

## Diversity, Equity, and Inclusion (DEI)

Facilitated by Joanne Dalton (aka Nanajomama)  
and participants of the Fort Lewis SW Early  
Childhood Conference

October 9, 2021

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### Dedicated to my family:

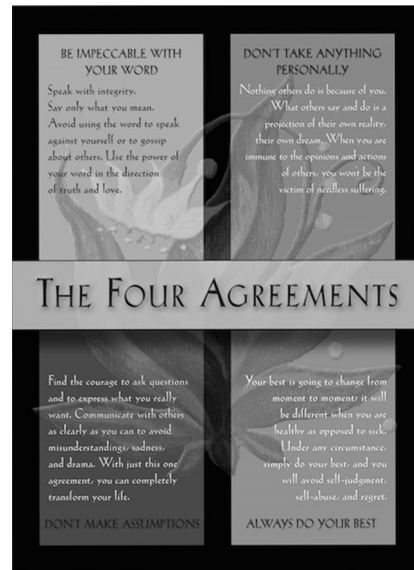
- Elizabeth Coyle (RIP)
- Jack & Elizabeth Dalton (RIP)
- Charlie Martin (father to my children; RIP))
- **Nomi & John**
- Charlie
- **Chessa & David**
- Jordan
- Justice
- Jazz & Annelicia

Indigo and Ivory



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In the interest of time, I am proposing that we use Don Miguel Ruiz's Four Agreements to guide our session today:



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Objectives for today's session:

Overall, raise the level of Awareness, Consciousness and Understanding about DEI

As a group we will clarify the definitions of Diversity, Equity, and Inclusion - DEI

Time for each participant to reflect upon their individual methods & strategies for promoting DEI in their individual roles in ECE

In our Breakout rooms we will have time to share some of our reflections.

Participants will be encouraged to continue to reflect and share beyond today's session on DEI

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**Diversity** is the presence of differences within a given setting.

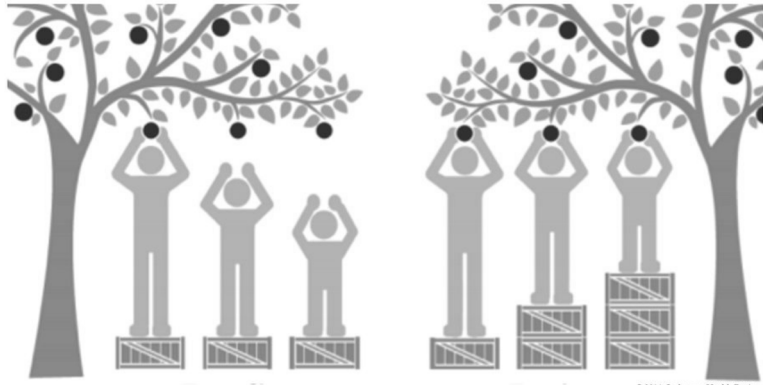
A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term "diversity" is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.

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What is cultural diversity and why is it important?

It **helps dispel negative stereotypes and personal biases about different groups**. In addition, cultural diversity helps us recognize and respect “ways of being” that are not necessarily our own. So that as we interact with others we can build bridges to trust, respect, and understanding across cultures.

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The diagram consists of two panels. The left panel, titled 'Equality = Sameness', shows three people of different heights (tall, medium, and short) standing on the ground, each with a crate under their feet to reach the fruit on a tree. The right panel, titled 'Equity = Fairness', shows the same three people, but the crates are redistributed: the tallest person has no crate, the medium person has one, and the shortest person has two, ensuring all can reach the fruit.

Equality = Sameness  
 GIVING EVERYONE THE SAME THING → It only works if everyone starts from the same place

Equity = Fairness  
 ACCESS TO THE SAME OPPORTUNITIES → We must first ensure equity before we can enjoy equality

Equity image credit: Please note, this image was adapted from an image © 2014, Saskatoon Health Region

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**Equity** is the process of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.

***Equity is different than equality*** in that equality implies treating everyone as if their experiences are exactly the same.

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Vernā Myers is a cultural change catalyst, influencer, thought leader, social commentator, and author

*Diversidad es que te inviten a una fiesta e inclusión que te saquen a bailar*  
Vernā Myers



DIVERSITY is being invited to the party. INCLUSION is being asked to dance.\*\*

“Diversity is being invited to the party. Inclusion is being asked to dance.”  
**(Vernā Myers).**

Extending the famous

- Extending the famous quote by Vernā Myers “Equity is ensuring everyone has appropriate transport to the dance, regardless of their starting location.”
- has appropriate transport to the dance, regardless of their starting location.

