



Welcome

Deconstructing Equity

Igniting the Power of Us

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Colorado Municipal League

September 22, 2021

Check In

Anticipatory grief is that feeling we get about what the future holds when we're uncertain.

Anticipatory grief is the mind **going to the future
and imagining the worst.**

Let's explore ways to begin mitigating this.

I'm sure glad the
hole isn't in our end...



What I'm Seeing...

*Observations from across the globe: Things
that get in the way of our collective work*

Recency Effect

A phenomenon in which the most recently presented facts, impressions, or items are learned or remembered better than material presented earlier

Compassion Fatigue is a Thing

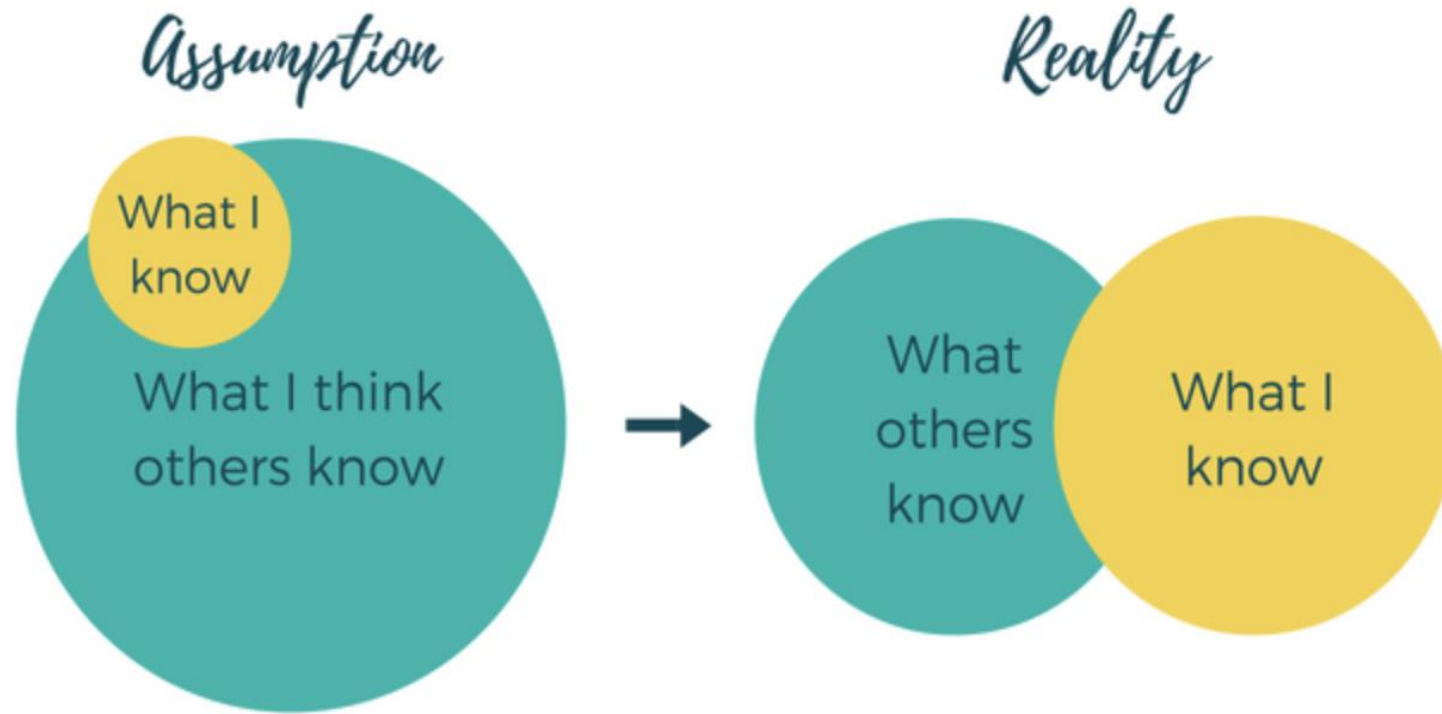


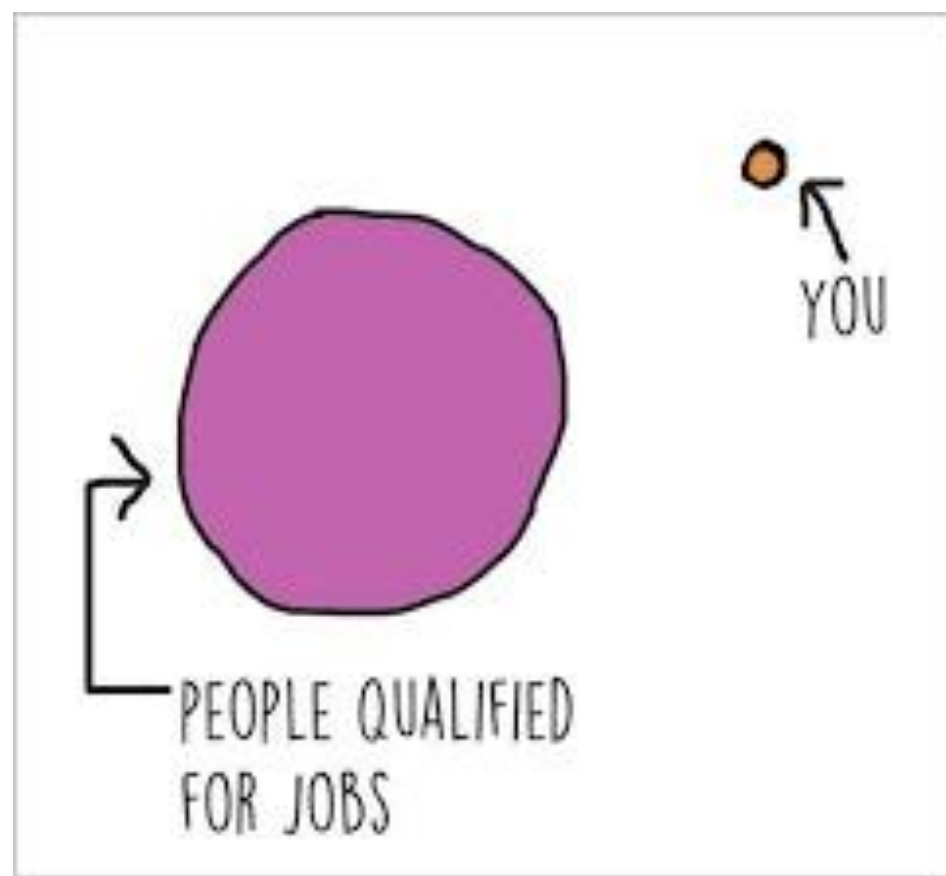
...a whole lot of Imposter Syndrome

Imposter syndrome can be defined as a collection of feelings of inadequacy that persist despite evident success.

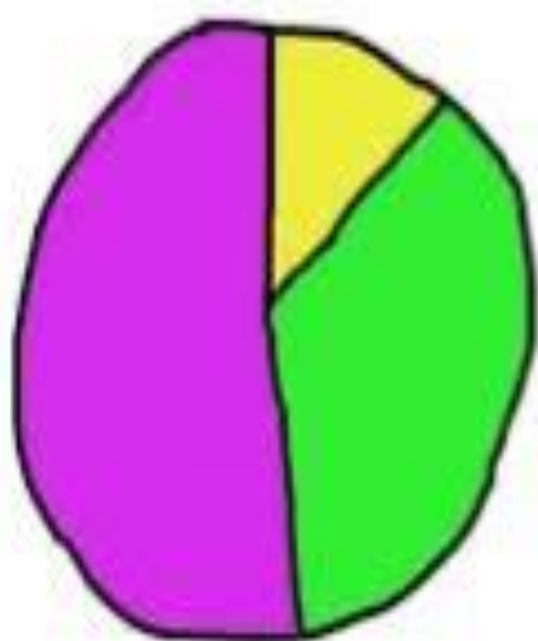
It makes us suffer from chronic self-doubt and a sense of intellectual fraudulence that override any feelings of success or external proof of their competence.

