



# Enhancing Diversity, Equity, Inclusion, & Belonging

December 1<sup>st</sup>, 2022

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**2022 SMART Staff Retreat**

**Dwayne Compton, Ed.D.**

Office of Community Engagement & Diversity, University of Louisville SOM

# Who am I/What do I do?



Chief Diversity Officer  
Associate Dean - Community Engagement  
Asst. Professor

## **UofL Land Acknowledgement**

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In the spirit of supporting and fostering learning through the generation and sharing of knowledge, we acknowledge that the land we are meeting on today is the original homeland of the Shawnee, Cherokee, Chickasaw, and Osage tribal nations. We acknowledge the painful history of genocide and forced removal from this territory, and we honor and respect the many diverse Indigenous peoples still connected to this land on which we gather.

## UofL Diversity Vision Statement

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The University of Louisville strives to **foster and sustain an environment of inclusiveness that empowers us all to achieve our highest potential without fear of prejudice or bias.** We commit ourselves to building an exemplary educational community that offers a nurturing and challenging intellectual climate, a respect for the spectrum of human diversity, and a genuine understanding of the many differences-including race, ethnicity, gender, socio-economic status, national origin, sexual orientation, disability, religion, diversity of thought and political ideology that enrich a vibrant metropolitan research university. We expect every member of our academic family to embrace the underlying values of this vision and to demonstrate a strong commitment to attracting, retaining, and supporting students, trainees, faculty, and staff who reflect the diversity of our larger society.

## **Session Overview & Goals**

- Develop an understanding of diversity, equity, inclusion, and belonging (DEIB)
- Highlight barriers to achieving DEIB
- Learn about resources available to assist with creating a diverse, equitable, and inclusive environment

## Session Norms

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- Listen respectfully and actively....with an open mind to understand another point of view
- Commit to learning, not debating
- Stories stay, lesson go
- Share the space, allow others to speak
- Avoid assumptions about your colleagues and/or session attendees...check your biases.

## Quick Activity – I Am....But I Am Not

1. Use the sheet of paper to create two columns.

I Am	But I AM Not
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2. Fill out anything you identify with on the left-side
3. On the right side, acknowledge and dispel any insults, stereotypes, or untrue perceptions you face or impacts you

# Diversity

## What is Diversity?

A range of attributes among people that include, but not limited to:

- Race
- Ethnicity
- Gender
- Gender identity
- Sexual orientation
- Age
- Social class
- Ability
- Religious
- Ethical values system
- National origin
- Political beliefs





# Equity

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## What is Equity?

- A focus on equitable opportunities, treatment, and access to resources
- The process of removing systemic barriers to create equality for everyone

# Inclusion

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## What is Inclusion?

Creating and sustaining an environment where people from various backgrounds:

- Are welcomed, valued, and treated with respect regardless to any identity characteristics they maintain
- Feel included, supported, and integrated into all activities/operations
- Are given equal access to opportunities
- Are given opportunities to contribute their ideas and concerns

