D.

Justice, Equity, Diversity and Inclusion

City of Venice



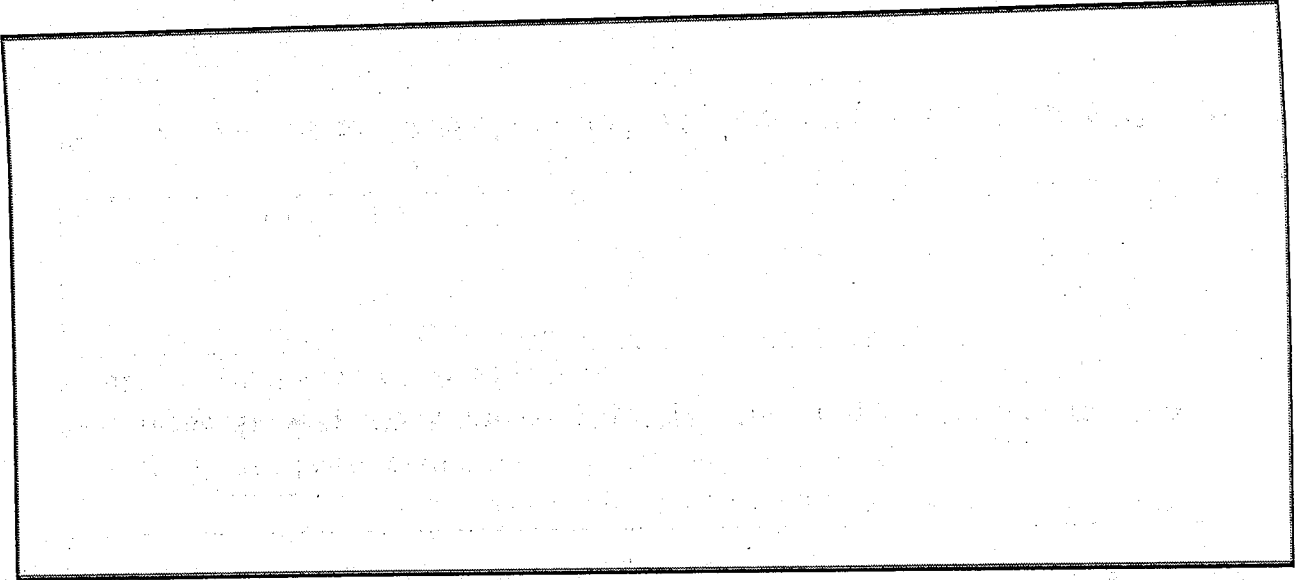
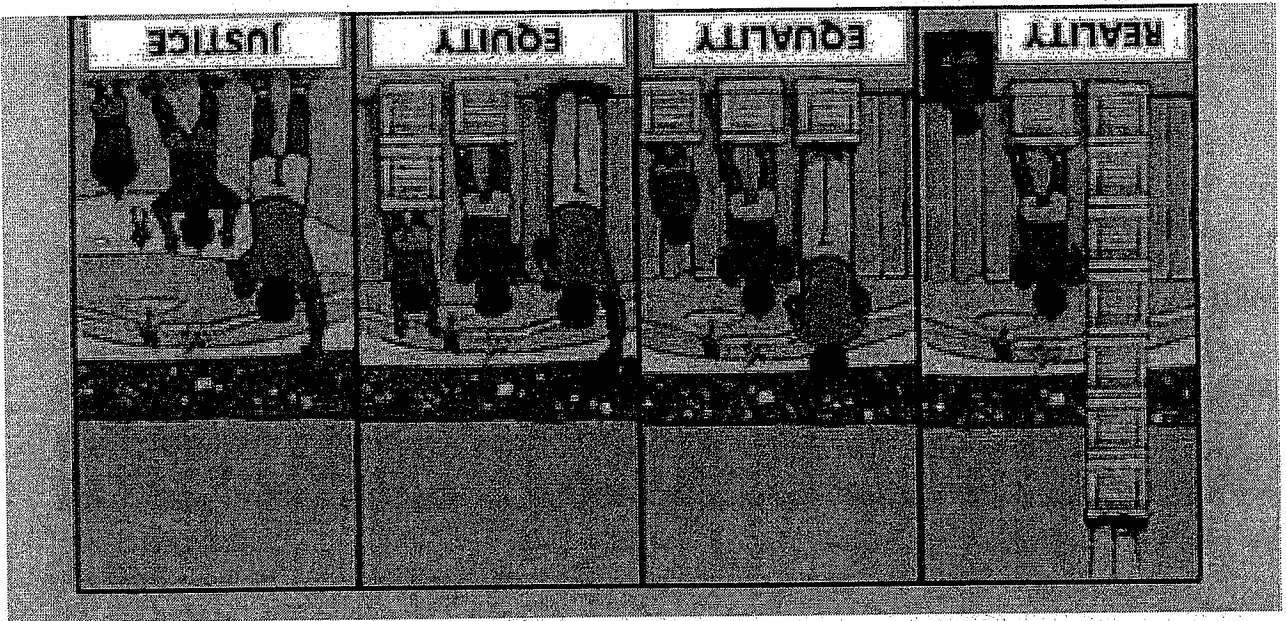
2. Let's talk honestly! Like...really honestly!

