

8:30-9:00

**Class Day
Announcements**

Pam Brunet

Welcome to Destiny USA

Rob Schoeneck
GM, Destiny USA

**Welcome to Diversity,
Equity & Inclusion Day**

Joshua King &
Jay Subedi

12:30-1:30

LUNCH by

Byblos Cafe &
Baghdad Restaurant

2:30-2:45

BREAK

4:15-4:45

WRAP UP

Katie Molanare,
Erin Rankin &
Joann Campbell-Maher

4:45

SOCIAL HOUR AT
110 GRILL



9:00-11:30

Star Power

Intro by Dashiell Elliott
Break Included

Beth Broadway

Interfaith Works

Hasan Stephens

Good Life Foundation

11:30-12:30

Define

Intro by Grace Rooney

Twiggy Eure

Crouse Health

1:30-2:30

Exemplify

Intro by Precious Gerald

Brandiss Pearson

St. Joseph's Health

2:45-4:15

Apply & Modify

Intro by Shelby Baskin

Sheena Solomon

Gifford Foundation

Diversity, Equity & Inclusion Design Team:

Shelby Baskin, Joann Campbell-Maher,
Matt Capogreco, Dashiell Elliott, Precious Gerald,
Joshua King, Katie Molanare, Erin Rankin, Grace
Rooney, Jay Subedi & Robin Macaluso.



Welcoming Perspective...

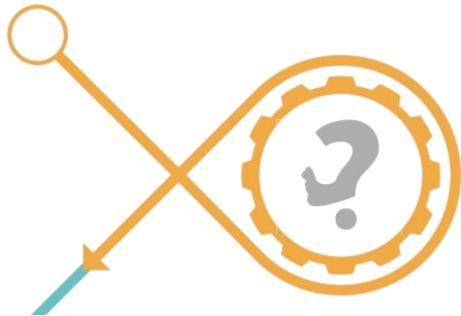
"I am an
IMMIGRANT, but I
am not a BURDEN"

- Jay Subedi



"I am GAY, but I
am not a
FAGGOT"

- Joshua King



Objectives...

- **DEFINE** diversity, equity, and inclusion by understanding what those concepts mean to us individually and to our community.
- **APPLY** what we learn; use the Star Power activity to identify examples of inequity so that we may apply what we learn to our lives.
- **MODIFY** our actions through understanding our unconscious biases to help promote diversity, equity, and inclusion in the workplace and the greater community.
- **EXEMPLIFY** diversity, equity and inclusion in design teams throughout the rest of our class year, in the workplace and in our personal lives.

Looking at various
shades within a color

7000
languages
world wide,
6 in SCSD

Lack of diversity
in banking

Reach back &
pull us forward

Equity is having
what you need

Diversify white &
black spaces

World we live in does not
make you bad or good

Not always about
race - differences

Inclusion is
openness

DEI thoughts for LGS 2020:

"There are not more than five musical notes, yet the combinations of these five give rise to more melodies than can ever be heard. There are not more than five primary colours, yet in combination they produce more hues than can ever been seen. There are not more than five cardinal tastes, yet combinations of them yield more flavours than can ever be tasted."— Sun Tzu, The Art of War

"I am a BLACK CEO,
but I am not
INCOMPETENT"

- Hasan Stephens

"I am a BLACK WOMEN,
but I am not ANGRY"

- Dashiell Elliott

"I am a WOMEN, and I
am just as SMART
as any man."

- Beth Broadway



Star power starts off with limited rules and a lot of confusion. It is an activity best engaged in, rather than described. For the purposes of this synopsis we are not going to try to put the activity into words, rather outline the strategy of the activity, general outcomes, and emotions.

Playing the activity: competing for who can get the most beads, had to be convincing, guilting others into trades, alliances were formed and broken, teams were separated and the those on top given a new group, rules were made by those on top and the others had to follow suit, a tally after each round resulted in mixed emotions of the "haves" and "have-nots".

And the winner is: There was a clear winner in the activity, Joshua King. He was part of the Star Group and it was hard to catch him once he, and his cohort were off. He reveled in his winning ("Rise up and don't look back"), while others in the Star Group reacted in different ways from aggression, to apathy, to empathy. Many said that being at the top was not always the best feeling. The same range of emotions could be felt from the remainder of the teams who were less fortunate. There were clear dividing lines throughout which would lead to the point of the activity.

Reflections: LGS 2020 described this as depressing, rigged, a snap-shot of life for others in different socio-economic backgrounds, eye-opening, and a representation of government. Team members were called out when they broke alliances and the divide in equity became more apparent as the activity progressed. It was much harder to rise up when you were on the bottom already. Beth and Hasan said we had the most points ever for a single person and were successful in cheating for the first time since they have done this. The rules cast by the Star Group were the most "draconian" they had ever seen - especially the rule where trust became questioned. They told us we would have to be comfortable with being uncomfortable. The activity achieved that.

The moral of the activity: We won't ruin the great reveal of the activity for our readers - you should try to seek this one out and participate. We will tell you that it was a time to reflect on ideas like privilege and how it is achieved for some, and not for others just by being born. That rules tend to benefit those with power and there are many that shy away from challenging them when they feel they will not be heard. That we need to challenge our perceptions constantly and in context of those around us. Hasan and Beth left us with two important questions to ponder:

1. **Did I really get here on my own steam?**
2. **Who helped me and how do I mentor others?**

**"I am a CHRISTIAN,
but I am not a BIGOT"**
- Grace Rooney

**"I am ADOPTED,
but I am not ABANDONED"**
- Precious Gerald

POWER



Defining Diversity

Through her experience as Director of Diversity and Inclusion at Crouse Health, Twiggy has led the entire company in a discovery of defining diversity, equity, and inclusion. They have agreed upon a definition of “all the ways we are the same” to put it in simple terms.

