

Justice, Equity, Diversity, and Inclusion

ASAP June 23, 2022

BEing Immediate, Intentional, and Experiencing Sustainable Change:

An Investigation

Overall, Mission Statement

Helping Other People Everyday (HOPE), which serves the NYC and NYS area is a sole proprietorship organization dedicated to improving the quality of life for both individuals and organizations. We provide personal development coaching, educational developmental training, and organizational consultation for adults.

A Poem for Middle by Lila Boyer.©

- I've been forced
- To think about
- Things way before
- I understood the complexities of
 - What was being said
 - Somehow my life
 - Depended on me
 - Paying
 - Not with whips and chains
 - Paying attention
 - if
 - I wanted to move ahead
 - They call this
 - Hypervigilance
- Hypervigilance
- A constant state of fear
- Will I make it to my 18th birthday?
 - I'm not nearly there
 - I'm only six
 - No guarantee here
 - Carrying the weight of the world
 - On my shoulders
 - Waiting on the world to change
 - I've been forced
 - To think about
 - Things way before
- I understood the complexities of
 - What was being said

- **Learning from selected history books**
- **Assassinations and the mass terrorism on the Civil Rights March**
 - Being televised
 - Did I say
 - Civil?
 - No civility here
- **You better watch where you're stepping**
 - Cause we'll be collecting
 - Bodies everywhere
 - To uphold a system
- Build on lies, hatred, separation, and capitalism
 - **Making the case for domestic violence**
 - Warfare with many tiers
 - Tears

- I cry silently inside
 - For way to long
 - I suffered in fear
- Way before I even got here
 - As an embryo
- In my mother's womb
- The legacy of my life
- Multi-generational
- DNA encased...laced
 - Fear
- **I've been forced**
 - To think about
 - Things way before
- I understood the complexities of
 - What was being said!

BEing Immediate



BEing denotes Presence and
Action



Immediate denotes Importance,
Urgency, No Delays

BEing Intentional

- **Unconscious bias**
- **Similarity (Affinity) bias** “Cultural Fit”

BEing Intentional

- **Structural bias:** Institutional patterns and practices that confer advantage to some and disadvantages to others based on identity
 - Positions of power tend to be held by members of a dominate group
 - Excellence tends to be identified with that group
 - Attention tends to be centered on members of that group (the ‘norm)’


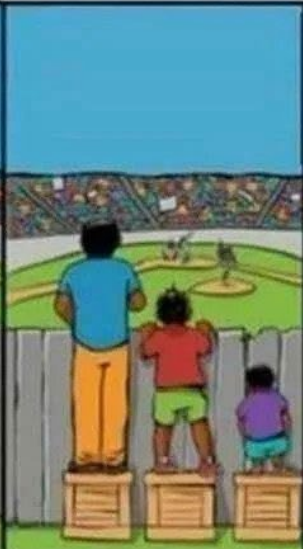

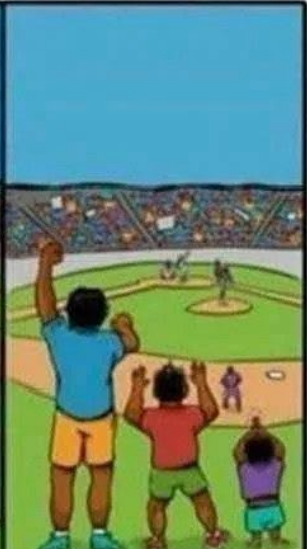
BEing Intentional

- **Self rater bias:** Rater biases are conscious or unconscious tendencies that affect how supervisors rate their employees. Rater biases, however, operate to systematically distort the ratings.
 - Halo Effect
 - Recency
 - Negative event

Experiencing Sustainable Change

- What can be created for individuals, Organizations, and Communities where Justice, Equity, Diversity, and Inclusion coexist?

An Investigation

| | | | |
|---|--|---|--|
|  |  |  |  |
| REALITY | EQUALITY | EQUITY | JUSTICE |
| <p>One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.</p> | <p>The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.</p> | <p>Everyone gets the support they need, which produces equity.</p> | <p>All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.</p> |

References

- [equality vs equity - Bing images](#)
- [Bias \(ung.edu\)](#)



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