# Belonging

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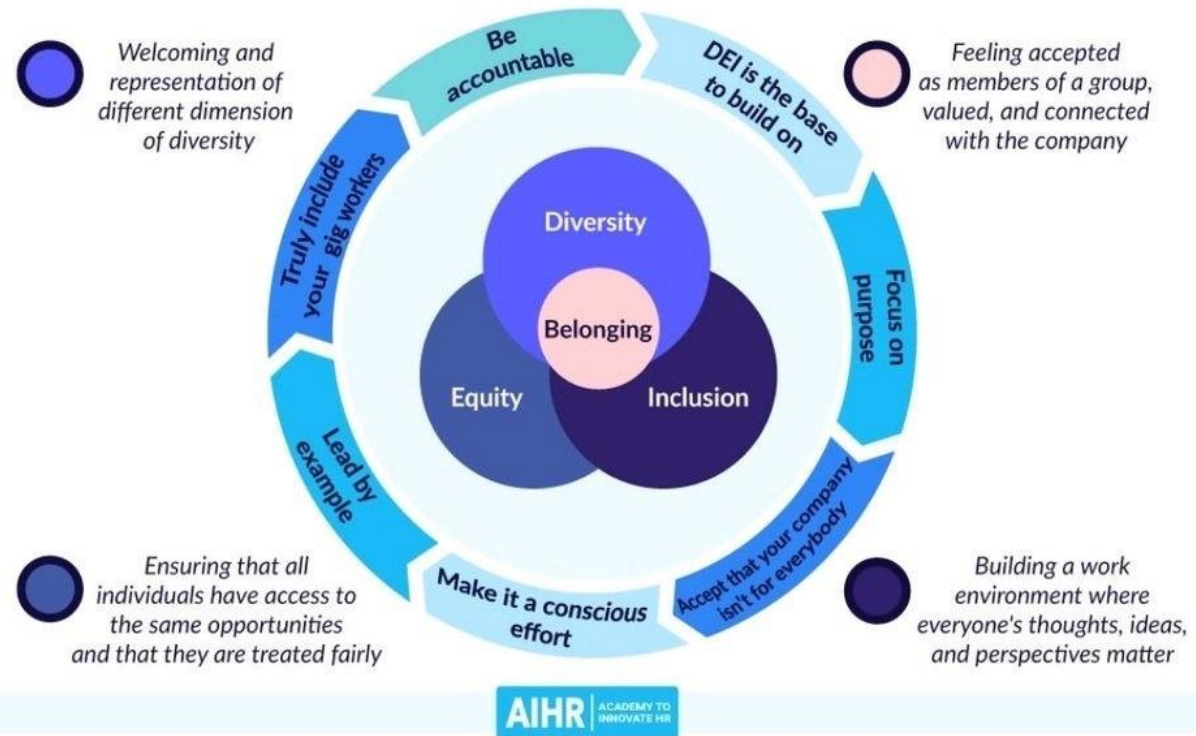
## What is Belonging?

Creating and sustaining an environment where people from various backgrounds:

