

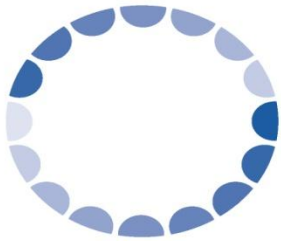
**American Conference on Diversity<sup>SM</sup>**

VALUING DIVERSITY, EDUCATING LEADERS, PROMOTING RESPECT

# *Exploring Cultural Dynamics*

*South Orange/Maplewood Community Coalition on Race*  
*April 10, 2014*

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**President & CEO**



# **American Conference on Diversity<sup>SM</sup>**

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## **OUR MISSION**

To value diversity, educate and empower leaders, promote inclusion and respect in schools, workplaces and communities.

## **OUR FOCUS**

Providing awareness and strategies to stakeholders so they can recognize, address, and challenge bias and oppression based on ability status, age, ethnicity, gender, race, religion, sexual orientation, and socioeconomic status within the workplace, in schools, and in our communities.

# Important Considerations

- Prejudice and bias are learned behaviors that can be *unlearned*.
- While it is natural for human beings to attempt to categorize one another, rigid classifications based on ability status, age, ethnicity, gender, language status, race, religion, sexual orientation, or socioeconomic status are neither natural nor scientific, but are social constructs.



# Important Considerations

- Miscommunication can and does occur because of cultural differences and can be rectified through awareness, education, and exposure.
- Assumptions and stereotypes developed around perceived or actual social identities can be prevalent schools, workplaces, and communities.



# Objectives

By the completion of this session, participants will have:

- ***Increased awareness*** of how attitudes, beliefs, and behavior, can have an impact on the relationships with or between group members.
- ***Greater understanding*** of the complexities of cultural dynamics in relation to creating inclusive environments.

# AGENDA

- Overview
- Dimensions of Diversity
- Defining Community Culture?
- Building Inclusive Communities
- Evaluations / Closing

*Logistics: Bathrooms, Cell Phones*





# Communication Guidelines

- One speaker at a time
- Listen carefully to each speaker
- Take ownership for your own actions, thoughts, and words
- Except and Accept
- Practice purity of motive
- Maintain confidentiality
- **HAVE FUN!**



# Dimensions of Diversity

## **Who we are:**

Race, gender, age, ethnicity, physical considerations, religion, sexual orientation

## **What we've learned:**

Educational background, work experience, beliefs, family situation, geographic background, job assignments

## **How we lead:**

Learning, teaching, sharing, acceptance, understanding, innovation, results-driven, integrity

## **How we interact:**

Accountability, appreciation, respect, empowerment, teamwork, openness, positive change, flexibility, opportunity, inclusion, work/life balance, community/business outreach





I suppose it was naïve of me to think  
...that if one only searched one's heart  
one would know  
that none of us is responsible  
for the complexion of his skin,  
and that we could not change it if we wished to,  
and many of us don't wish to,  
and that this fact of nature  
offers no clue to the character or quality of the  
person underneath.

**Marian Anderson 1956**



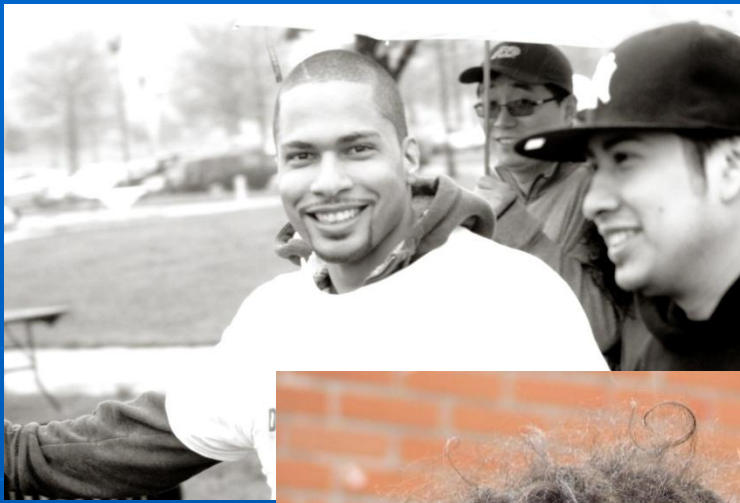
**HOW DO YOU DEFINE  
CULTURE?**

# Culture

The patterns of daily life learned consciously and unconsciously by a group of people. These patterns can be seen in language, governing practices, arts, customs, holiday celebrations, food, religion, dating rituals and clothing, to name a few.







**WHAT IS THE CULTURE  
OF YOUR COMMUNITY?**



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# Inclusive Communities Acknowledge...