- I don't see color.  
- Things were a lot more comfortable 10 years ago.  
- We are all different. All forms of diversity should be treated the same way.  
- Respecting diversity has gone too far. It is no longer fun to come to work.  
- Equality means that we should all be treated the same way.  
- Equality and Equity mean the same thing.  
- Life is about making the best out of the opportunities we have been given. We all get the same chance.  
- I get stressed out when I see a group of people that do not look like me.  
- Being in this training session annoys me.  
- I am lost as to what to do about diversity and inclusion.  
- Sometimes I am afraid of all this diversity talk. It makes me feel uncertain.  
- There are people that are taking unfair advantage of this diversity movement.  
- Embracing diversity and inclusion negatively impacts non-minority groups.  
- Claims of discrimination and bias are greatly exaggerated.  

6. The Challenge:

Change always responds to an _____ issue or challenge.

Let's Observe, Think, Be Challenged and Evaluate!



Let's take a look at three (3) powerful words!

- a. **To Disfranchise:** deprive; remove & link to -franchise, i.e. freedom ⇒ deprive someone of freedom
- b. **To Dispossess:** deprive; remove & link to -possess, i.e. possession; property ⇒ deprive someone of possessions
- c. **To Marginalize:** treat (a person, group, or concept) as insignificant or peripheral.

LARGER GROUP DISCUSSION

When was the last time you were deprived of your freedom? When was the last time someone prevented you from possessing something that was rightfully yours? How did you feel when something that was yours was taken away? Have you ever been treated as insignificant or having less value?

Let's talk about historically marginalized groups

How does the way these historically disenfranchised groups have been treated impact your place of work?

The way these historically dispossessed groups have been treated impacts you too. Your life and career. Your family. Does it? How?

Your local community.

7. Bias & Microaggressions

We don't like to believe it but the truth is, we all have _____ . The way we

were raised, the religion we practice, the books we've read, our social circles; all of these create in us the tendency of making _____ and _____ about

people or groups of people that, whether at face value or by supposition, do not ascribe to _____ values, culture and learned behaviors. Unfortunately, our biases

even extend to people that _____ look or act like us. When we apply these unsupported _____ and _____ as a result of factors,

such as their age, socioeconomic status, weight, gender, race, or sexual orientation, we are exercising _____ or _____ against or in favor of a person or a

group of persons. And while these biases aren't always negative, they're shaped by a survival instinct that causes people to _____ with people they perceive to be

similar to them, because they're deemed to be "safe." Unfortunately, the contrary is also true, creating unnecessary _____ and _____ towards those who are

different than we are.

Most of the time, when we are exercising bias and prejudice, we _____ .

This is because the way we think, act and evaluate life and others, has been deeply _____ in us. _____ is extremely important.

While we won't be able to _____ change our conceptions, _____ gives us the ability to curve and even change our behavior.

We all have _____ . A bias is prejudice in _____ of or _____

one thing, person, or group compared with another, usually in a way considered to be unfair. _____ is a preconceived opinion that is not based on reason or

actual experience. Illegal behavior and hateful rhetoric, can be legislated. Morality and human decency cannot.

Discrimination & prejudice can be _____ (subdued) and _____ (in

your face/blatant).

• although insidious, is not the most common one. This is because as time has gone by, this form of racism is less and less _____ and most of us have an innate desire and practical need to be accepted.

• _____ is a form of racial discrimination that is disguised and subtle, rather than public or obvious. Concealed in the fabric of society, covert racism discriminates against individuals through often evasive or seemingly passive methods.

