

# Standing Up for DEI in a Divided World - Moving from Fiction to Facts

Learning More About Diversity, Equity, Inclusion and Belonging

When standing up for justice, equity, inclusion (and change) how do you bring others along—those who are not there yet, and those who are actively complicit?

WHITE  
PEOPLE  
DO  
something!



## Session Objectives:

1. Understand the role all of us can play in preserving historical literacy and democracy in the U.S.
2. Explore the art of persuasion
3. Identify your own mindsets and how they may contribute to the social divide
4. Learn what Critical Race Theory is (and isn't)
5. Experience the tactics used to promote confusion and undermine open dialogue and learning and then practice how to intervene on them
6. Build better partnerships across ideological differences

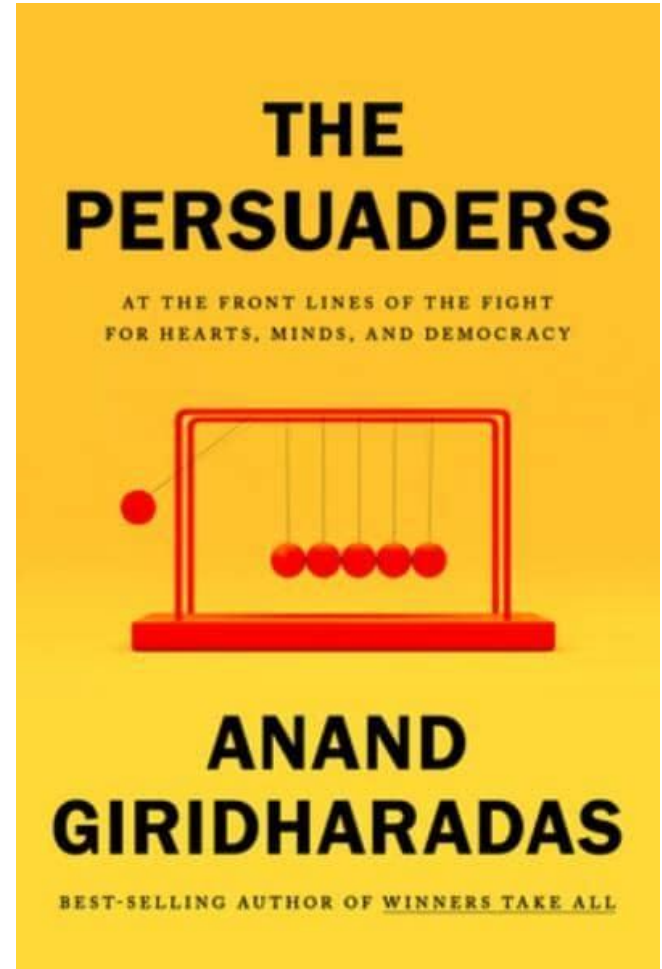
## Suggestions for Participation:

1. Choose your level of disclosure and participation - this is a public forum
2. Check out assumptions
3. Notice your own reactions and what activates you - doing so may help you see yourself better.
4. Feel free to state feelings, disagreement, or challenge at any time
5. Help create and maintain a brave space
  - a. be cognizant of, and apply, behaviors that create and preserve psychological safety

# Who's Here?

- OD Practitioner
- DEI Practitioner
- Coach
- HR
- Learning & Dev.
- More than one of the above
- Other

Persuasion: the art of changing minds, of bringing people in to your vision of how things should be.

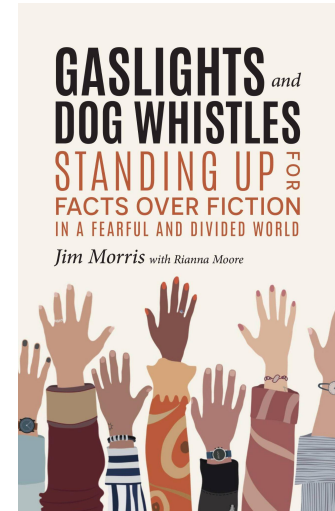


A woman with a white headwrap and a black top is speaking to a man with glasses and a white t-shirt. They are standing in front of a wooden door with a semi-circular stained glass window above it. The woman is gesturing with her right hand. The man is looking at her.

Leadership LAB  
@ The LA LGBT Center

## Pick it up on Amazon!

Written by Jim Morris with Rianna Moore, Ph.D. in response to the groundswell of activities attempting to ban education, books, discussion and learning about racism, sexism, slavery, gender or racial role conditioning and the real impact of these topics on individuals and groups in the U.S.