*The history, values, traditions and practices of  
cultural groups*

*The impact of the dynamics of implicit bias,  
prejudice, privilege and discrimination on  
behavior, attitudes and values*

*Ways that the group values and norms may  
conflict with or accommodate the needs of  
under represented populations*

# Qualities of Inclusive Communities

***Demonstrate acceptance and respect for difference;***

***Establish adaptations of systems to meet the needs of diverse populations;***

***Pay careful attention to the dynamics of difference; and***

***Work on Individual and collective continuous expansion of cultural knowledge and resources.***



# INCLUSION IN MOTION

- Everyone has an **opportunity** to fully participate.
- **Diversity** is considered **an asset not liability**.
- **Each person and/or cultural group** is valued for their *distinct skills, experiences, and perspectives.*
- Each person is **supported** by committed leadership, community norms, values, and effectively **utilizes its diversity.**

# Change Blocker Bridge Builder



# Intent vs. Impact

## ■ Change Blocker:

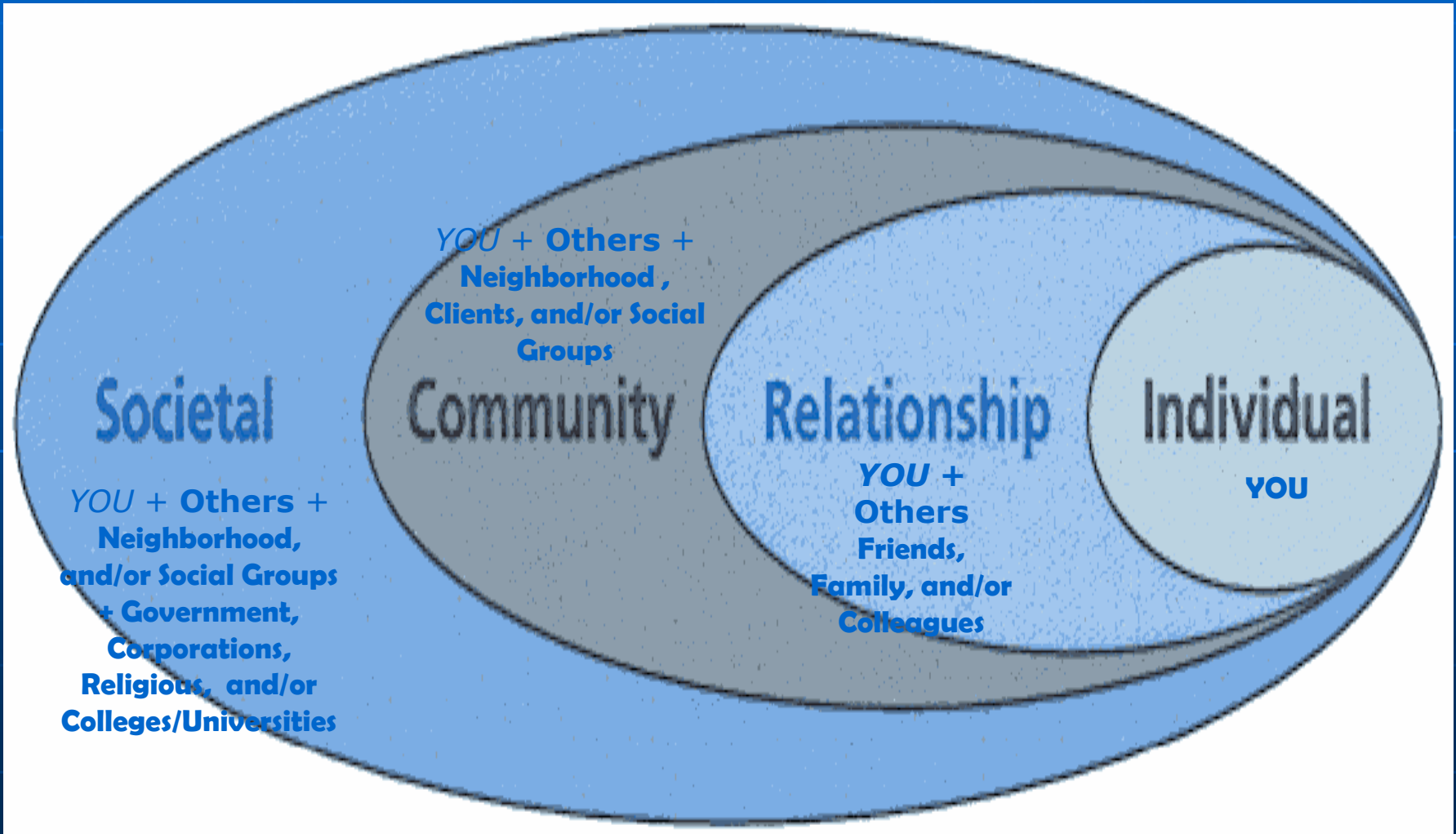
- resistant to change, likes status quo, often blames or sees the fault in others; less likely to consider other people's feelings; avoids conversations that talk about cultural or diversity issues; sees self as the "typical person" and others are not "ideal"; not open to new experiences; reactive instead of proactive

## ■ Bridge Builder:

- looks more holistically at a situation; examines situations to seek understanding; not quick to judge; will ask questions with purity of motive; open to hearing and receiving input and feedback from others; tends to be proactive instead of reactive

# Model For Change

## *Areas of Influence*



# HOW WELL AM I DOING?

## PERSONAL ASSESSMENT



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# Personal Action Planning

Identify the actions you will take in your community to enhance diversity/inclusion and full community engagement...



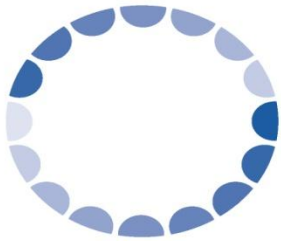
**Stop** - What specific actions or behaviors do you need to cease doing?

**Green light** – What specific actions do you need to take to be a more inclusive leader?



# Note to Self...

1. Please answer each questions to the best of your ability.
2. Sign your name.
3. Write your complete address on the front of the envelop.
4. This assessment will be mailed to you 30-60 days following this session as a reminder of your commitment to diversity & inclusion.



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## *Thank You!*

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