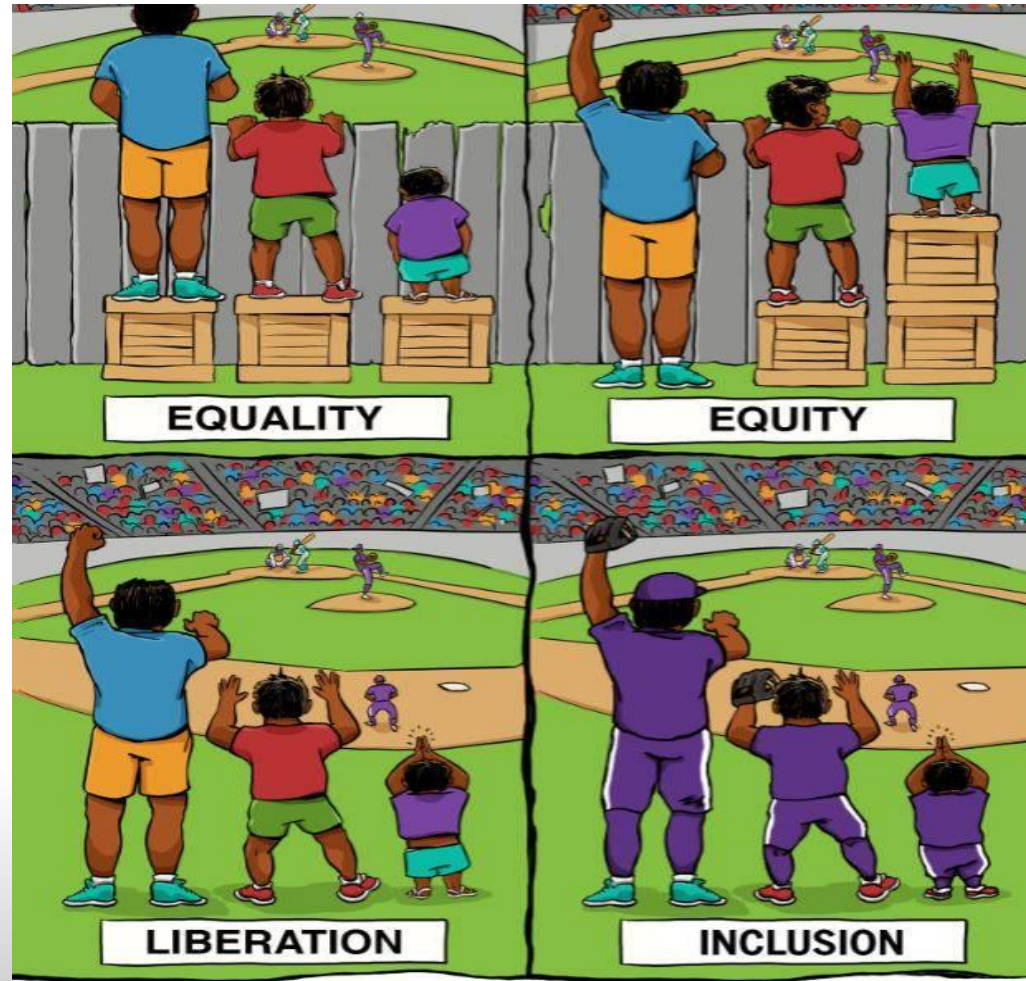
- Feel valued through positive connections with colleagues
- Can contribute their ideas
- Feel secure, seen, heard, respected, supported, and valued

