



Welcome



Demystifying Equity, Diversity and Inclusion

Leveraging your platform as Public Media leaders

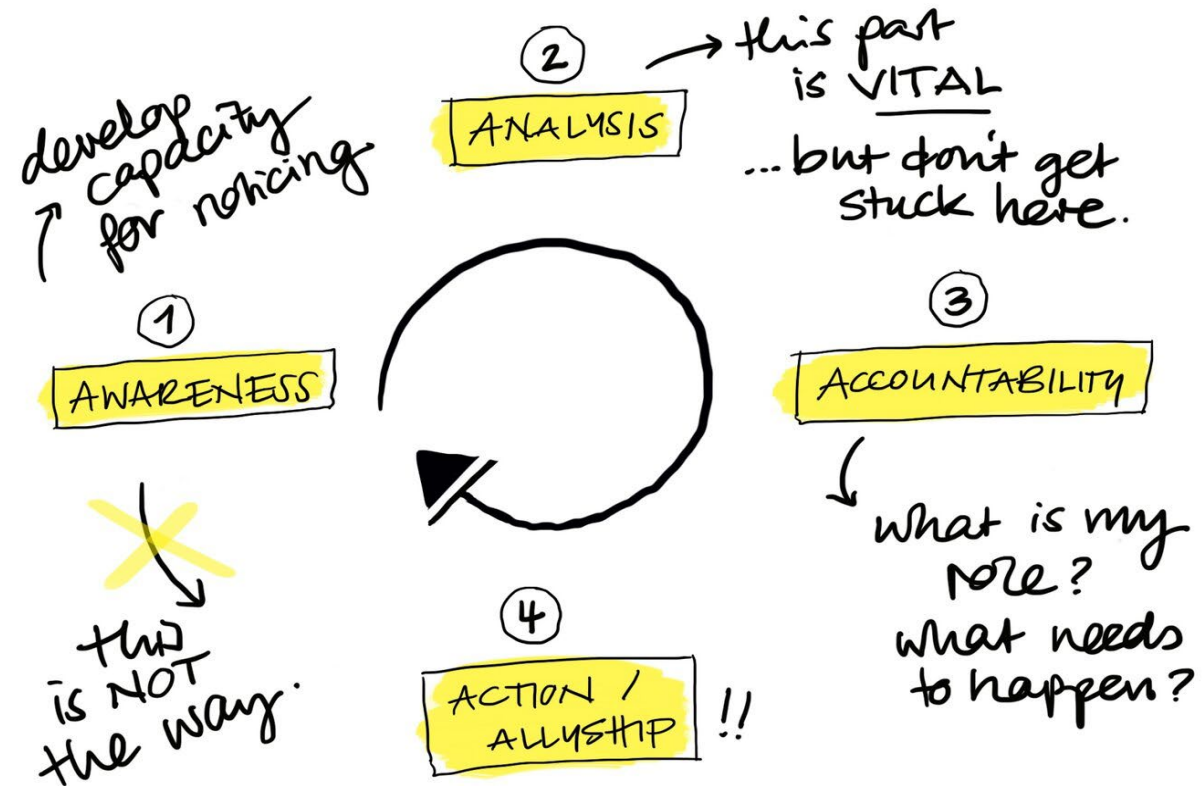
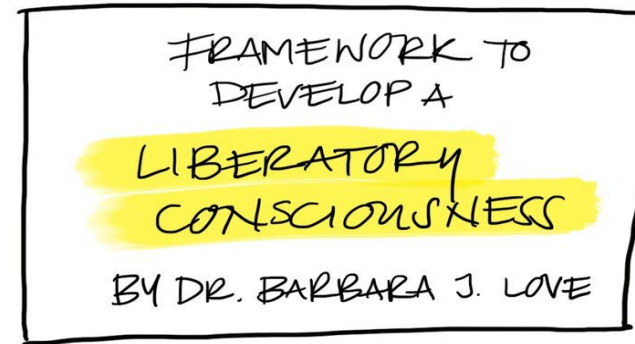
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2022 Public Radio Super-Regional Meeting

April 11, 2022

It all starts with our consciousness.

