



Inclusiveness 101



Accepting,
Understanding, and
Welcoming Discomfort

SESSION SPEAKERS



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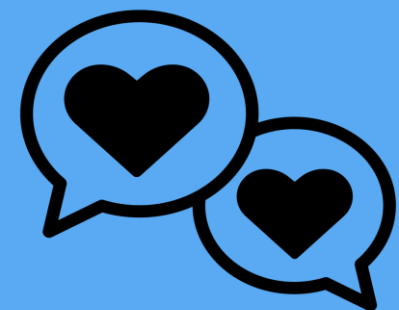
Village of Berkeley, Illinois





LEARNING OBJECTIVES

- Welcome discomfort and hard conversations, especially for people with majority identities.
- Accept ownership and responsibility of personal biases and mistakes, and learn about the importance of inclusiveness and what it means to marginalized groups.
- Define/explain key terms like intersectionality, othering, and normatives.
- Take steps toward greater inclusiveness in your own organization.





THE TOUGH CONVERSATIONS

Taking A Walk In The Shoes Of Others

DISCOMFORT - THE BASICS

Who is **centered** in these conversations and **who** is **not**?

The dominant western narrative:

- Heterosexual
- Male
- Cisgender (identify with the sex assigned at birth)
- White and White Passing

What does it feel like to exist outside of that narrative?

Why is this important?

We live in a world that is bigger than ourselves and our service to the community should reflect that.



Image by Sara Mörtzell, derived from Stockholm Pride 2015 Parade by Jonatan Svensson Glad <https://creativecommons.org/licenses/by-sa/4.0/deed.en>

DIVERSITY V. INCLUSION

- Diversity-“Composition” of an organization.
 - *Primary*-race, ethnicity, sexual orientation, gender identity
 - *Secondary*-personality type, economic status, geographic origin
- Inclusion-Diverse organizations that are also learning-centered
 - Value and incorporate diverse perspectives and views
 - Incorporate those views into all aspects of the organization



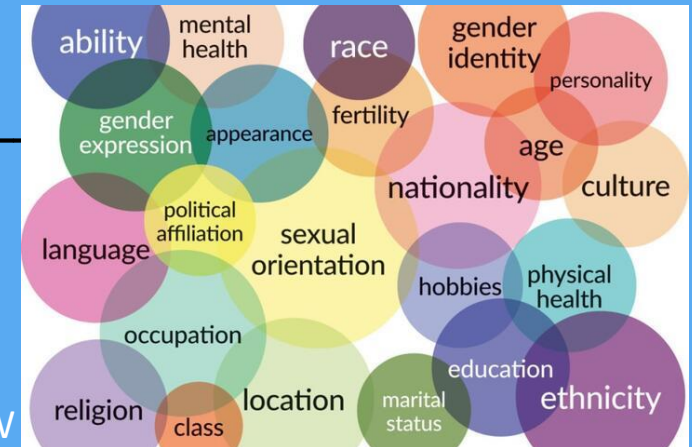
Sarah's Higher Education Blog-Diversity & Inclusion

Source:

