Folk Alliance International acknowledges that its office is located on the traditional territory of the Osage and Kaw (Kansas) nations. We extend our gratitude to the original inhabitants of this land and to their present community members.
EVELYN BOSWELL
Renaissance Management & Training Solutions, LLP
HR Consultant & Facilitator
www.renaissancesolutionsllp.com
OUTLINE

- Bias
- Culture
- Diversity
- Marginalization
- Gender
- Recommended Strategies
- Q&A
OBJECTIVES

- To provide baseline understanding of cultural equity
- To provide general terminology for cultural proficiency
- Recognize and reflect upon one’s own cultural biases
- Consider that some of the norms and practices one treats as ‘universal’ might actually be culturally dependent
- Seek points of connection and interact substantively with those who are different from oneself
PREFERENCES

- How do our preferences develop?
- When does it become a problem when you have your own unique preferences?
- Is there a problem with pressuring my preferences on others?
BIAS

- Bias
- Affinity Bias
- Implicit Bias
- Explicit Bias
# CIRCLE OF TRUST

<table>
<thead>
<tr>
<th>Name</th>
<th>Dimensions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>1 2 3 4 5 6 7 8 9 10</td>
</tr>
<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td></td>
</tr>
</tbody>
</table>

**DIVERSITY DIMENSIONS**
1) Race / Ethnicity
2) Color
3) Age
4) Gender
5) National Origin
6) Religion
7) Disability
8) Education
9) Political Affiliation
10) Social Economic Status
What does this exercise say about us?

What’s one suggestion for reducing implicit bias?
You and your friends decide to go to dinner together. After you receive your food, your friend, Rachel, asks for chopsticks. When the waiter returns with the chopsticks, Rachel hands them to you and says, “I figure you would be more comfortable eating with these”.

QUESTION to CONSIDER:

- How do you confront Rachel and share with her that you’ve never eaten with chopsticks?
CULTURE DEFINITIONS

- Culture
- Cultural Awareness and Proficiency
- Cultural Blindness
- Cultural Competence
A FAVORABLE (FaVoR) CULTURAL ATTITUDE
CULTURAL EQUITY SURVEY

1. Knowledge of other cultures helps us improve our understanding of others
2. A favorable attitude towards other cultures contributes to a peaceful life
3. People should try to get to know people of different cultures
4. Knowing your biases gives you choices to change those that are not helpful
5. People should intervene when they observe others engaged in insensitivity, bias and discrimination towards others
CULTURAL EQUITY SURVEY

6. Men and women should be treated equals in most every way

7. People should not discriminate against others because of their age

8. Even though someone’s moral or religious viewpoint may differ, they should treat those with different sexual orientations respectfully

9. Generally, we should treat others who are different as we want to be treated

10. We should educate ourselves on topics such as diversity, inclusion and equity
UNIVERSAL CULTURAL NORMS...REALLY?

- Shake hands when you meet someone.
- Make direct eye contact with the person you are speaking with.
- If someone sneezes near you, say "bless you."
- Do not talk with food in your mouth.
- Do not eat off another person's plate without asking.
- Men should be strong and not show emotion.
DIVERSITY DEFINITIONS

- Diversity
- Equity
- Ethnicity
- Ethnocentrism
- Inclusion
- Multicultural
- Multiracial
- Race
MARGINALIZATION

Indigenous People, Sex, Age, Older Persons, Persons with Disabilities, Single Parents, Migrants, Unemployed Persons, Homeless

Social

Political

Economic

Cultural
GENDER DEFINITIONS

- Gender
- Gender Identity
- Gender Non-Conforming
- Lesbian
- Sexual Orientation
- Queer
- Transgender
- Asexual
- Gay
- Bisexual
- Heterosexual
- Pansexuality
- Non-Binary
- Sex

WAYS TO PROMOTE CULTURAL EQUITY

- Valuable Cultural Experiences
- The Benefits and Costs of Scale
- Arts & Social Change
EVELYN BOSWELL
Renaissance Management & Training Solutions, LLP
HR Consultant & Facilitator
evebos4@gmail.com | 816-560-2888
www.renaissancesolutionsllp.com