**Jan 9, 2020**

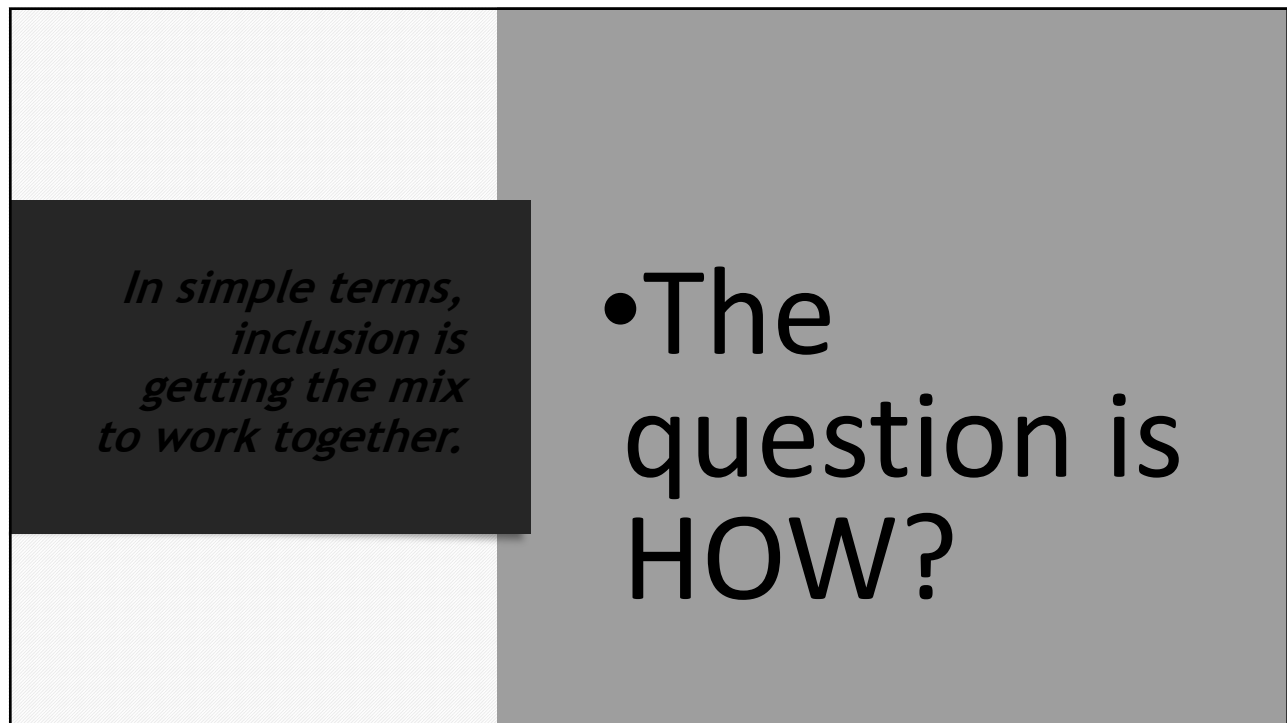
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**Inclusion** is the practice of ensuring that people feel a sense of belonging in the workplace **(or in our case school)**

Inclusion as a set of behaviors (culture) that encourages everyone to feel valued for their unique qualities and experience a sense of belonging.

***In simple terms, inclusion is getting the mix to work together.***

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*In simple terms,  
inclusion is  
getting the mix  
to work together.*

- The  
question is  
HOW?

This slide features a dark gray background with a white rectangular area on the left. The text is positioned within this white area, with the first part in italics and the second part in a large, bold, sans-serif font.

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**BREAKOUT  
ROOMS**

This slide features a dark gray background with a white rectangular area on the left. The text is positioned within this white area in a bold, sans-serif font. The right side of the slide shows a large group of people in a circular formation, suggesting a collaborative or breakout room activity.

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# TAKEAWAYS

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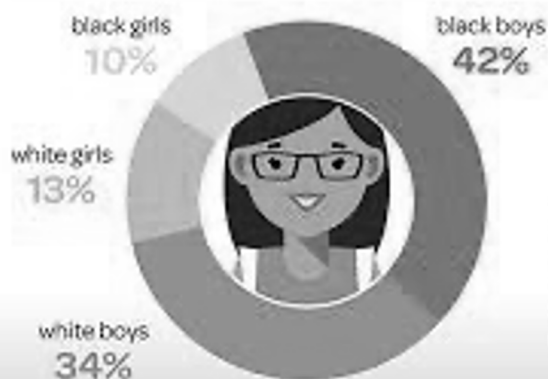
Implicit biases are subtle, often subconscious stereotypes that guide our expectations and interactions with people.

*Walter Gilliam*

We all have them," Gilliam says. "Implicit biases are a natural process by which we take information, and we judge people on the basis of generalizations regarding that information. We all do it."

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### Track the eyes: Which students are teachers watching?



Preschool teachers tend to more closely observe blacks than whites, especially black boys, when challenging behaviors are expected.

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### The Pandemic Suspended and Expelled Everyone. What Can States Do About It?

Early Childhood Mental Health (ECMH) Consultation in the New ECE Environment

JULY 21, 2021 | 3:00 ET



Dr. Walter Gilliam  
Yale Child Study  
Center



Dr. Lee Johnson III  
ZERO TO THREE



Callen Wells  
Georgia Early  
Education Alliance  
for Ready Students

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