# Diversity, Equity, Inclusion, & Belonging

## Diversity, Equity, Inclusion and Belonging (DEIB) at Organizations



# Diversity, Equity, Inclusion, & Belonging



## **Barriers to Achieving DEIB**

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### **Implicit Biases .....**

The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

These biases, encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

**We all have biases....the goal is to understand our biases so they don't have a negative impact on individuals we interact with!**

## Barriers to Achieving DEIB (Cont.)

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### **A Few Key Characteristics of Implicit Biases**

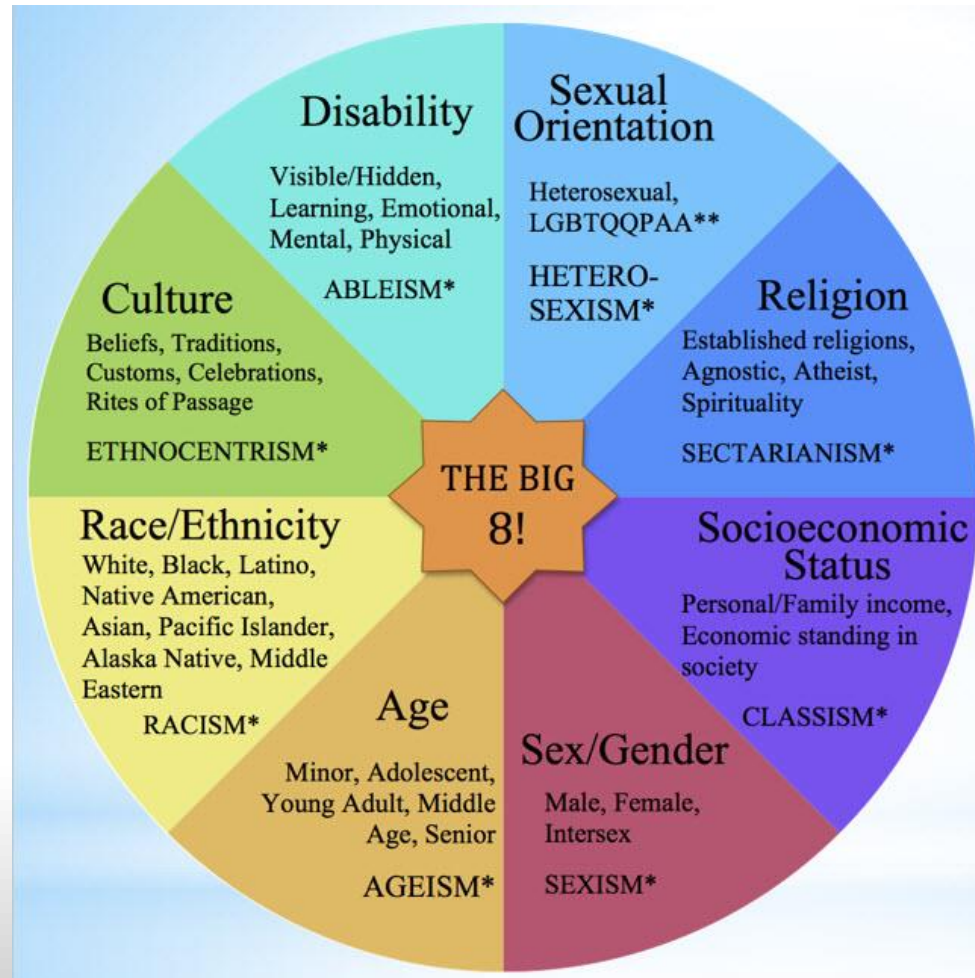
Implicit biases are **pervasive**. Everyone possess them, even people with avowed commitments to impartiality such as doctors, judges, and etc.