The Imposter Syndrome





THINGS YOU BEAT YOURSELF UP FOR:



- STUFF OUT OF YOUR CONTROL
- STUFF EVERYONE HAS LITERALLY ALREADY FORGOTTEN ABOUT
- STUFF NOBODY ELSE EVEN NOTICED

Discomfort/Confusion
about why we are
centered on race/leading
with race.

Why **ARE** we centering
on race?

P.S. This is not a trick question



...sometimes it's just
close to home



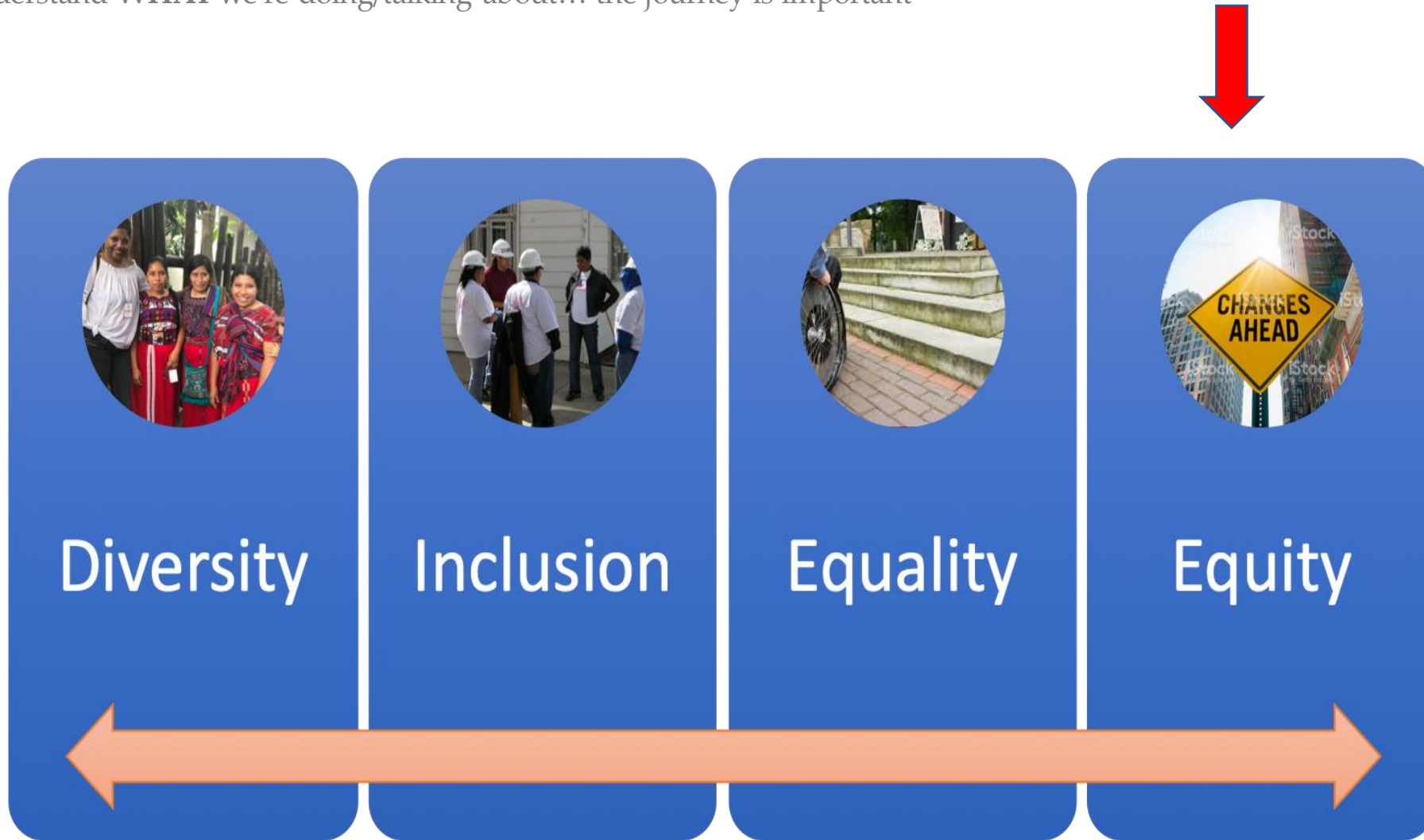
How are you seeing Compassion Fatigue,
Imposter Syndrome, the Recency Effect
and Discomfort discussing Race show up
in you, at work, your community, family,
those you serve, etc.?

