The Power of Diversity & Inclusion

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Pronouns: He/Him/his
Let’s keep it real.
The Power of Diversity & Inclusion

U.S. Travel Ban

Countries included:
- Libya
- Syria
- Iran
- Iraq
- Sudan
- Yemen
- Somalia

CALHR 2017 Conference
Your state, your government, your future
The Power of Diversity & Inclusion
Why does this matter?

Why should this matter?
Audre Lorde

“Without community, there is no liberation.”
Diversity

a variety or range of identities and communities represented within a space
Inclusion

the action of including or being included in a group, process, or structure
Workplace Scenarios
Gender in the Workplace

- Gender Policing
- Assembly Bill 1732

Resource:
  - Quick = pronoun introductions
  - Longterm =
    - trans community groups
    - Safe Space training
Resources

• Gender Health Ctr.

• Sacramento LGBT Ctr.

• National Ctr. for Transgender Equality

• Transgender Law Ctr.
Spirituality in the Workplace

• Ramadan 2017
• Fasting mindfulness

• Resource:
  – Quick = strategic planning of events
  – Longterm =
    • interfaith communities
Resources

• Sacramento Area League of Associated Muslims: https://www.salamcenter.org/

• Council on American-Islamic Relations: https://www.cair.com/
Race/Ethnicity in the Workplace

• Racial politics in the United States
• Increased trauma

• Resources:
  – Quick = mindfulness and critical hope
  – Longterm =
    • Identity-based community groups
Resources

• Credible news sources

• Be cautious of info from .com and .net

• Center your self care practice at work
Why should you care?
Best Practices

• Acknowledge where you are at.

• Do your research.

• A sincere apology goes a long way.

• Embrace the “can do, will do” perspective.
Gracias.

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