Following the rapid succession of highly visible racial injustice cases between 2019 and 2022, many members of the US majority expressed feelings of not wanting to be held accountable for what people had done centuries ago. Many expressed that it was not fair for them to be blamed for "the sins of their fathers." Others, though, made an effort to make sense of the events that were happening and became allies of JEDI efforts.

During this time, "cancel culture" and heightened levels of apprehension, fear and discomfort, created a strong sense of _____ and _____ as it related to _____ expressions of racial prejudice. As the years have gone by, concealing discrimination has become the least risky way to express prejudice. But prejudice, even if covert, is harmful and unjust. Microaggressions are one of the most pervasive forms of _____.

When it comes to JEDI, microaggressions serve to legitimize and justify bias and, consequently, its byproducts. Let's work together on some popular forms of microaggressions.

GROUP EXERCISE 1 - Walk a while in someone else's shoes

In your assigned group, choose one person who will act as a member of a racial or ethnic minority and one as an ally of the minority member. The rest should support, at least initially, the original microaggression. Embracing the information we have discussed so far, please bring back to the main group a short debrief of the experience from all represented perspectives.

GROUP EXERCISE 2: Who we are, the role we play

In this transformational process we have been embarked on, we all have a role to play. What is yours? Below are a few of the concepts and actors in the sea of Justice, Equity, Diversity & Inclusion. Where do you see yourself, if anywhere and what role are you currently playing? Discuss & debrief.

- **Dominant Social Group:** a group, typically the majority group in society, with power, privileges, and social status. This power allows the dominant group to center systems, like rules, practices, policies, around themselves. This system can _____ or _____ create barriers and disadvantages for other marginalized social groups. This system is commonly referred to as _____

- **Marginalized Communities or Groups:** Groups that _____ a part of the dominant social group. They face _____ disadvantages, exclusion, and _____ to opportunities, resources and power based on their identities.

- **BPOC:** An acronym referring to Black, Indigenous, and people of color. Currently, this is the preferred and most _____ term, though not every group this acronym includes identifies as BPOC.

- **Color Blindness:** When a person attempts to ignore the existence of race or skin color in service of seeing past race and just seeing the person. This de-emphasizing of race, however, ignores the real, lived experience of BPOC in the US.

- **Transgender*:** A person whose gender _____, and sometimes gender _____, differs from their biological sex.

- **Non-binary*:** A person who does not _____ identify as a member of either _____ group. (Their gender identity is fluid.)

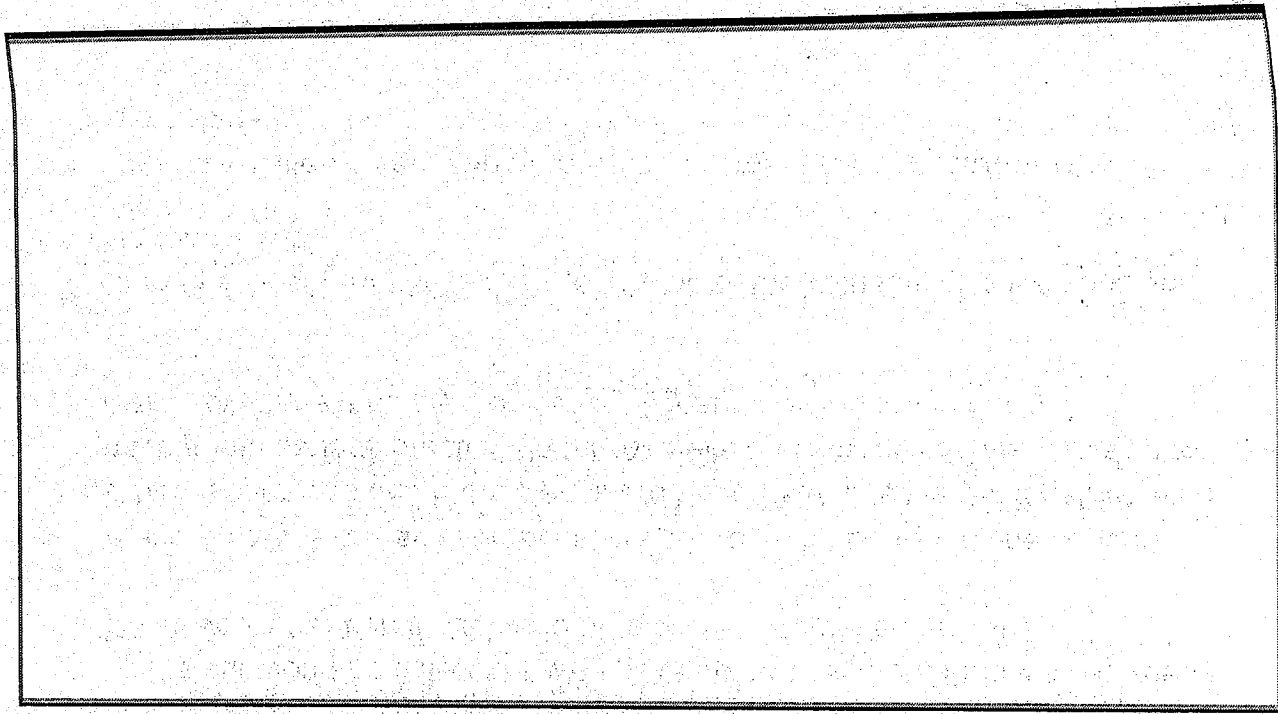
- **Code-switching:** When marginalized individuals (for whichever reason) _____ their behavior, appearance, and/or language, consciously or unconsciously to fit into the dominant social group and gain access to _____

