

INCLUSION & AWARENESS

Children's
Home



WHY THIS TRAINING??

Children's
Home

COMMUNITY VISION:

Broome County will be an engaged and empowered community that fosters healthy environments, healthy relationships, and healthy people.



COMMUNITY VISION:

Together, we can ensure all children and youth in Broome County have the opportunity to do well in school, graduate on time, succeed in a career, and achieve their full potential.



CHILDREN'S HOME DIVERSITY, EQUITY, INCLUSION & AWARENESS COMMITTEE

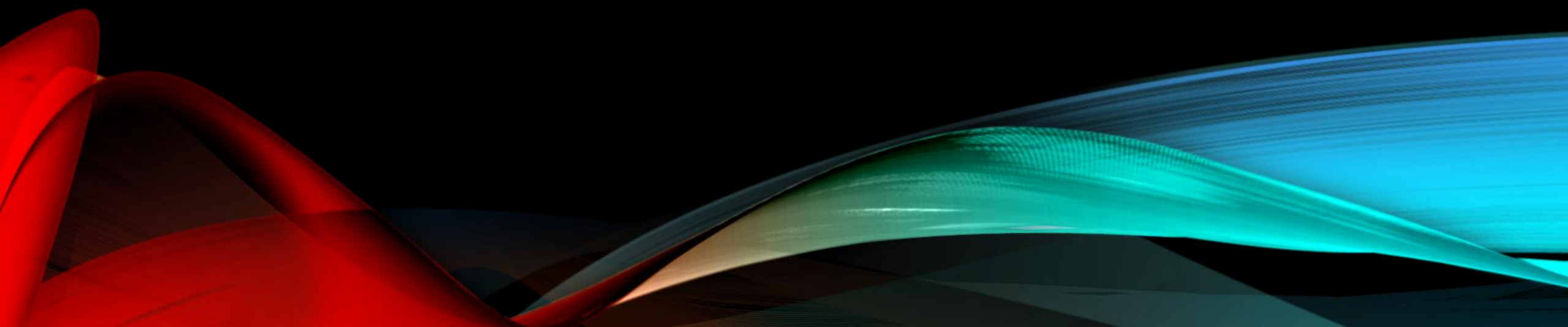
- More understanding and education
- Provide forums for open communication
- Meet youth and family needs in a culturally competent way
- More staff awareness and deeper acceptance throughout the agency at all levels

THE PURPOSE OF THIS TRAINING:

- The value of professionalism in a work environment
- The importance of treating others respectfully
- Increase your perspective of others world view
- Assisting you to have an opportunity to claim your own identity
- Dispel stereotypes of others

INTRODUCTIONS

Tell us about yourself!



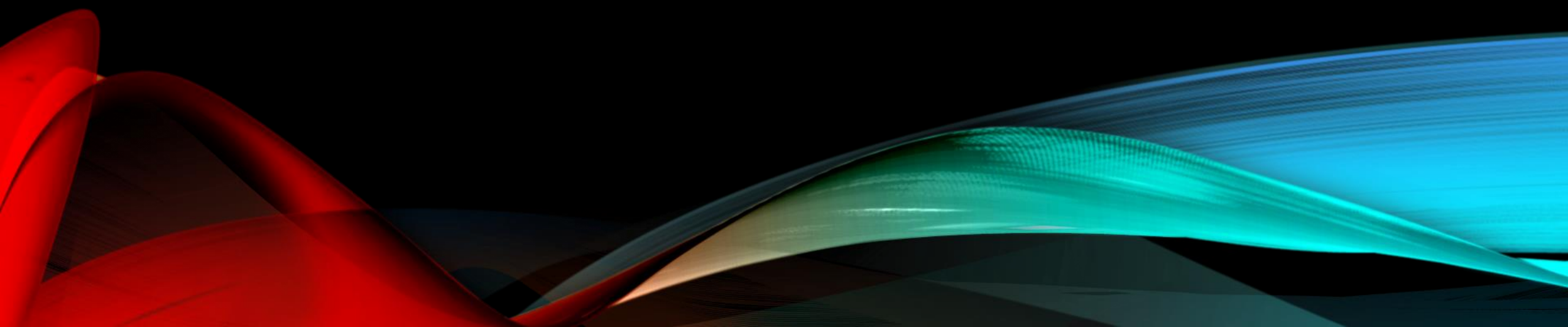
Inclusion
Ethnicity Identity
Prejudice
Cultural Competence
Diversity Awareness
Culture Norms
Stereotyping





ICE BREAKER

I AM, BUT I AM NOT





ICE BREAKER - FEEDBACK

1. Where did we learn these stereotypes?
2. How did you choose which identities to share?

Ethnic
Actions
Human Behavior ^{Values}
Thoughts
Beliefs ^{Racial} Culture
Social Group Communication
Custom
Religious