Liberatory Consciousness



What I'm Seeing...

Observations from across the globe:

*Things that get in the way of strengthening our leadership in
this work*

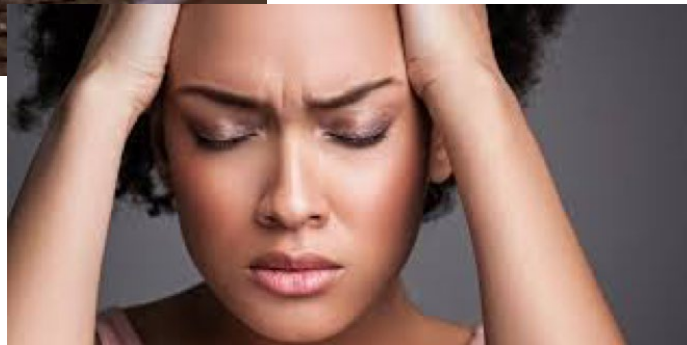
Recency Effect

A phenomenon in which the most recently presented facts, impressions, or items are learned or remembered better than material presented earlier



"Your evaluation is based on the next 30 seconds. Go!"

Compassion Fatigue is a Thing

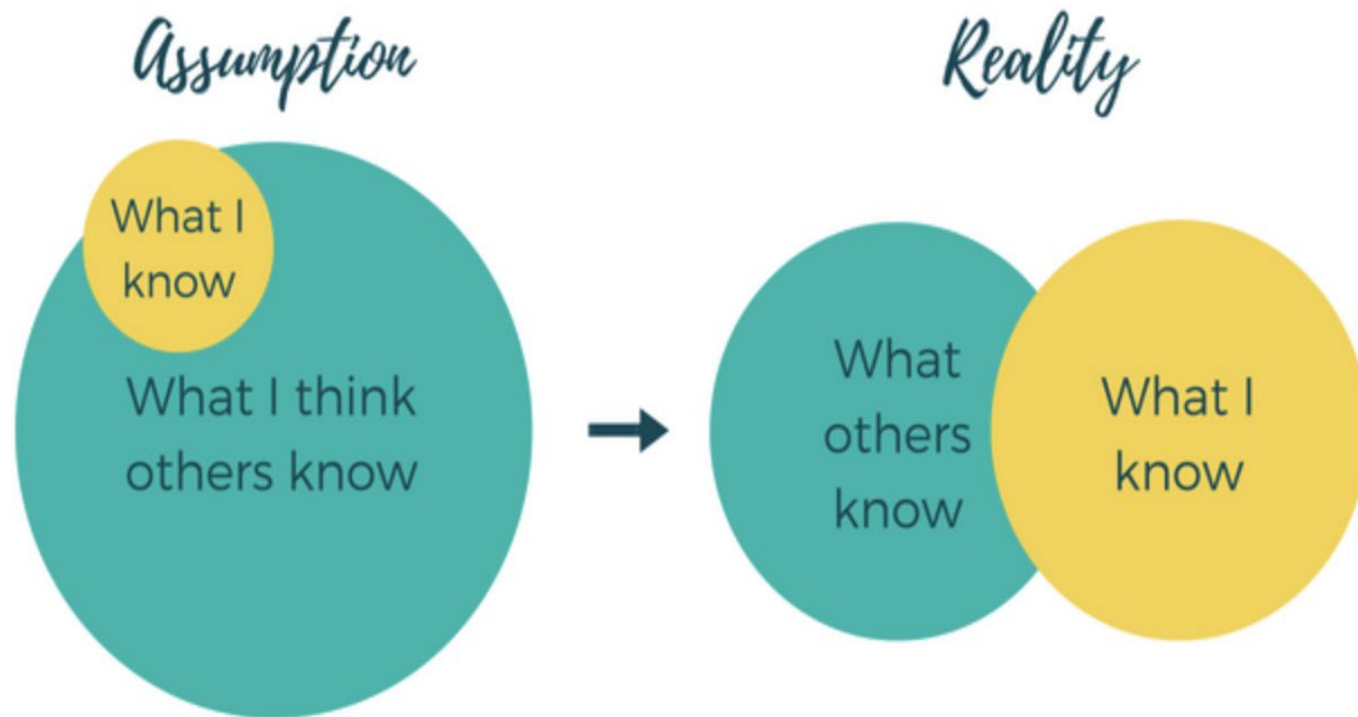


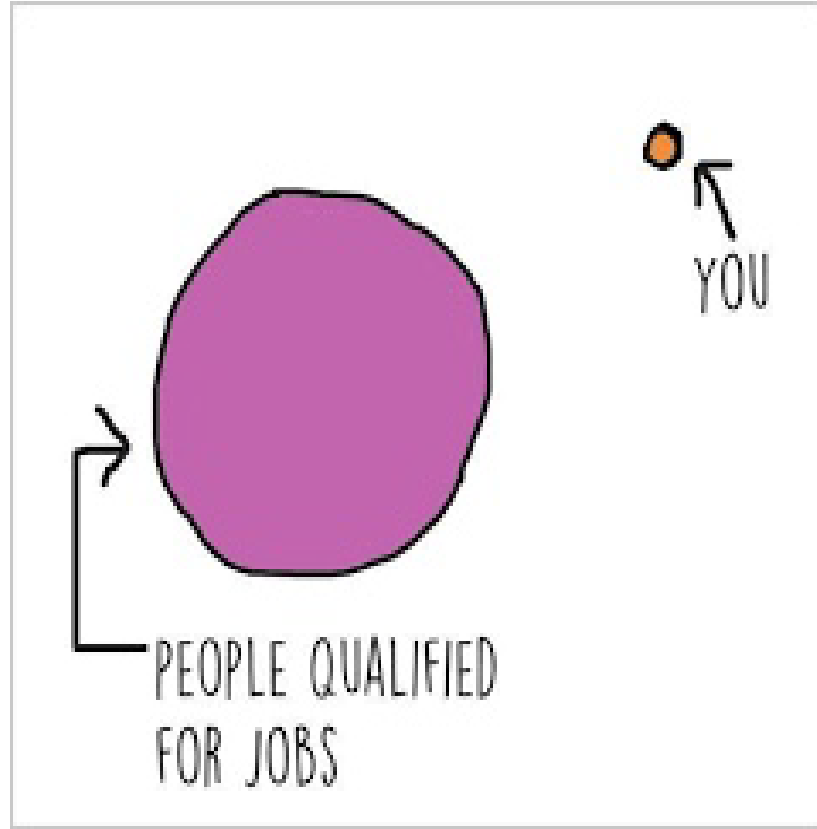
...a whole lot of Imposter Syndrome

Imposter syndrome can be defined as a collection of feelings of inadequacy that persist despite evident success.

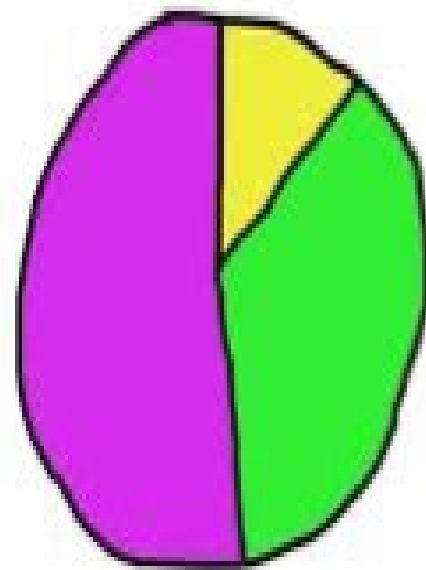
It makes us suffer from chronic self-doubt and a sense of intellectual fraudulence that override any feelings of success or external proof of their competence.