F. BYRNES.  
CagleCartoons.com

# Realms of Critical Theory

Critical *Social* Theory

Critical *Gender* Theory

Critical *Disability* Theory

**Critical *Race* Theory**

Critical *Generational* Theory

Critical *Queer* Theory

**Critical Theory** is a social theory that aims to **examine and evolve democracies**. Critical theories attempt to find the *underlying assumptions in social life* that keep people from truly understanding how the world works. These underlying assumptions, in the view of critical theories, create a “False consciousness” - usually about oppressed and marginalized groups - that actively undermines progress towards true democracy.

Critical theory examines systems of oppression and discrimination

**Critical Race Theory** Is an academic and legal framework that denotes that systemic racism is part of American society — from education and housing to employment and healthcare.”

NAACP Legal and Education Defense Fund

Critical Race Theory recognizes that racism is more than the result of individual bias and prejudice. It is embedded in laws, policies, and institutions that uphold and reproduce racial inequalities.

“They have conjured an imagined monster to scare the American people and project themselves as the nation’s defenders from that fictional monster.”

Ibram X Kendi,  
There Is No Debate Over Critical Race Theory  
The Atlantic, July 2021





## CRT Claims vs Facts

Claim	Fact
Teaching CRT in schools characterizes the white race in negative ways that can damage the self esteem of students.	CRT's focus is not on demonizing or blaming a race, its focus is on explaining how the systemic nature of bias can influence the governance, commerce and culture of a society.
CRT is Marxist, Communist or Socialist	CRT makes no such claims around class (Marxism) or better/worse forms of governmental or economic structures. CRT implicitly aligns with democratic practices and principals.
CRT is a left wing ideology that threatens American values.	CRT coincidentally supports democratic values but is not aligned with any political party. However, the phenomenon it describes - that systems of oppression left unchecked become laws and "normal" - has been embraced by one party and challenged by the other.

# Individualists

- Discrimination exists mostly at the individual level. Question the data that suggests discrimination is systemic
- People are people - delinations based on skin color are inaccurate or forced
- Most often white
- Come from modest (low- to middle- class) backgrounds and or are business owners and entrepreneurs who see federal government intervention as overreach
- More likely to have grown up in rural regions of the U.S.
- Predominantly identify as Christian.
- Consider their own history of hardship and overcoming adversity as just as relevant as the stories of all others

Individualists judge the rationalists for being elitist snobs, unaware of their own duplicity, hypocrisy, and accountability. View rationalists as a threat to the Christian foundations of the U.S. as well as a threat to the preservation of the American way of life.

# Rationalists

- Believe that systemic discrimination exists in the policies, laws, and decision-making structures of the U.S. Believe the data that supports the case that racism at a systemic level exists
- Make-up the numerical majority of U.S. society
- Roughly ½ of all white people - those who see and/or experience discrimination
- Majority of black, brown, indigenous, or people of color (BIPOC)
- More likely to have grown up in urban regions of the U.S.
- Poor and wealthy, atheists and evangelicals, gay and straight, men and women, young and old
- View the hardships and adversity that they have overcome as different than the disadvantages that under-represented group members have confronted/overcome

Judge the individualists as misinformed, uneducated, racist, and narrow-minded. Are more concerned about the preservation of democracy than about the status or protection of their individual freedoms

