

### Post-It Activity Instructions:

WRITE your answers for each of the five questions on a Post-it Note. If you can't answer a question, that's okay. Answer as many as you can. TAKE your answers on the Post-It Notes to the appropriate-numbered questions on the wall charts; post your answers on the charts provided.

### Post-It Activity Participant Responses:

Question 1) what part of your identity do you rarely talk about at work because you don't feel it's included in your work environment?

#### Political beliefs (2)

- Being gay and married, politics
- Conservative political views

#### Personal/past experience (9)

- Domestic abuse (2)
- Being a member of AA
- Personal life hobbies and activates
- My 'real' personal life
- Education and experience. Background – people (male) base on looks.
- My childhood experiences in Iowa
- Past career
- My financial background degree in finance but not currently using it.

#### Religion/spirituality (7):

- When it comes to my faith
- My Faith Community: I do a lot of social activism or outreach through my church but I don't bring it up. None of my current co-workers attend a church regularly so I feel uncomfortable.
- Religion (5)

#### Cultural/Ethnic/Racial identity (6):

- Where I'm from my background/and ethnic heritage
- Experience speaking English with an Asian accent
- My cultural/racial heritage

#### None (1)

- Not at all.

## Question 2) When do you find your views of inclusion challenged?

### Frequently (3)

- “all the time”

### Conflict/personal experience (4):

- When I hear the workmates angrily mocking something I feel passionate about.
- When people try to hurt others
- When colleagues assume popular opinion about an issue is the one ‘we all share’ but I don’t
- When I’m told to treat everyone the same regardless of their cultures

### Personal experience (4)

- When I as a white women try to make a point about the view point of another race.
- When I consider dating outside of my race.
- When I don’t participate in after work activities.
- When it conflicts with the business making money “they think it does”.

### Status Quo (5):

- When status quo is all white male
- When my views represent a threat to the hierarchy of those with influence or those in key position of the decision making process. When my views of inclusion have the potential to disrupt the status quo ‘it is what it is’.
- In homogenous group. In ‘we’ve always done it this way’.
- When the majority of those in the room are white women. White men at times are a bit more open- not much more though.
- In an all-male meeting.
- Going against the ‘way that it has always been done’ asking the questions that the establishment doesn’t want to hear.

### Leadership (4):

- When management/leaders have made up their minds about what they want.
- Lack of diversity on committees that make policy decisions.
- When viewing an executive team that is stereotypically homogeneous
- When inclusion is not represented at the executive level.

### Others (1):

- Rarely

## Question 3) When do you doubt inclusion can work?

### Leadership (8):

- When the administrators or managers do not value diversity/ not interested in fostering inclusion
- When execs and leadership don't acknowledge that there is an issue, or that it is part of our work environment.
- When it doesn't feel that the upper level is all in
- When it is not supported from top leadership
- Leadership and when people in management roles do not believe in it
- When the CEO is not committed
- When it is not voiced, demonstrated or consistently reinforced from the CEO throughout the organization
- I don't know when it doesn't work. Perhaps when buy in from the leadership is non-existent.

### Open mind/Lack of Discussion (6):

- When someone has already defined the rules- the decision.
- When decisions have already been made without discussion with the team
- When you've talked about a subject with open inclusion dialogue and they will not budge their personality to open their mind.
- When an organization lacks the framework that necessitates inclusion. If the structure is built for one specific group, these outside the group will not be called regardless of any new initiatives.
- I find inclusion is most difficult when others don't have the same diversity mindset.
- When people are NOT open and feel that there is no value.

### Cost of Inclusion (3):

- When it is not 'cost' effective
- When told that the change to include is too huge to tackle i.e. zoning laws, budget for increasing equity.
- When the well-being of people is less important than profit.

### Social/outside pressures/individuals (4):

- When I watch the news after a police shooting
- Often, things in the current environment and society with the police and criminal justice systems tells me there's a lot of work to do. (2)
- Gun carrying skin heads, old white folks in the Deep South.