The Imposter Syndrome





THINGS YOU BEAT YOURSELF UP FOR:



- STUFF OUT OF YOUR CONTROL
- STUFF EVERYONE HAS LITERALLY ALREADY FORGOTTEN ABOUT
- STUFF NOBODY ELSE EVEN NOTICED

Still...there is
Discomfort/Confusion
about why we are
centered on race/leading
with race.

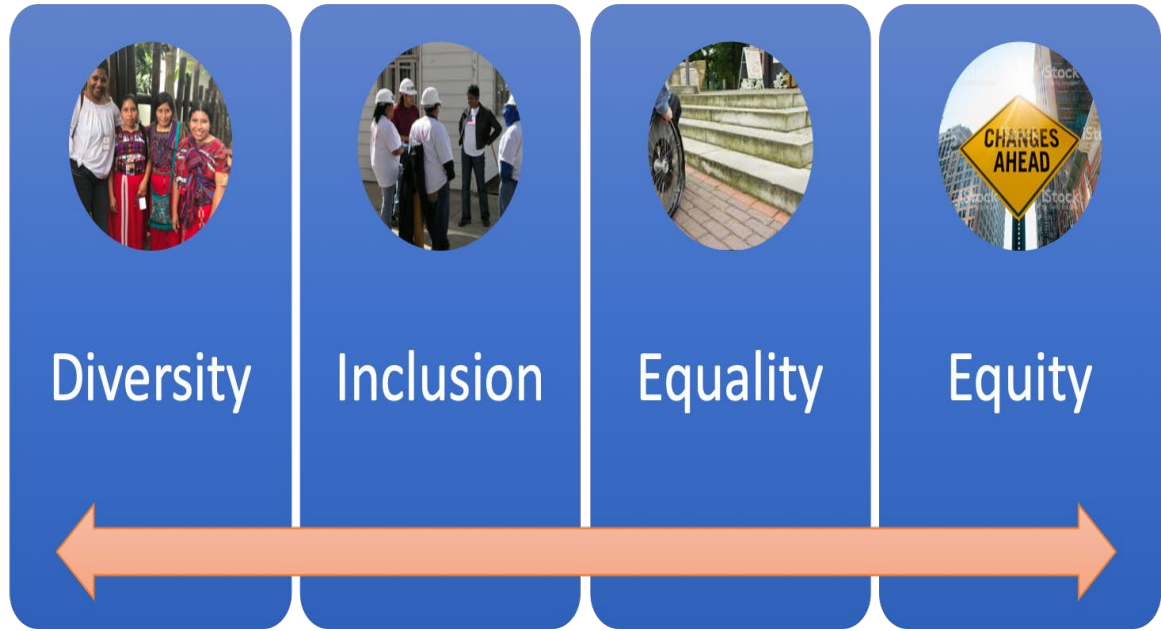
Why **ARE** we centering
on/leading with race?

P.S. This is not a trick question

...sometimes it's just
close to home



Among many things, how do we take into account the gravity of Compassion Fatigue, the Recency Effect, Imposter Syndrome and Discomfort discussing Race to demystify the conversations around equity, diversity and inclusion?