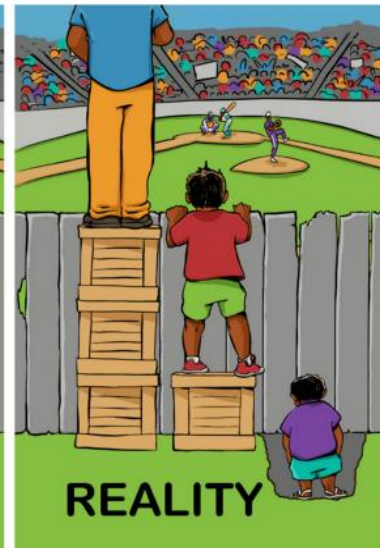
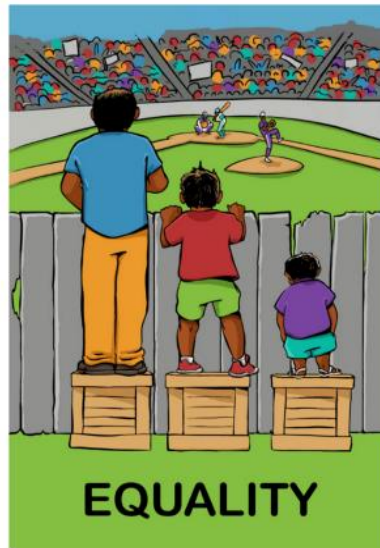
Reflect/Explore/Discuss and DO

How do we heal/mitigate this?

Start with this:

Let's understand **WHAT** we're doing/talking about... the journey is important





This is **not** a perfect depiction, but you get my point.



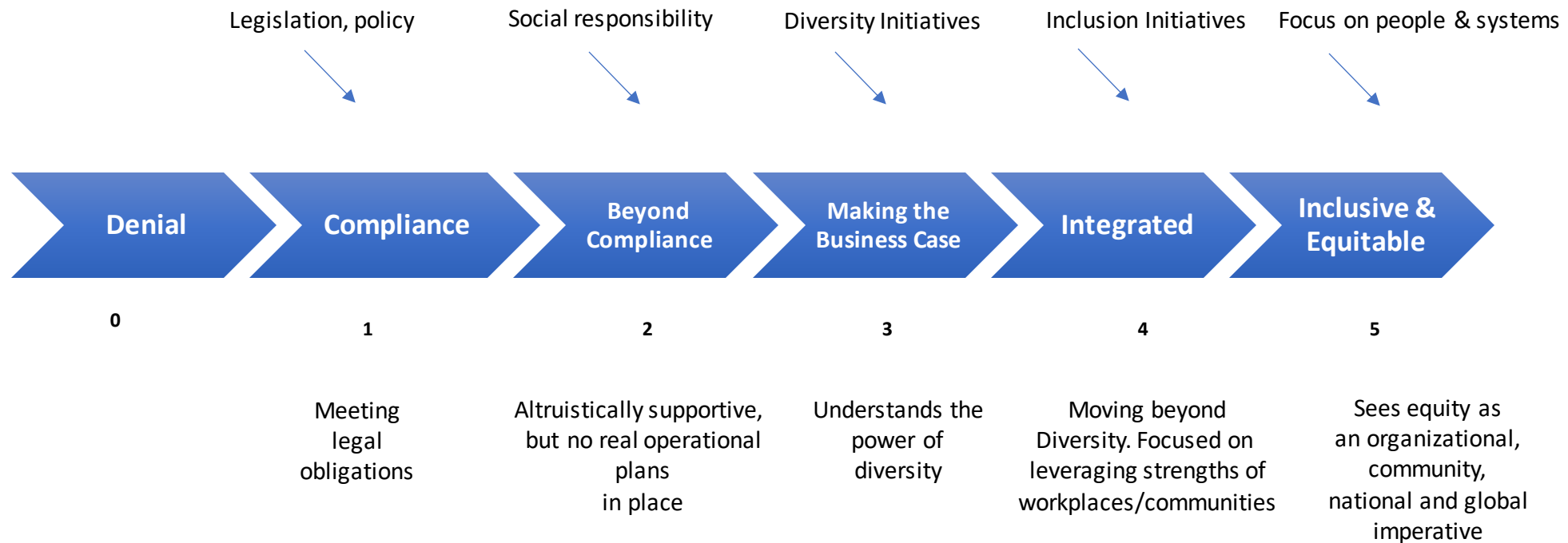
What are our “FENCES?”