The implicit associations we hold **do not necessarily align with our declared beliefs** or even reflect stances we would explicitly endorse.

We generally tend to hold implicit biases that **favor our own in-group**, though research has shown that we can still hold implicit biases against our in-group.

Implicit biases are **malleable**. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of de-biasing techniques.

# Consequences of Implicit Bias





## Consequences of Implicit Bias

### Stereotype Threat .....

- Steel & Aronson (1996) coined the term which refers to “being at risk of confirming, as a self-characteristic, a negative stereotype about one’s social group.”



## Consequences of Implicit Bias

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### Microaggressions .....

Dr. Chester Pierce (1970) coined the term microaggressions which are subtle, verbal and nonverbal slights, insults, indignities, and denigrating messages directed toward an individual due to their group identity, often automatically and unconsciously. Usually committed by well-intentioned folks who are unaware of the hidden messages being communicated.

- Microinsult
- Microassault
- Microinvalidation

## Consequences of Implicit Bias

Derald Wang Sue, (2010) *opined that* Microaggressions are similar to carbon monoxide - *“invisible, but potentially lethal”* - continuous exposure to these type of interactions *“can be a sort of death by a thousand cuts to the victim.”*



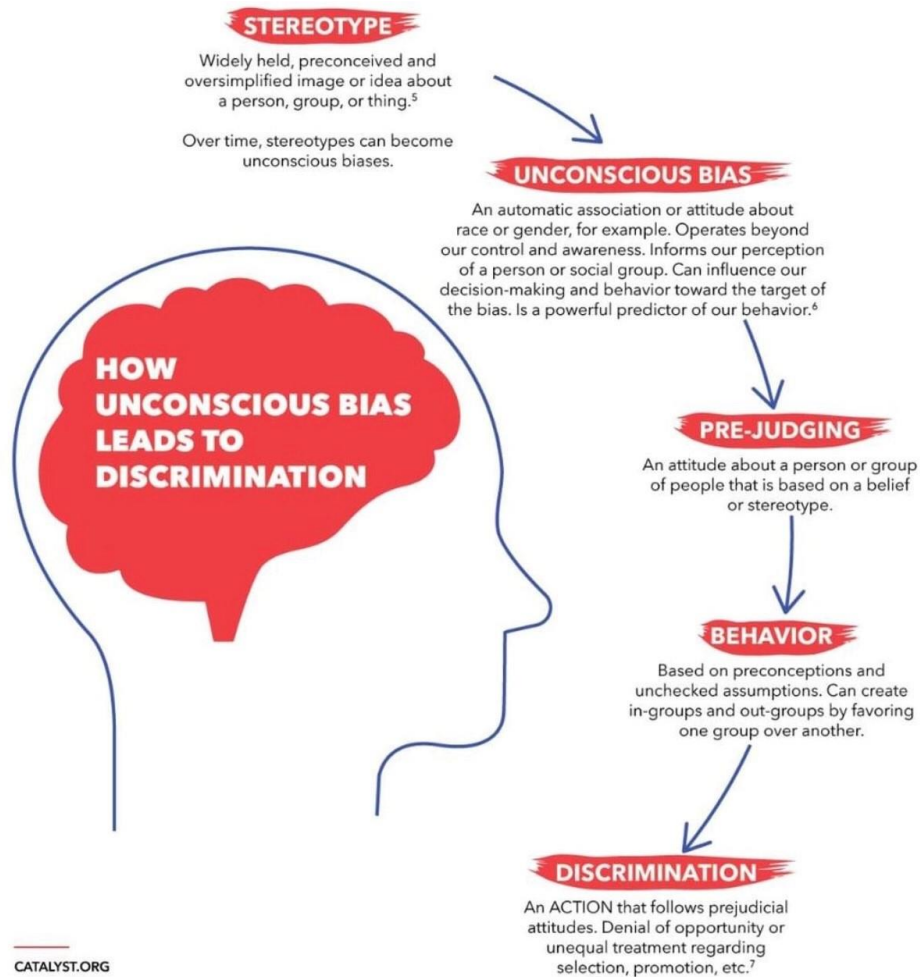
## Consequences of Implicit Bias

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### Racial Battle Fatigue .....

- William Smith (2003) coined the term which refers to the “psychosocial stress responses from being a Racially oppressed group member in society and on a historically White campus.”
- A consequence of Racial Battle Fatigue includes but not limited to:
  - High blood pressure
  - Anxiety
  - Frustration
  - Anger
  - Depression

# Consequences of Implicit Bias



# Mitigating Unconscious Bias

## HOW TO COMBAT UNCONSCIOUS BIAS *as an Individual*

### QUESTION YOUR ASSUMPTIONS

Start to ask yourself: Why am I thinking this way? Would I be drawing the same conclusions if this scenario involved someone of a different profile (e.g., a man instead of a woman, a person with no children instead of a mother)?

### ANALYZE

Ask yourself if the forms of biases and covering (strategies people use to downplay a stigmatized identity) you are experiencing or enacting are consistent with your personal and organizational values. If they are not, identify opportunities to change.

### TAKE A RISK

Put yourself outside your comfort zone. Find people such as your manager, mentors, and sponsors who will help you work through those risks to make them worthwhile.

### DISRUPT THE DEFAULT

Challenge elements of the status quo that may perpetuate bias. For example, create connections across differences by finding a mentor or sponsor from a different demographic group than you, joining an ERG as an ally, or facilitating and/or participating in cross-group learning and engagement.

### SPEAK OUT

Discuss issues in ways that are comfortable to you (e.g., private conversations with a mentor, anonymous feedback on employee surveys, discussion points in an ERG meeting). Share your experiences with others to find common ground and start a dialogue that will generate solutions.

### HOLD YOURSELF AND OTHERS ACCOUNTABLE

Hold yourself accountable for self-reflection, learning, and continually analyzing your behaviors and experiences. At the same time, interrupt when you see others engaging in biased behaviors by politely calling out their misstep and suggesting constructive alternative ways of thinking.

## Reflect and Share Questions

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1. How does your bias show up in your work environment and what is the impact on you, your colleagues, trainees, students, and/or patients?
2. What action(s) have you taken when you have experienced and/or witnessed negative bias incidents?
3. What can be done individually and/or collectively to mitigate barriers to achieving DEIB within your office and/or across the SOM?
4. What type of additional professional development and/or programming would you like to see related to DEIB?