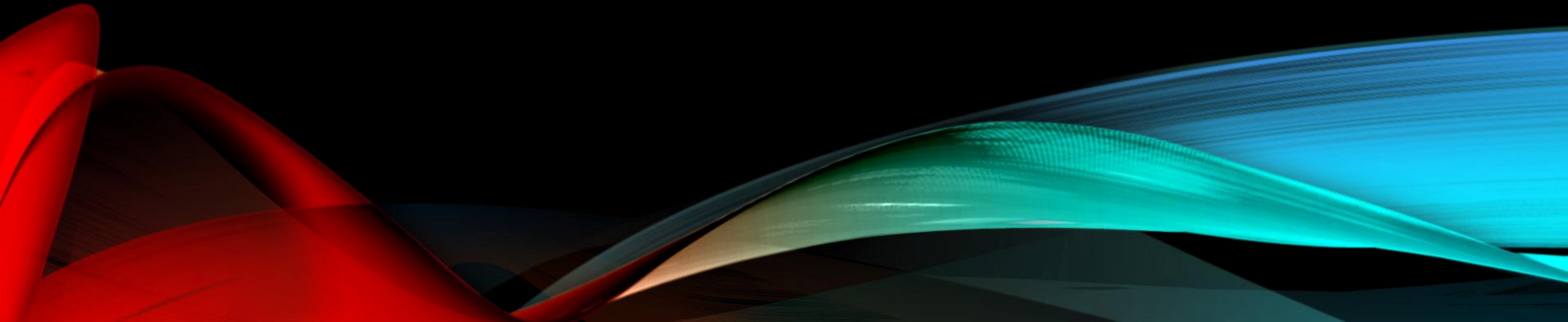
WHY CULTURAL COMPETENCE?

- You need to be aware of your own culture and values and respect other's differences
- Be aware of and working at controlling your own biases and how these may affect interactions with others.
- Culture-specific knowledge, i.e., greetings, hand shake, wave, hug, etc., or how cultures communicate or show emotion

WHY CULTURAL COMPETENCE

- Ability and willingness to be an ally to individuals who are different from himself or herself.
- Effective communication skills across differences
- Able to mediate cross-cultural conflicts

“ISMS”





Micro aggressions

Classism

Ableism

Ageism

Racism

Sexism

Ethnocentrism

Heterosexism

Individualism

Collectivism

An abstract graphic at the top of the page consists of several overlapping, curved bands of color. From left to right, the colors transition from a bright yellow, through orange and red, to a dark green and finally a light cyan. The bands have a slight gradient and appear to flow across the top of the frame.