advantages that the dominant social group experiences.

- **Antiracist:** One who _____ or _____ the idea that all racial groups are equal. The antiracist dismisses the idea that one race is _____ to the others and _____ the importance of deracializing behavior.

- **Ally:** Someone that _____ emphasizes doing what is necessary to recognize and subvert systems of oppression by unlearning and reevaluating one's own world view. This process, which is based on trust, consistency, and accountability, looks _____ for everyone, but attempts to work in solidarity with _____ people.

Since JEDI is here to stay, at the very least, make a commitment to walk in more peace with yourself, your fellow workers and citizens. Jot down your commitment. Share only if comfortable.



10. Preview of the next stage of our journey!

Next time we get together, we will discuss and learn how to:

- Identify and address risk zones where our bias can have a detrimental impact in the way we conduct ourselves at work or deliver our products or services.
- Establish the impact of bias in the way we relate with co-workers, customers and vendors.

- Learn to identify and combat stereotypes and develop the ability to debias and promote this behavior in others.

- We will start learning how to step up and do something when we see bias and prejudice. The last few years have taught us that people's intervention has the power to shed light on prejudice and produce changes by denouncing diversity and inclusion violations and crimes. Cell phones have helped us create awareness and material for criminal prosecutions; but, how would our world be different if we spoke up against more than we recorded? What would happen if each one of us would intervene early on?

- Being an ally is to have someone's back. To be loyal. To provide support. When it comes to JEDI, the stakes are high. Next time we get together, we'll have some serious practice under our belts and we will play allyship to learn how to be a catalyst of love and change; at work and beyond.

11. Takeaways. Congratulations! Here's some of the valuable gifts we hope you are walking away with:

- You have taken a very important step towards having a positive work environment.

- You are not as stressed out as you were when you walked in earlier in regards to relating to customers, vendors and coworkers who act, look and speak differently than you.

- You understand white privilege and no longer feel that this is a personal attack; but rather, a fact that you can use to improve the quality of your fellow persons' life experience and your own relationships.

- If you are a minority, you have learned that fear and ignorance is a two-way street. Not only are you walking away feeling more understood; but you now know that you have the power to help the majority group feel the same way.

- You e learned that establishing a culture of JEDI is good for business and that it is here to stay. You can share with someone why having an inclusive culture makes sense for the business of your organization.

- You just started changing the culture of your workplace. Next stop, family members and neighbors. As you become a more equitable and diversity-friendly human, your quality of work, relationships and life will improve.

- Because of all you have learned here today, your team can be more productive and cohesive. You will feel less burnout and fatigue. Coming to work will be less of a hassle.

- Your team will put on an identity of togetherness and respect. Your customers are going to notice. Everyone is going to notice!

- Healing is a choice. It's time we all start healing.

I cannot wait until we see each other again to continue with this journey of discovery and change in the way diversity & inclusion are observed in this exceptional team of the City of Venice! This work will unequivocally result in happier employees and a much better place to work. Together, we can use JEDI to build a stronger organization and improve operational results. The best part? We are just getting started!

Gene McIntyre, JD