We all chose jelly bean colors that defined who we thought we were and Twiggy showed us how accurate the descriptions were, keeping up with her 96% accuracy. She urged us to not judge people by what you see on the outside



I am in love with a 2 year old girl named London, but I am not a GRANNY. - Twiggy Eure

I am a TEEN MOM, WELFARE MOM, COLLEGE DROPOUT, have a CHILD WITH A DISABILITY, I am not a STASTITIC.

- Brandiss Pearson

Exemplifying Inclusion

Brandiss is an amazing woman, with an amazing family. Her emotional tale of her two sons Sean and Brandon has been the impetuous of turning her struggle into her success. From teen mom to viral sensation, Brandiss has helped to elevate how we see inclusion through Brandon's own powerful experiences. It was a two-for-one story which left many in tears by the end. Some wonderful take-a-ways from her speech and testimonial along with huge smile from Brandon...along with a little flexing.



Twiggy Take-A-Ways

- ◆ Just because the workplace brings in diverse employees, does not necessarily mean the culture is right for them. We need to go a step further with inclusiveness.
- ◆ You can have a diverse group but until you have inclusion it is not working.
- ◆ Be cognizant that our outside lives effect our work environment.
- ◆ You cannot have inclusion without the "mushy" - that brings value to work.
- ◆ Shift from equality to equity - from all having the same things to getting what they need. Fair is not always equal.
- ◆ Equity may bring out questions of favoritism - why did they and not I?
- ◆ We have to be intentional and resolve conflict.
- ◆ DEI is the right thing to do - companies who are doing it are outperforming others. The power of diversity becomes the values of the company.
- ◆ Diversity leads to competency.
- ◆ Implicit bias - we all have it. It is having prejudice without a frame of reference. We need to learn to deal with it or it can lead to very negative things like racism. Get to know your bias, think critically, challenge assumptions - it impacts everything.
- ◆ We need to build a bridge to the people that need to hear all of these points. Do something different, embrace diversity, make it a committee and mission not a position from the top down.
- ◆ If you do what you have always done, you will always get what you have.

Brandiss Wisdom

- ◇ Proud mother of a Dis-A-Bold young man named Brandon.
- ◇ Inclusion to her is ABC - Autonomy, Belonging, and Competence.
- ◇ Autonomy for Brandon is his Rescue Mission work; Belonging is with his sports - especially football; Competence is making the winning shot for the Unified Basketball Championships.
- ◇ Brandon's football team changed his life and Brandiss wanted to thank them by starting a video simply saying "Nottingham boys, we see you" that went viral. <https://www.youtube.com/watch?v=3KPqvlv862I>
- ◇ She realized you only have to be who you are to be recognized.
- ◇ There are many things that make us different but many more that make us alike.
- ◇ Look for your "water table moments" - she equated her journey to a marathon and when she felt like she was not able to make it, she would see the next "water table" where someone picked her up and helped her along.
- ◇ What can we do to be more inclusive?
 - ◇ Make an effort to be in others line of sight and ask what they need.
 - ◇ Find their "happy place".
 - ◇ See people through someone else's eyes.
- ◇ Speak truth to power.
- ◇ Brandiss shared a touching story where she first learned to love her child. Many tears were shed as she opened her heart which helped us to see how hard it was for her to accept her own definition of inclusion.



I am JEWISH, but
I am not CHEAP
- Shelby Baskin

I am VERTICALLY CHALLENGED,
but I am NOT LIMITED from
REACHING THE STARS and
ACHIEVING MY GOALS.

I am a TEENAGE MOM,
but I am not a STASTIC.

- Sheena Solomon

What if we Could Change the Past?

Presented by Sheena Solomon

- * DEI conversations need to include the past.
- * We think the narrative is the same but not when we get in a room and bring it out - it helps us to create a framework for empathy.
- * The past? Some is still happening: redlining, slavery, voting rights, gay marriage, bi-racial dating/marriage, unjust judicial system, Jim Crow, war, segregation, holocaust....
- * Diversity is being different. It's not all or only about race.
- * Inclusion is the act of being included; being valued and seen as an individual.
- * Equity is being fair and impartial.
- * Help change the story so equity can be realized.
- * Why is the conversation so hard to have and implement? Lack of acknowledgement of bias, resistance to change, discussions challenge systems and positions, we think it is already being done, fear, bias, and culture makes it hard.
- * Culture is comfortable but it "eats strategy for breakfast". Leadership matters and will change culture.
- * So...what are you going to do about it? Intentionality and accountability are important. Be an accomplice, have something to lose. Have empathy, gain allies, ask questions, don't assume, and don't duplicate hate

Implicit bias test from Harvard:

<https://implicit.harvard.edu/implicit/takeatest.html>





I am, I am not

Throughout the day, design team members and guests shared this statement. It is not easy to come up with and it can be quite emotional. We encourage you all to seek your own *I am, I am not* statement and share it in a safe space such as LGS.

"I am an a VICTIM of SEXUAL ASSAULT, but I am not a SLUT"
- Katie Molanare



"I have MARCHED, but I am not CRAZY"
- Erin Rankin

"I am a WOMEN BOSS, but I am not a BITCH"
- Joann Campbell-Maher

OUR CALL TO ACTION: Use this experience to help DEFINE, APPLY, MODIFY, and EXEMPLIFY diversity, equity and inclusion in your personal and professional lives. We encourage all design teams to consider these ideas and suggestions we have given when creating their own