<https://blogs.lt.vt.edu/sbbaron/2019/04/29/diversity-inclusion/>

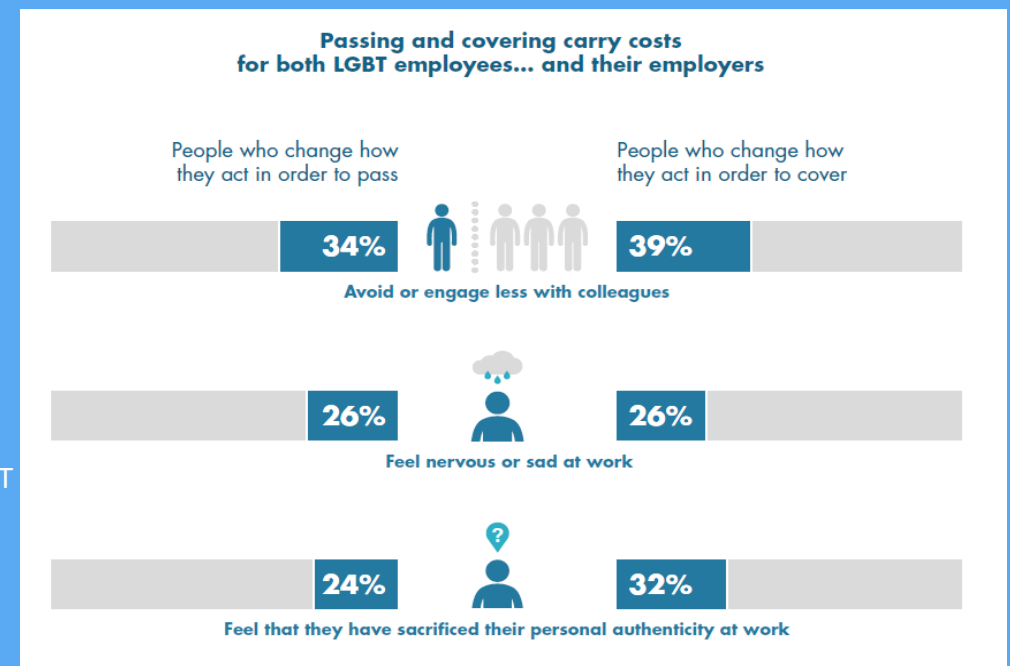
UNDERSTANDING IDENTITY

- One Lens of Understanding
- Oxford Dictionary Definition-Intersectionality
 - “Interconnected nature of social categorizations”
- Recent Advancements in the LGBTQIA+ Community
 - Military service, Marriage, Inherit from your spouse, and Employment Discrimination
- Continued Struggles-Trans Rights
 - Transgender People of Color



Misty McPhetridge
 Source: Misty McPhetridge, BSSW

Out in the World: Securing LGBT Rights
 Source: Center for Talent Innovation





ACCEPTING OWNERSHIP OF PERSONAL BIASES

“We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist.”

- James Baldwin

- Taking Implicit Bias Tests
- Understanding Normatives
- Encountering the “Others”
 - Intersectional perspectives
- Incorporating Feedback
- Depoliticizing Human Rights Issues



BUILDING TRUST THROUGH CONVERSATION

- Recognizing Impacted Communities and Individuals
 - LGBTQIA+
 - Transgender and Gender Non-conforming
 - BIPOC
 - Non-Traditional Families
 - Single Parents

EMPLOYEE INFORMATION

Printed Name (First, Middle Initial, Last) _____

Street Address _____ City, State Zip _____

Date of Hire: ____/____/____ (MM/DD/YYYY)

Marital Status: Single Married Domestic Partnership Civil Union Divorced Widowed *(provide relationship documentation to enroll dependents)*

Gender: M F Date of Birth: ____/____/____ (MM/DD/YYYY)

SS#: ____ - ____ - ____ (### - ## - #####) (required by insurance carriers)

Home Phone: _____ Mobile Phone: _____



WHAT CAN YOU DO?

Taking Steps Toward Greater Inclusiveness



TAKE ACTION - PROFESSIONAL BEHAVIORS

- Add preferred pronouns to your email signature and social media accounts
 - Consider making an organization-wide call to do so
- Use gender neutral language
 - Spouse or Partner vs. Husband/Wife/Boyfriend/Girlfriend
 - They vs. He/She
- Don't Assume - Ask questions
- Take interest in your colleagues
- Listen - If someone says that something makes them uncomfortable, take that seriously and try your best to accommodate them/improve
 - Take space/make space
 - WAIT - why am I talking?
- Be Welcoming - It should be your goal to create a safe environment where employees and colleagues feel comfortable bringing up difficult topics
 - Recognize the effect of your power (real or perceived) in different spaces
 - Be mindful of how to mitigate power imbalances in discussions with others

TAKE ACTION - POLICY PROVISIONS

- Improve forms
 - Provide more gender selections than just male/female, if necessary at all
 - Remove gendered language (he/she, husband/wife)
- Improve bathrooms
 - Turn all single bathrooms into gender neutral bathrooms - If one has a urinal, just include that on the sign!
 - If there aren't single bathrooms, this will take more creativity, time and money, but it is still important
- HRC Municipal Equality Index
 - Examines how inclusive municipal laws, policies, and services are to LGBTQ people who live and work there.



TAKE ACTION - POLICY PROVISIONS, CONT.

- Consider internal and external policy
 - Dress Code
 - Benefits
- Employee resource groups
- Trainings to teach about different cultures, allyship, bias/microaggression
- Involve the community through programming
 - Drag queen story hour at the library
 - Book clubs
 - Host or support Pride events
 - Display symbols of support, especially in June
 - Hang a Pride flag
 - Pride Month Proclamation





CIVICPRIDE IS HERE TO HELP!

Email - civicpride@elgl.org

Twitter - @CivicPrideLGBT

Web - elgl.org/civicpride