### Others:

- Technical fields, especially those that have single tracked Educational or training paths can be hard to integrate people who less commonly seek those professions.

## Question 4) Around what kinds of differences do you feel discomfort?

### Sexism, Racism (3):

- “Male in authority positions. Female in subordinate position”
- “People who lack awareness. Overtly racist, sexist etc.”
- “People who are racist and sexist – and are very open about it”

### Religion (2):

- Religious differences
- Not many but religion is one that may cause some angst

### Particular groups/categories (4):

- Homeless/street people although I do try to acknowledge the person
- Gun carrying skin heads
- Disabilities- yet this is something everyone will experience
- Language/not understanding folks who don't speak 'English' as a first language

### None (5):

- None

### Privilege/Entitlement (4):

- When people have the unfelt experience of privilege and no interest in empathy or connection
- Those who have always possessed financial security may not be as open to the perspectives of those without that stability
- I feel a sense of entitlement that perhaps I try to compensate for.
- When I perceive 'potentially my own story' that attitudes will be narrow

### Confrontation/Assertiveness (5):

- Staunch opposition to change
- Personalities that are 'dominant' and serious
- Forceful and assertive styles and cultures
- People not willing to listen and give others an opportunity. Those that insist on talking but don't have anything of substance to say. They treat meetings as 'social time'.
- Confrontational, angry, argumentative types of differences.

## Question 5) What are your concerns about connecting and working with people with whom you disagree or who somehow “push your buttons”? What makes that harder or easier?

- “As an assertive person my challenge is to let them speak without responding”
- “Offending them”
- “Concern about being judged, concern that would I reveal with come back to bite me later.”

### Confrontation/conflict (5):

- “That it would turn into a debate and become negative energy”
- “Don’t appreciate confrontation or negative energy”
- “It escalating into an ugly confrontation”
- “Not being able to find a way to generate constructive conversation – often I put up walls with people that push my buttons”
- “Disagreement feels like conflict and it makes me go quiet instead of working through it.”

### Emotional response (3):

- “My emotions are triggered and outbursts or my raised voice makes it hard to communicate with the person(s)”
- “I don’t what to ‘react’ emotionally respond & I cry too easily. I try to listen well.”
- “Those whom I am working with may be intentionally disagreeing/button-pushing. This detracts from finding a common solution to the issue at hand & creates additional barriers in the process. However, this makes it easier to self-reflect on the situation to re-evaluate our own contributions to the issue of hand.”

### Listening/understanding (7):

- “Very difficult to work with people who believe they have all the right answers and dismiss the experiences of others as “not statistically Significant” or “their perception” when coming from position of privilege. Haven’t figured out how not to have my buttons pushed.”
- “People who have pre-set ways, not interested in listening because they feel that they are better than others”
- “makes it easier when we BOTH listen”
- “When individuals are locked into a position- don’t listen; aren’t open.”
- “I love to debate and discuss. I feel people “cower” because of my personality so I’ve learned to keep it to yourself”
- “My ability to remain open-minded and to truly listen to better understand where they are coming from”
- “Not understanding where they are coming from background experiences how they formulate ideas. Harder: They don’t often have a vested interest in the outcome. Don’t want to be involved. Easier: All impacted by outcome! Also part of the implementation.”

### Complex/Contrast Answers (3):

- Harder: Apathy. Easier: Empathy

NWDLS – January 19, 2016

Session 1: Dilemmas of difference: Unpacking the practice of inclusion

Presenters: Bernardo Ferdman and Barbara Deane

- Harder: That they won't respect my differences. Easier: working in groups of diverse people can bring out strengths of all members.
- No concerns really. More of a challenge Harder: when there isn't support for my efforts. Makes getting my point across or influencing harder. Easier: examples I can point to. Successes I can illustrate.