Inclusion: A journey, or a destination?
PRESENTATION EXPECTATIONS

• Why was ICCJ asked to present today?
  • Increased knowledge and language
  • Enhanced awareness of ICCJ’s ISM curriculum
  • Exposure to ICCJ staff and programming
  • Networking with other presentation attendees (Interactive)
  • Assessment of privilege and its role on creating inclusive environments

• Why did you decide to join us today?

What do they really mean, are they connected, and how do we navigate them to genuinely impact others, while also retaining our own identity? Our block session will explore knowledge, language and conversations needed to navigate today’s climate.
OUR MISSION

• We are a human relations organization dedicated to eliminating prejudice, bigotry, and discrimination. We develop inclusive solutions to promote respect for all people through conflict resolution, education, advocacy, and empowerment.
OUR WORK-YOUTH

- Anytown-High School leadership program
- Service Learning Internship-Year long development, activism, club leadership, school-wide engagement
- 5th-8th grade awareness workshops
- Spiritual groups-Diversity conversations, respecting identity, inclusive practices
- Long term, sustainable, leadership enhancement, change agent development
OUR WORK-ADULTS

• Inclusion Summit: Immersive and extensive adult conference/workshop training

• All level professional developments to increase teamwork, respect, and identity awareness

• Consultation Services

• Corporations, Leadership, Management, Clergy, Government, Schools: Public/Private/College

• Long term facilitation training and mentorship development

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DATA & PROGRAMS

• We utilize post (and sometimes pre) survey data to measure impact, build strategies, and enhance client outcomes.

• 1-Not Really
• 2-Somewhat
• 3-Yes
• 4-Absolutely

GOAL
HIGH SCHOOL/YOUTH TRAINING DATA

• After the training, I have more awareness of different forms of discrimination (Ageism, Faithism, Racism, Sexism, Genderism, etc.) in our community. 94.6%

• This workshop was beneficial to me and I'd like to see other students offered a similar opportunity. 92.8%

• I developed an increased understanding of the identities we all bring to the table, allowing me to connect with others of diverse backgrounds better in the future. 93.1%
PROFESSIONAL DEVELOPMENT/ADULT TRAINING DATA

• Overall, this workshop was beneficial to me and I'd like to see other professionals be offered a similar training. 91.7%

• I developed an increased understanding of the identities we all bring to the table, allowing me to connect with others of diverse backgrounds better in the future. 89.4%

• I have more awareness of my own, and other, identities. 92.4%

• Facilitators were respectful and engaging. 98.2%
Terms and Definitions

Prejudge: Judging someone before you get to know them.

"That person is a '_____'"

Stereotype: Generalization based on group identity. A fixed image, exaggerated belief, or distorted truth about a person or group of people that allows for not individuality, critical judgement or social variation.

"All '_____' are '_______'"
Terms and Definitions

*Prejudice:* A fixed attitude, opinion or feeling formed without adequate knowledge, thought or reason. Internalization of stereotypes.
Terms and Definitions

**Discrimination**: Prejudice in action.

1) Interpersonal Discrimination

2) Institutional Discrimination
Terms and Definitions

**Bigotry:** Intolerant *prejudice* that glorifies one's own group, and, denigrates members of other groups.

**Oppression:** The combination of prejudice and power, which historically and presently creates systems of advantage that benefits only some groups and *discriminates* against others.

Micro-aggression: Subtle comment or action directed at a marginalized group that is often unintentional or unconsciously reinforces a stereotype.

"It's like you're not even ____"
Terms and Definitions

**Discrimination**: Prejudice in action.

5 levels of Discrimination

1. Verbal /Non-Verbal
   - "That's So gay" - "Retard" - Racial Slurs

2. Avoidance
   - Hanging out with people of only one identity

3. Access
   - Education, Healthcare, Wage Gaps, etc.

4. Violence
   - Aggressive arguments - Physical Force

5. Murder/Genocide
<table>
<thead>
<tr>
<th>Form of Discrimination</th>
<th>Privileged Group</th>
<th>Marginalized Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ableism</td>
<td>Able Bodied People</td>
<td>Developmentally delayed, ill or disabled people</td>
</tr>
<tr>
<td>Genderism</td>
<td>Cisgender People</td>
<td>Transgender, Non-Binary, Gender Non-Conforming people</td>
</tr>
<tr>
<td>Ageism</td>
<td>Middle Aged Adults</td>
<td>Youth and Elderly</td>
</tr>
<tr>
<td>Sexism</td>
<td>Men</td>
<td>Women and Intersex people</td>
</tr>
<tr>
<td>Heterosexism</td>
<td>Straight People</td>
<td>LGBTQ+ People</td>
</tr>
<tr>
<td>Classism</td>
<td>Middle &amp; Upper Class</td>
<td>Lower/Working Class</td>
</tr>
<tr>
<td>Appearanceism</td>
<td>Barbie and Ken</td>
<td>Everyone Else</td>
</tr>
<tr>
<td>Racism</td>
<td>White People</td>
<td>People of Color</td>
</tr>
<tr>
<td>Faithism</td>
<td>Christian People</td>
<td>Non-Christian People</td>
</tr>
</tbody>
</table>

The Inclusion Center recognizes that this is not an exhaustive list, but rather, the common "ISMs" used in ICCJ programming content.
What do we often do with privilege?

- **U** Unearned Advantage
  - Being Born White
  - Given a Car

- **A** Access
  - Wealth
  - Education Services

- **V** Validation
  - All White Movie Characters
  - U.S. Presidents are all Men

- **O** Opportunity
  - Parents Introduce you to Colleagues
  - To be Viewed as "Normal"

- **I** Institutions
  - Quick Decision Making

- **D** Disproportionate Distribution
  - Vacations > Starving Neighbors

- **I** Ignorance is Possible
  - Don't Have to Interact/Learn/Live with "Them"

- **T** Taken for Granted
  - Can Find Someone that Speaks English
  - Not Ever Having to walk anywhere
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• Thanks for letting us join you!
  • Anytown youth program
  • Inclusion Summit adult program
  • Contact us with additional questions