FIRST THOUGHTS



DISABLED

WHITES

TRANSGENDERED

ASIANS

BISEXUALS

GAYS

POLICE OFFICERS

CALIFORNIANS

NEW YORKERS

WOMEN

AFRICAN-AMERICANS

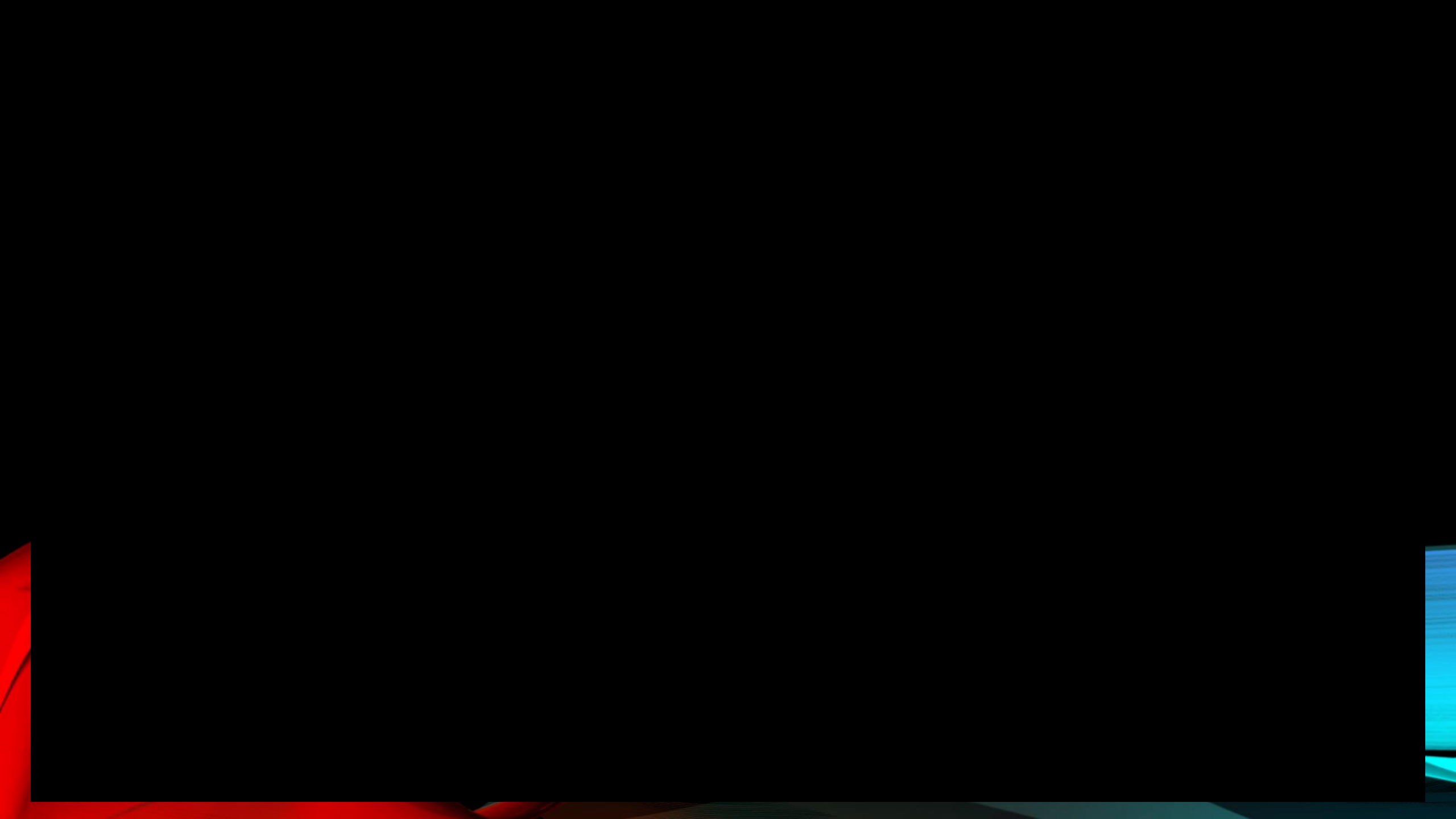
LESBIANS

MEN

LATINO

TEACHERS

TRANSEXUAL





DISCUSSION





ACTIVITY

1. Why is inclusion awareness important to United Way?
2. When it comes to inclusion, how do you foster an environment where people who come from different backgrounds know you value their ideas?

IMPLICIT BIAS TEST

Measuring Attitudes & Beliefs



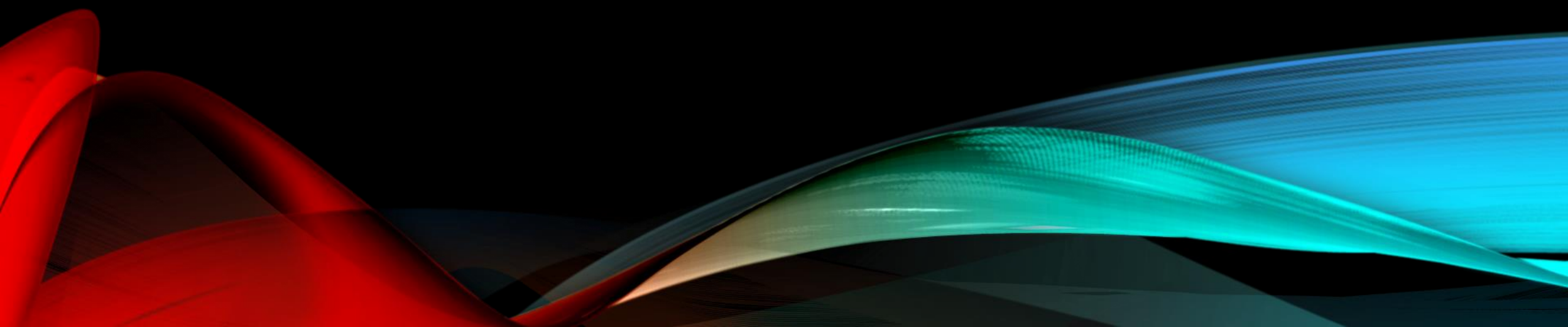
IMPLICIT BIAS TEST

- Demonstrate an understanding of the diverse cultures as you work with community members and your colleagues.
- Open-minded and check your biases
- Value others differences and backgrounds
- We also hope your learning just doesn't stop with this presentation and you will be able to take something of value from this presentation



WHAT IS YOUR RESPONSE?

How do we wrap this all up?



REFERENCES

- [first-thoughts-icebreaker.pdf](#)
- [https://drkathyobear.com/diversity/conversation-starters-leaders-buyin-diversity-workplace/](#)
- [https://www.goodhire.com/blog/4-honest-answers-on-diversity-and-inclusion](#)
- [https://implicit.harvard.edu/implicit/education.html](#)
- Ice Breaker:
[https://www.uh.edu/cdi/diversity_education/resources/activities/pdf/talusandiversityteambuilders.pdf](#)
- Picture: [https://blogs.uml.edu/csp/2016/02/10/cross-cultural-competence-in-autism-studies/](#)