**What would it take to get rid of the
“fences?”**

**If necessary, what would you design
instead?**

**What would the potential outcome(s)
be?**

Strategy: Understanding the Continuum of Equity



The Influences of Bias

Biases are drivers — cognitive quirks — that influence how people see the world.

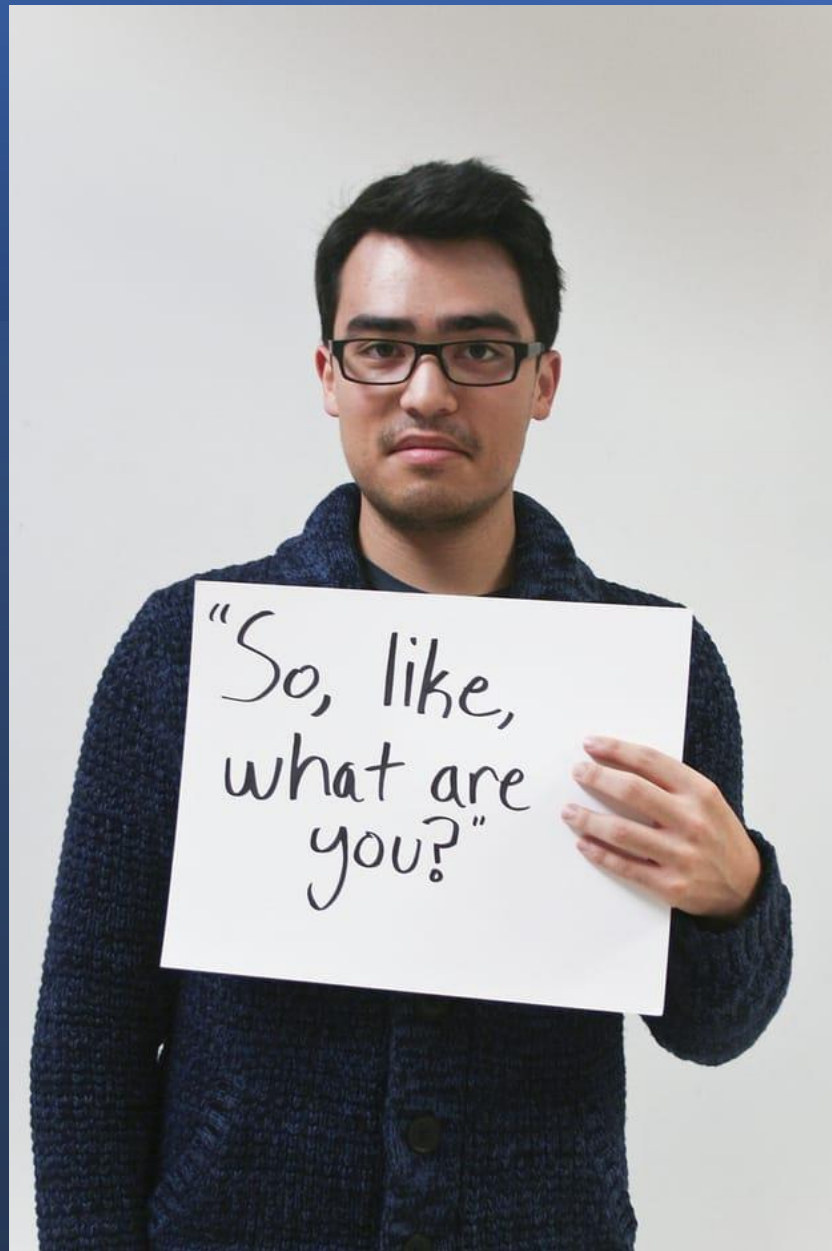
- Conscious (Explicit) biases are intentional prejudices formed about others.
- Unconscious (Implicit) biases are stereotypes formed outside of awareness or intention that affect our understanding, actions and decisions. *They are influenced by socialization, experiences and human instinct.* They are innate in all humans.