## What Can You Do


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- Listen: Get to know colleagues and students from different backgrounds
- Learn: Practice self-accountability and regularly educate yourself on diversity, equity, inclusion, and belonging
- Lead: Use your voice and agency to combat non-inclusive policies, practices, and/or procedures

**Commit to being an Upstander and not a Bystander!**



## Work to change this narrative!

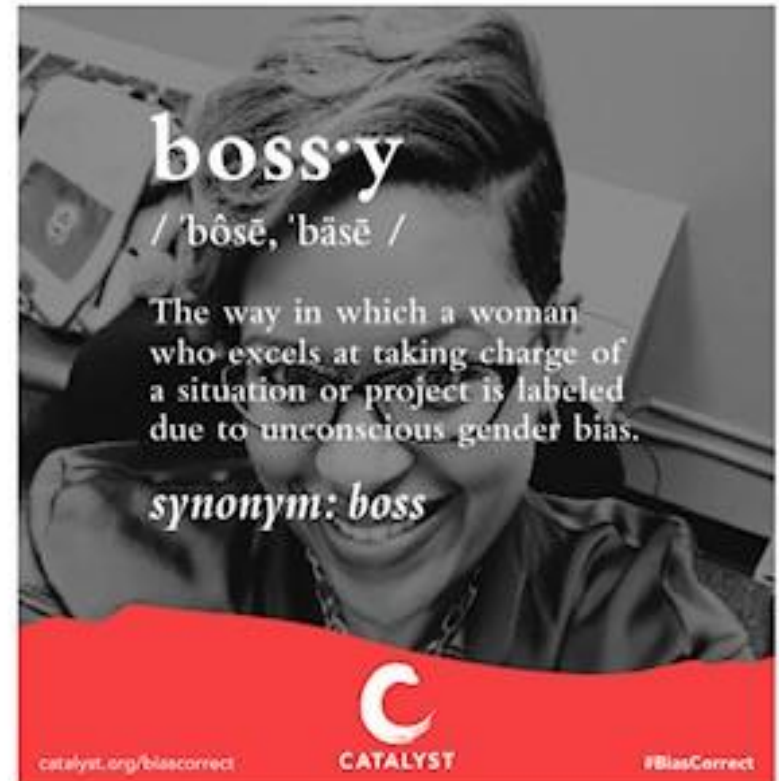


**boss**  
/ bôs /

The way in which a man who excels at taking charge of a situation or project is labeled due to unconscious gender bias.

*synonym: bossy*


  
catalyst.org/biascorrect CATALYST #BiasCorrect



**bossy**  
/ 'bôsē, 'bāsē /

The way in which a woman who excels at taking charge of a situation or project is labeled due to unconscious gender bias.

*synonym: boss*

  
catalyst.org/biascorrect CATALYST #BiasCorrect

## **Actions to Consider**

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- Recognize your implicit biases and remediate your illiteracy on marginalized and historically excluded identity groups
- Don't expect the only minoritized person in the room to speak on behalf of their entire culture or identity group(s)
- Don't assume to know/understand someone based on preconceptions and stereotypes
- Seek out learning opportunities to educate yourself about cultures other than your own

## **Actions to Consider (Cont.)**

- Be aware that stereotype threat may be occurring among minoritized and/or historically excluded groups
- Meaningfully integrate diverse cultures and peoples into the work that you do and other aspects of your life
- Responsibly address bias, discrimination, racism, and exclusionary practices when they arise
- Recognize that you and your colleagues share responsibility for acknowledging and addressing inequities in the work and educational setting as well as in the community



## **DEIB Support**

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**University-wide Office of Diversity & Equity**      **SOM UME Antiracism**

**HSC Office of Diversity & Inclusion**      **SOM Faculty Affairs**

**HSC LGBT Office**      **SOM Student Affairs**

**SOM Office of Community Engagement & Diversity**      **ULH Diversity**

**SOM Research Diversity**

## **Available Resources**

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### **Kirwan Institute - Implicit Bias Module Series**

<http://kirwaninstitute.osu.edu/implicit-bias-training/>

### **Proctor and Gamble – Lets Talk About Bias**

<https://us.pg.com/talkaboutbias/>

### **Harvard University – Project Implicit**

<https://implicit.harvard.edu/implicit/takeatest.html>

### **Race Forward**

<https://www.raceforward.org/>

### **Gay, Lesbian & Straight Education Network (GLSEN)**

<https://www.glsen.org/support-student-gsas>

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## **Available Resources**

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**People, Families, Friends, and Allies United with LGBT People (PFLAG)**