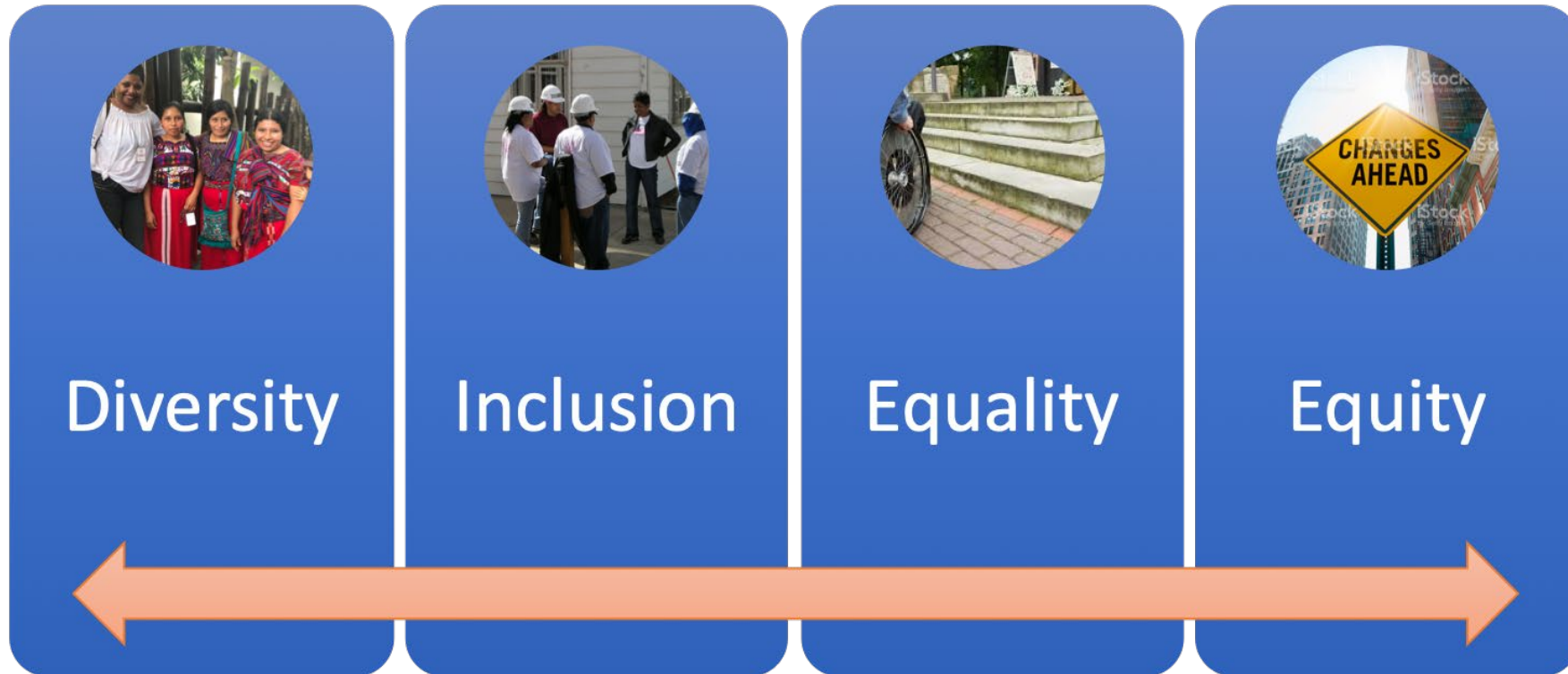


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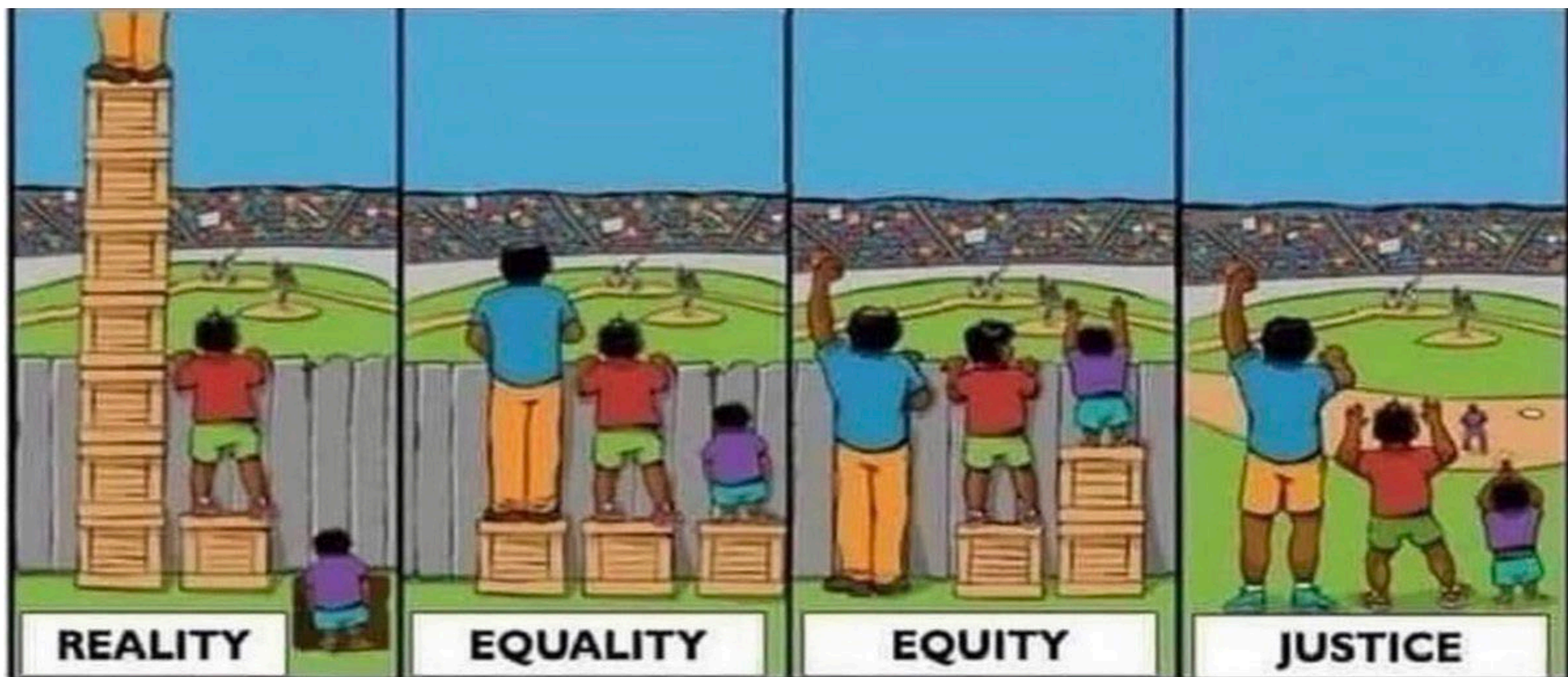


Start with this:

Let's understand **WHAT** we're talking about when we're talking about it



We're centering more on anti-racism, justice, equity, etc.



One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

The assumption is that **everyone** benefits from the **same supports**. This is considered to be equal treatment.

Everyone gets the **support** they need, which produces equity.

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.

We have to focus on the **FENCES** we need to be working on today

Name “fences” (barriers/inequities in the system) that need to be worked on in organizations, communities and societies.

Reporting can be strategic, as well as episodic.

Connecting Framework Elements

AWARENESS

Hearts & Minds:

Purpose/Vision
Values/Beliefs
Emotions/Feelings
Community
Analysis

CAPACITY BUILDING

Behaviors:

Norms
Practices
Skills
Communications
Measures & Outcomes

ACTION

Structures:

Processes
Strategies
Structures
Core Competencies
Budgets
Policy Change

How *does* the
past inform our
work today?

We must make
the connections
and
“roll it forward”



Continuously Explore Systemic and Historical Racism...make the connections

Instances of inequality range from the obvious to less overtly discriminatory policies and belief systems. Historical examples of the former include:

- **Poll Taxes** that effectively disenfranchised African American voters
- The marginalization of **African American Soldiers** who fought in World War I and World War II, but were treated like second-class citizens at home
- **Black innovators** who were barred from filing patents for their inventions
- White medical professionals' **exploitation of black women's bodies**
 - **J. Marion Sims:** perfected his surgical techniques by operating, without anesthesia, on enslaved Black women.

