Equity & Inclusion: What We Don't Know

ICMA Education Session – Local Government 101
ICMA Annual Conference; San Antonio, TX
October 21, 2017

Dr. Ron Carlee

Director, Center for Regional Excellence, Strome College of Business

Visiting Assistant Professor, School of Public Service

OLD DOMINION
UNIVERSITY
IDEA FUSION

Agenda

- Awareness
- Sharing
- Peer Learning

…on race and identity

Leadership

- Is not a game of solitaire
- Is about others…working together for a common purpose
- Organizational psychology identifies three critical element of leadership:
  - Traits: who we are
  - Skills: what we know
  - Behaviors: what we do
- Leaders adjust their behaviors to meet the diverse needs of their team members
- To adjust to others, we must first know ourselves

Ground Rules

- Do not expect perfection, but assume goodwill (Multi-Cultural Team Arlington Human Services).

- Seek first to understand and then to be understood (Stephen Covey).

- When someone says something that you do not understand, listen harder (Kettering Foundation).

- Rather than using "Yes, **but**…" statements, try using "Yes, **and**…" statements (ImprovEdge).

- If something feels hurtful, explain the source or nature of the hurt; create a learnable moment.
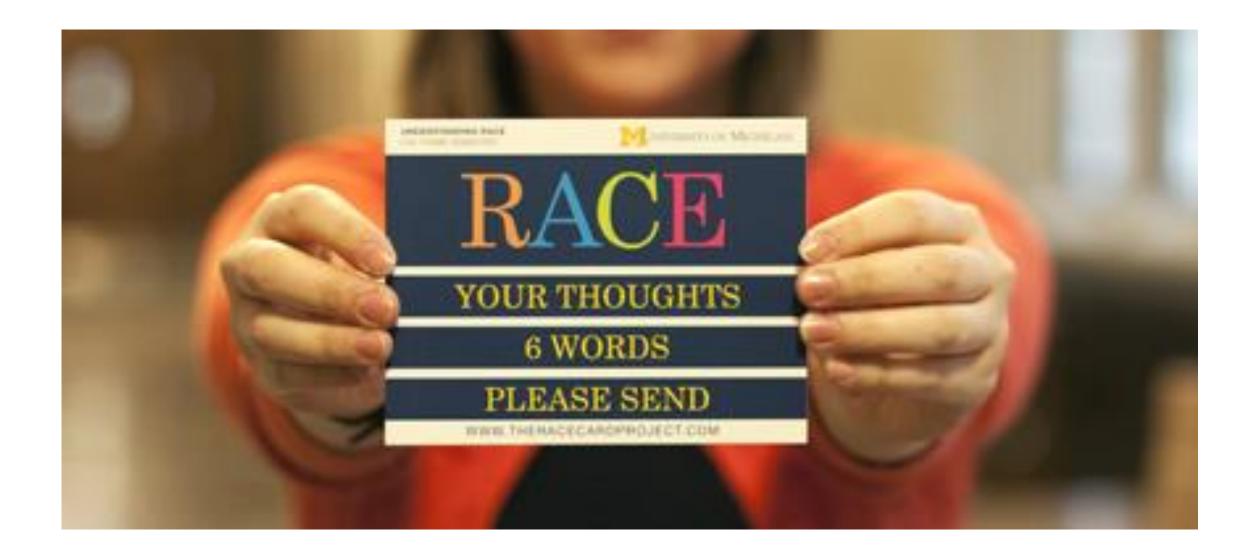
Michele Norris

The Race Card Project

"*Despite all the talk about America's consternation or cowardice when it comes to **talking about race**, I seemed to have found auditorium after auditorium full of people who were more than willing to unburden themselves on this prickly topic.*"

Write Your Race Card

Think about your…
- *experiences,*
- *questions,*
- *hopes,*
- *dreams,*
- *laments* or
- *observations*

about race and identity.

Take those thoughts and distill them to just one sentence that has only six words.

Project Implicit

- Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control.

- Project Implicit was founded in 1998 by three scientists – Tony Greenwald (University of Washington), Mahzarin Banaji (Harvard University), and Brian Nosek (University of Virginia).

- https://www.projectimplicit.net.

We don't know…

- People don't always say what's on their minds. One reason is that they are unwilling.

- The difference between being <u>unwilling and unable</u> is the difference between purposely hiding something from someone and <u>unknowingly hiding something from yourself</u>.

- The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report.

Project Implicit

What are implicit and explicit stereotypes?

- Stereotypes are the belief that most members of a group have some characteristic.
- <u>Explicit</u> stereotype: you deliberately think about and report.
- <u>Implicit</u> stereotype: relatively inaccessible to conscious awareness and/or control.

Project Implicit

What we say and what we think…

- Even if you say that men and women are equally good at math, it is possible that you associate math more strongly with men without being actively aware of it. In this case we would say that you have an implicit math + men stereotype. (Project Implicit)

- *What are some other common stereotypes that people have about characteristics with which **you** identify?*

Implicit Bias

- Take the test…

  https://implicit.harvard.edu/implicit/takeatest.html

What did you learn?

https://www.theodysseyonline.com/profiling-stereotyping

Resources for Understanding Racism

RACE – The Power of an Illusion, PBS
http://www.pbs.org/race/000_General/000_00-Home.htm

The Racial Equity Institute
https://www.racialequityinstitute.org/

Kirwan Institute - Study of Race & Ethnicity http://kirwaninstitute.osu.edu/

Crossroads Antiracism Organizing & Training
http://crossroadsantiracism.org/

Government Alliance on Race and Equity GARE
http://www.racialequityalliance.org/

Resources for Community Dialogue

Kettering Foundation
Naming and Framing Difficult Issues to Make Sound Decisions
https://www.kettering.org/

National Civic League
All-America Conversations Toolkit
http://www.nationalcivicleague.org/

National Issues Forum
Safety & Justice Guide
https://www.nifi.org/en

Ohio State Divided Community Project
Key Considerations for Community Leaders Facing Civil Unrest: Effective Problem-Solving Strategies That Have Been Used in Other Communities
http://moritzlaw.osu.edu/dividedcommunityproject/key-considerations/

Dr. Ron Carlee

Director, Center for Regional Excellence, Strome College of Business

Visiting Assistant Professor, School of Public Service

rcarlee@odu.edu Twitter @roncarlee   Mobile/Text 703-819-7311