



# Diversity and Inclusion OWASA

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# Grounding in the Questions



- What are the key factors for success? What has worked well?
- What are the key things to avoid?
- What has not worked well?
- What should be our initial focus?
- How should we measure success in diversity and inclusion?

# + Key Factors for Success

- Developing a shared language
- Developing a shared framework
- Ask questions about your stakeholders, the resources you need to reach certain equity goals, and who is burdened or harmed by those goals.
- Documenting Lessons Learned



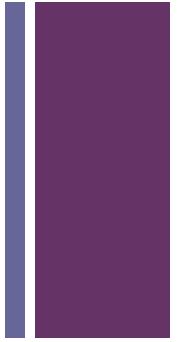
# + Diversity and Inclusion



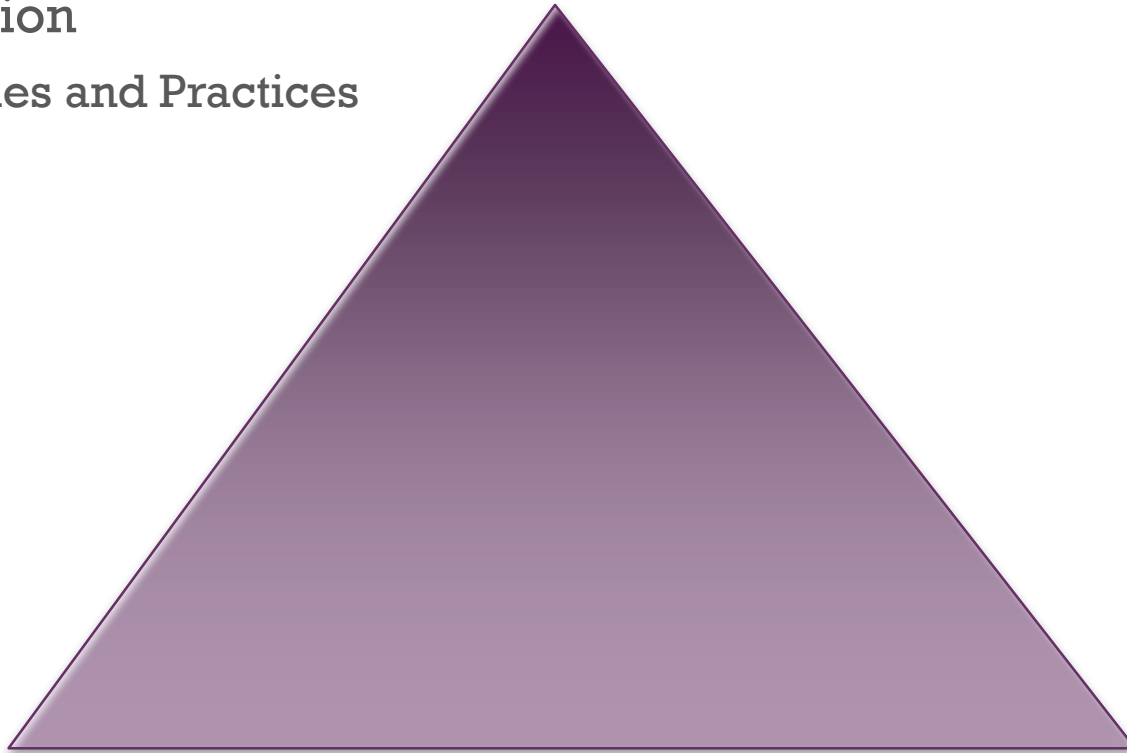
When we think of diversity and inclusion, it implies that we are solely focused on inclusion.

- Inclusion into what kind of system?
- What rules or norms do people have to abide by to be part of the system?
- Is the system rigid or flexible?
- Will the people who are “included” be given room to add value to the system?