The term **microaggression** describes brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward marginalized people.



Types of Microaggressions

- **Verbal:** A verbal microaggression is a comment or question that is hurtful or stigmatizing to a certain marginalized group of people. For example, saying, “You’re so smart for a woman” would be a verbal microaggression.
- **Behavioral:** A behavioral microaggression occurs when someone behaves in a way that is hurtful or discriminatory to a certain group of people. An example of a behavioral microaggression would be a bartender ignoring a transgender person and instead serving a cisgender person (someone whose biological sex matches their gender identity) first.
- **Environmental:** An environmental microaggression is when a subtle discrimination occurs within society. One example of an environmental microaggression would be an office building that only has portraits of white men.

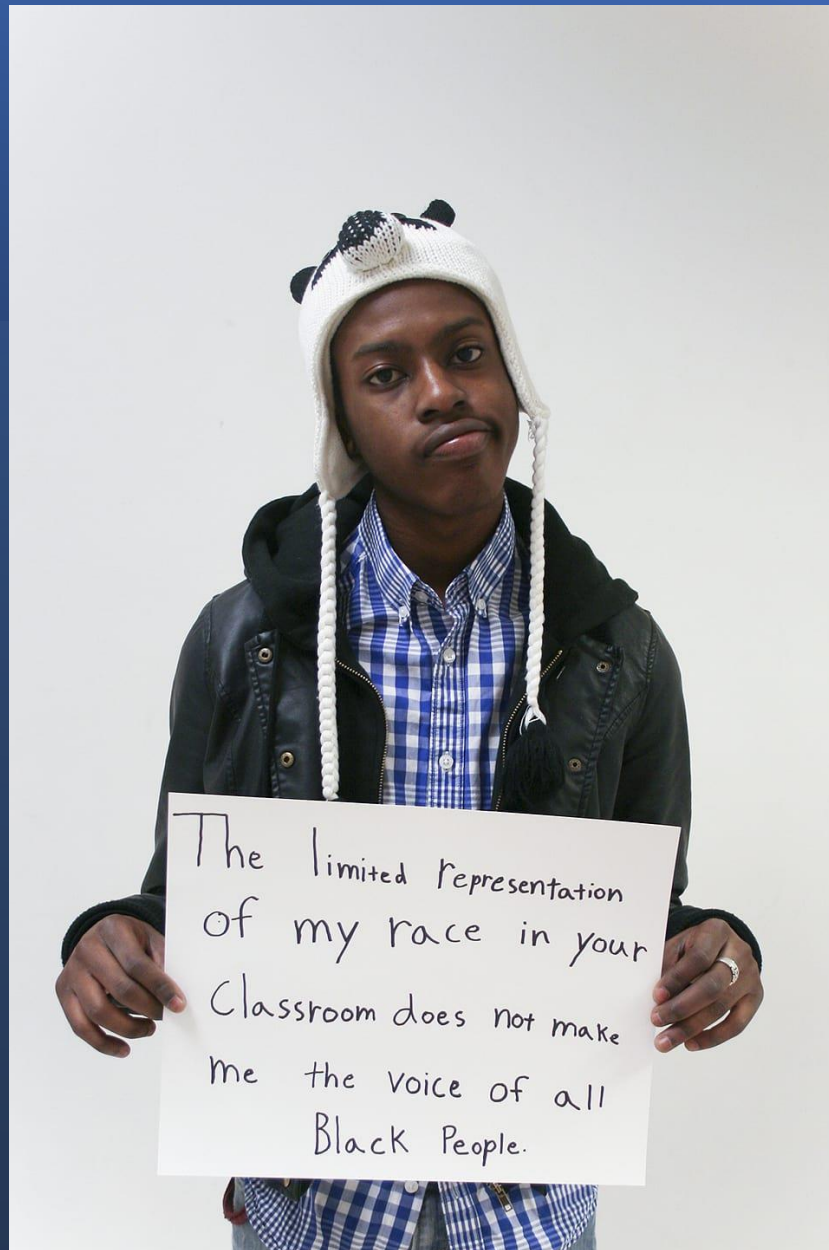






"Courtney
I never
see you as
a black girl"

^{#swene}
#OPEN YOUR EYES!