<https://pflag.org/>

**National Museum of African American History & Culture (NMAAHC)**

**Talking About Race**

<https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>

**Catalyst – Workplaces That Work For Women**

<https://www.catalyst.org/>

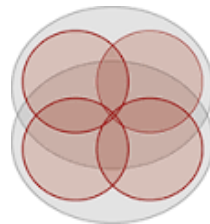
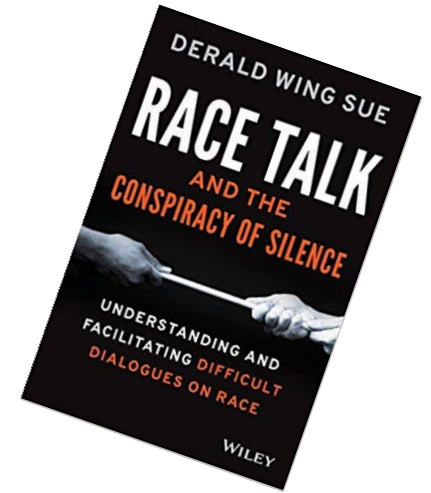
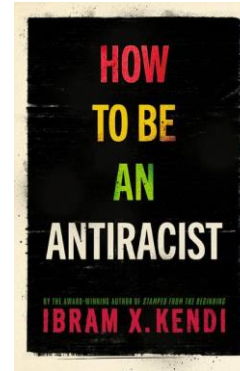
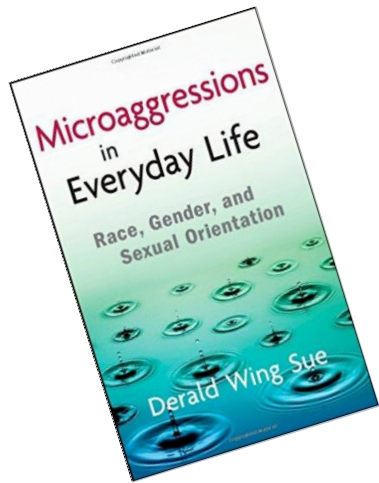
**Color of Change**

<https://colorofchange.org/>

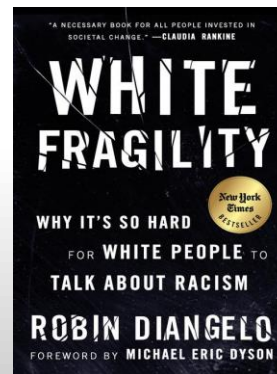
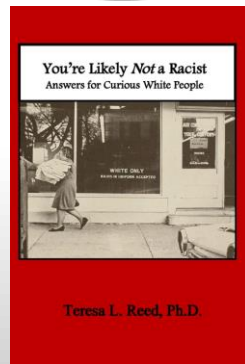
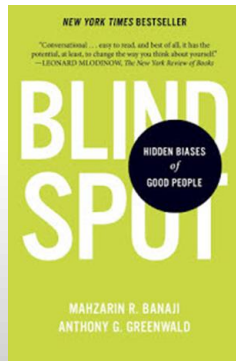
**Showing Up for Racial Justice (SURJ)**

<https://www.showingupforracialjustice.org/>


# Available Resources



**KIRWAN INSTITUTE**  
for the Study of Race and Ethnicity



Thank You!



*you belong.*

你属于这儿  
du gehörst hin.  
Ты наш человек  
tú perteneces.

If you feel you don't belong, please contact us at (502) 852-6193 or somdlv@louisville.edu

UL SCHOOL OF MEDICINE

Office of Community Engagement & Diversity

Questions



Dwayne Compton Ed.D.  
[Dwayne.Compton@Louisville.edu](mailto:Dwayne.Compton@Louisville.edu)  
Office: 502-852-5303