# + Institutional Analysis

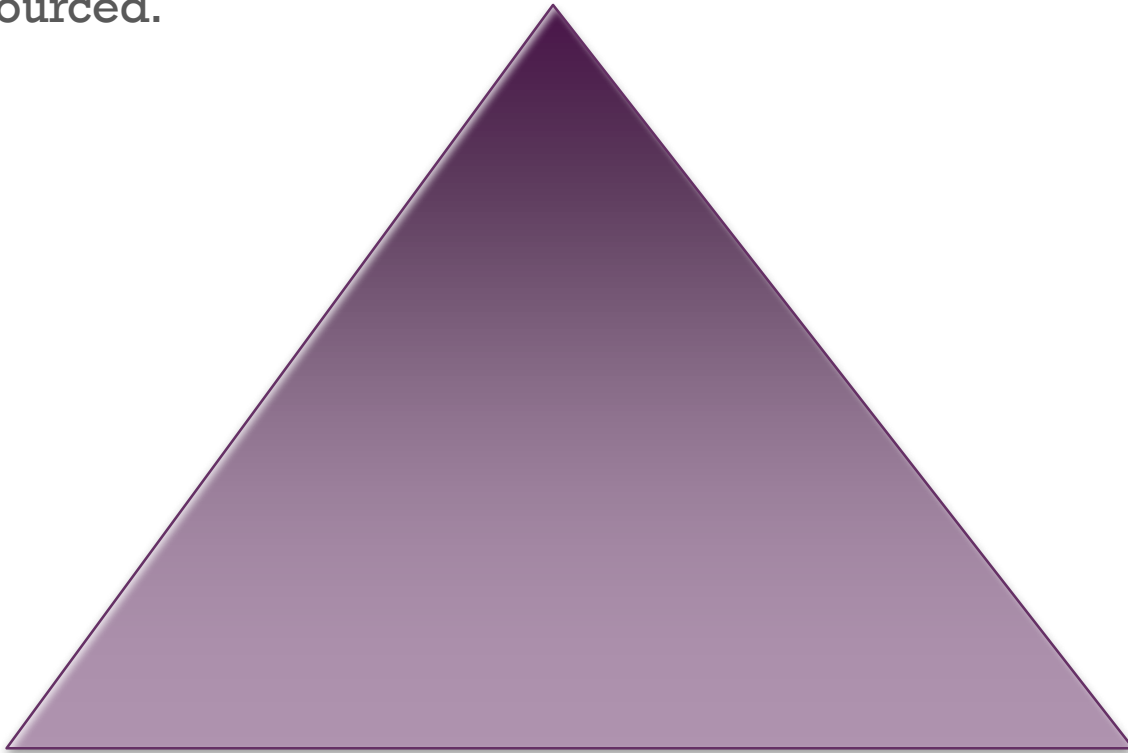


- Institution
  - Policies and Practices





Institutions who focus solely on inclusion don't consider how they are: Underserving, Oppressing and Exploiting people of color. If the institution is: excluding, underserving, exploiting and oppressing people of color then the converse is happening for white people. White people are being: included, served, validated and resourced.



# + Definitions



- Oppression
- Institutional and Social Power
- Microaggressions

# + Oppression



The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.

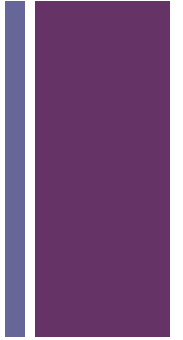
Rita Hardiman and Bailey Jackson state that oppression exists when the following 4 conditions are found:

- the oppressor group has the power to define reality for themselves and others,
- the target groups take in and internalize the negative messages about them and end up cooperating with the oppressors (thinking and acting like them),
- genocide, harassment, and discrimination are systematic and institutionalized, so that individuals are not necessary to keep it going, and,
- members of both the oppressor and target groups are socialized to play their roles as normal and correct.
- Oppression = Power + Prejudice





# Social and Institutional Power



- access to resources
- the ability to influence others
- access to decision-makers to get what you want done
- the ability to define reality for yourself and others

# + Microaggression

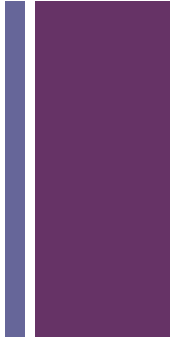


1. a subtle but offensive comment or action directed at a minority or other nondominant group that is often unintentional or unconsciously reinforces a stereotype: microaggressions such as "I don't see you as black."
2. the act of discriminating against a nondominant group by means of such comments or actions:

# + Revisiting the Questions



- What are the key factors for success? What has worked well?
  - An awareness that this will take time and a comprehensive approach that includes interventions to address the ways in which the institution is enacting institutional and cultural racism/oppression.
  - A clear equity plan that is a living document and plan.
  
- What are the key things to avoid?
  - Rushing the process
  - A lack of transparency about the process at all levels of the institution
  - Not involving the key stakeholders or considering who will be burdened by the set goals related to race equity and if there is potential harm to a group.
  
- What has not worked well?



- What should be our initial focus?
  - You have a report and some key things to work from. Next would be to engage a group of stakeholders to be involved in this process at all levels of the institution. Then decide on a process to allow for everyone who is part of OWASA to develop a shared language, understanding of history and understanding of how they can create equity in their role.
  
- How should we measure success in diversity and inclusion?
  - Assess your policies and practices and assess what cultural norms influence the policies and practices.
  - Over time, you can measure success by who is working within the organization, what roles they fill, are there various people represented at different levels of leadership? Who has the social and institutional power-the access to resources and decision making?