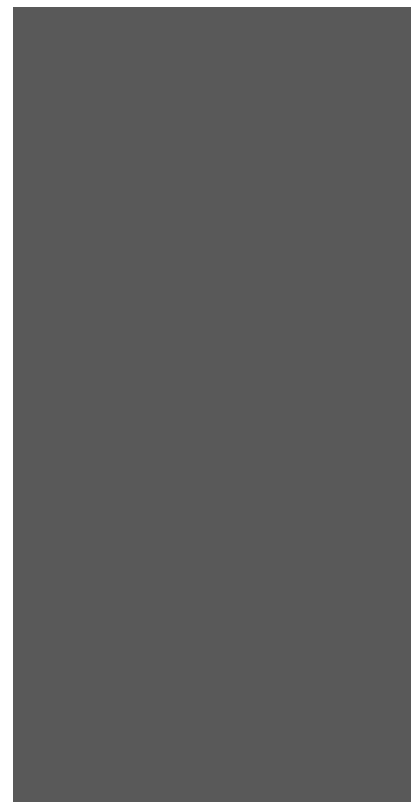
The limited representation
of my race in your
Classroom does not make
me the voice of all
Black People.

The I've-heard- this-a-million – times microaggression

- An example of this microaggression is expressing a belief that race doesn't make a difference in success in life. For example, "If you just work harder, you'll succeed."
- Another example is a person saying, "I succeeded because I wasn't lazy and didn't rely on society to help me." The meaning behind these statements is, *if I can succeed on my own, you can too — there is nothing stopping you.*









Reflect on examples of times where you have seen any of these types of microaggressions. Describe.

What could you **do** to be an UPSTANDER to a microaggression you witnessed?

Upstander Strategy

Interrupt	Question	Educate	Echo
"Excuse me, can I just clarify what I think I heard?"	"Have you considered the implications of your actions/words?"	"Let me share my personal experiences"	When someone else speaks up, echo and reinforce. This encourages others to speak up and amplifies the upstander. It also lets others know you are not complicit.
"Hold on, can we go back to what you called the virus."	"What made you say that?"	"Here's what I know about the historical impact"	"Thank you for saying something"

Say What?

– famous line from Rush Hour with Chris Tucker (1998)



How does the power of words impact our work and those we serve...and why?

1

“One or two words or phrases that irritate you ...and why?”

2

African American or Black?

BIPOC?

Latinx?

3

Queer?

4

Handicapped?

5

Subordinates?

...more words/themes to explore

1

Words that
trigger you every
time
you hear
them...and why?

2

Racism/
Racist

3

White
Privilege

4

Gentrification

5

Black Lives
Matter

The Five Bases of Social Power

(French & Raven)

1	2	3	4	5
LEGITIMATE POWER	EXPERT POWER	REFERENT POWER	REWARD POWER	COERCIVE POWER
Power based on title, position or rank	Power based on skills, abilities and knowledge	Power based on reciprocity or mutual respect	Power based on the ability to give and take away rewards	Power based on the ability to punish

Not everything that is faced can be
changed, but nothing can be changed
until it is faced.

-James Baldwin

Don't forget

"Who you are in the room"

The 20-60-20 Rule

- 20% - Love!
- 60% - Hhhhmmmm....
- 20% - Nope!



What Can You DO?

- Name your “fences” and do the work/make the commitment to take them down.
- Be ready and willing to interrogate your own systems
- Pay attention to your “gut feelings” about people or groups. These are the **red** flag for biases/microaggressions.
- Set a goal...let this moment in history enhance relationships; not degrade them. *Your leadership matters more than ever before.*
- Institutionalize power bases. How might you shift?
- Be conscious of where you sit in “the boat.” That is where your ability to advance equity, inclusion and diversity comes from.



Thank you!

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