How does your reporting align with EDI?



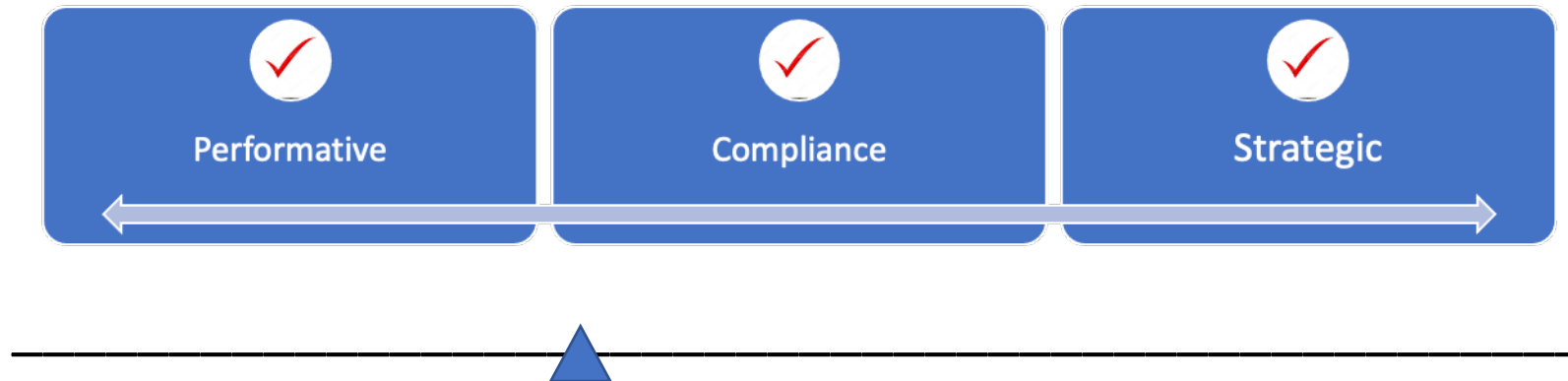
1. How does it align with **DIVERSITY**?
2. How does it align with **INCLUSIVITY**?
3. How does it align with **EQUITY**?
4. How does it align with **EQUALITY**?

The Scale: *What do you hear? What are you saying?*

Performative – All talk; little action, blah, blah, blah

Compliance – Status quo; doing what we've always done

Strategic – Forward-thinking; systems thinking, trailblazing



Upstander Strategy: *It's time to look for Upstanders*

Interrupt	Question	Educate	Echo
"Excuse me, can I just clarify what I think I heard?"	"Have you considered the implications of your actions/words?"	"Let me share my personal experiences"	When someone else speaks up, echo and reinforce. This encourages others to speak up and amplifies the upstander. It also lets others know you are not complicit.
"Hold on, can we go back to what you called the _____."	"What made you say that?"	"Here's what I know about the historical impact"	"Thank you for saying something"

Look for The Five Bases of Social Power in your work

1	2	3	4	5
LEGITIMATE POWER	EXPERT POWER	REFERENT POWER	REWARD POWER	COERCIVE POWER
Power based on title, position or rank	Power based on skills, abilities and knowledge	Power based on reciprocity or mutual respect	Power based on the ability to give and take away rewards	Power based on the ability to punish

**INFORMATIONAL POWER – Power based on you being the keeper of all the information

What Can You DO?

Name and look for “fences” and listen for the commitment and examples of they are being dismantled.

Commit to ways to interrogate your own systems. *What are you really working on?*

Pay attention to your “Liberatory Consciousness”

Set a goal...let this moment in history enhance your upstander strategy. *Your leadership matters more than ever before.*

Examine and institutionalize power bases. How might this shift your reporting?

“Roll it Forward” as much as you can. Help others do the same.

Stay anchored!

Use the performance scale in your work each day.

The
Triangle is
real...*stay
anchored!*





Thank you!

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