# Claiming that...

**RACISM IS A PROBLEM ONLY  
BECAUSE OF THE INDIVIDUAL  
ACTS OF RANDOM BAD ACTORS**

**is like saying drunk driving  
is a problem only because some  
people can't hold their liquor.**

**READ GASLIGHTS AND DOG WHISTLES BY JIM MORRIS**

*[jim-morris.net](http://jim-morris.net)*

# Benefits of DEI&B

- Organizations
- Schools and ed.  
organizations/systems
- Individuals
- Other

# Sources of Disconnection

**Contempt** which generates feelings of...

**Dismissal “their mind is made up”** which generates feelings of...

**Moral Outrage/Certainty of rightness** (which generates feelings of...)

**Distrusted/disbelieved** (which generates feelings of...)

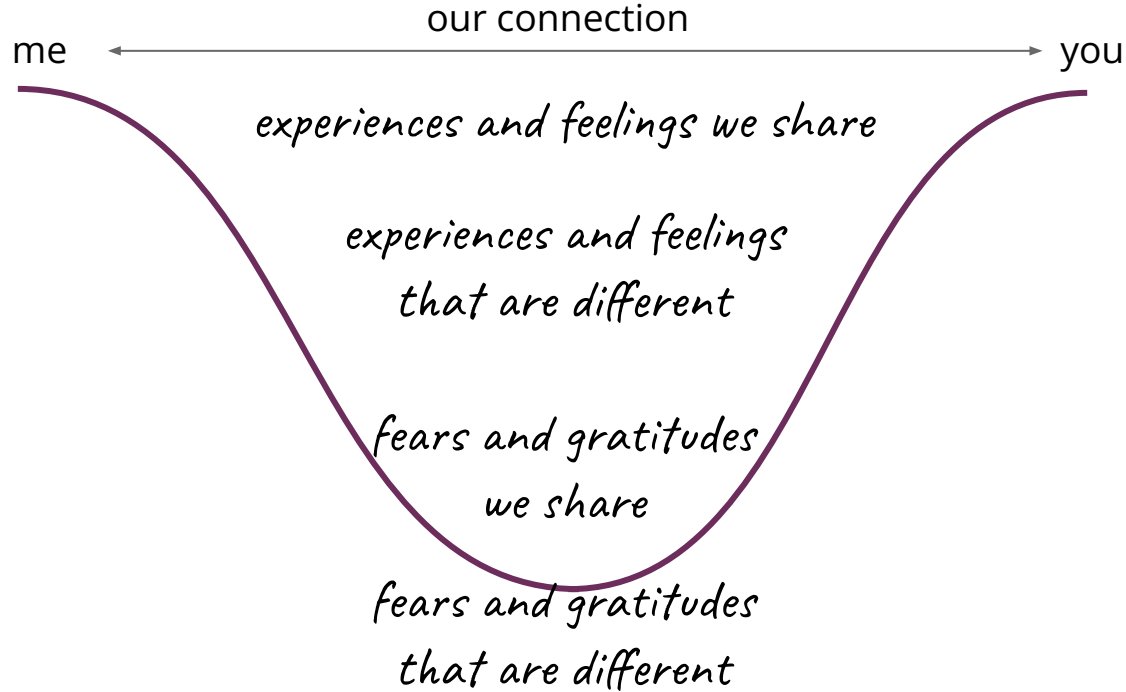
**Persecution** and being blamed

**Rejection** – “They think I am irredeemable”

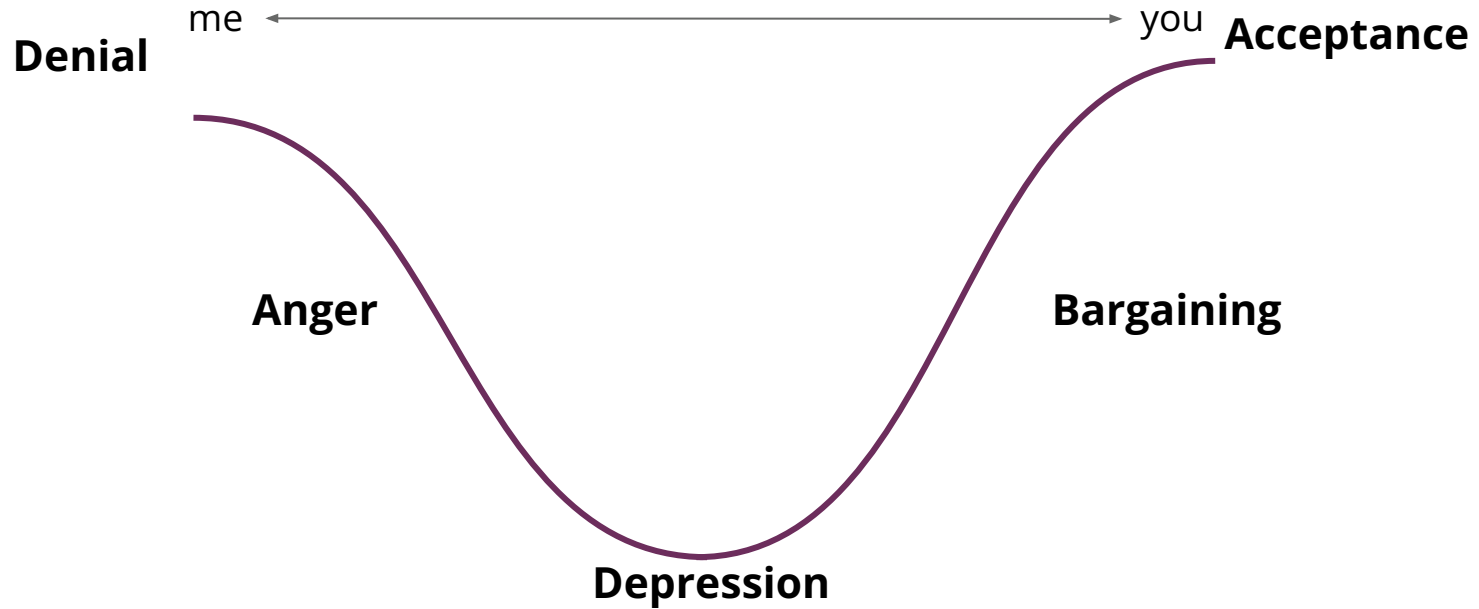
**Being judged**, unseen, misunderstood, vilified, called “ignorant”

**Fear**, futility and eventually withdrawal

# Gap Conversations



# How we process grief/loss/change





Thank you.