

IDEA 101

Inclusion—Diversity—Equity—Accessibility

- Before entering into any IDEA work it is important to know your “Why” - both personally and professionally

Diversity— The traits and characteristics that make everyone unique

Diversity Factors: Inward facing and Outward facing

OUTWARD:

Heritage/Racial Identity

Gender/Gender Identity

Age/Generation

Financial/Economic status (this can fall into the INWARD category)

Parenthood Status

ADA needs (this can fall into the INWARD category)

INWARD:

Sexual Orientation

Immigration status/First Generation

Mental Health Status and Neurodiversity

Religion

Language Ability

Educational Status

Marital Status

- Inclusion—The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate

Inclusion is actionable and rooted in individual prerogative.

The highest tenets of inclusion are:

Psychological Safety – the act of being acknowledged and celebrated for what makes you unique and diverse without becoming a “token” or representative of your entire group or being only identified as part of that diversity factor group

Engagement – the act of being valued and validated

Inclusion and Diversity go hand in hand—Diversity refers to the traits and characteristics that make people unique while Inclusion refers to the behaviors and social norms that ensure people feel welcome.

- Equity—The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Equity is the basis for Micro-affirmations which counteract Microaggressions

- Accessibility—Ensuring equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses the broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings.

Access and inclusion is to be extended to those individuals with physical and mental disabilities and across neurodiversity; accommodations should be made whenever necessary and feasible.

Remember this analogy to help understand IDEA:

DIVERSITY—EVERYONE HAS BEEN INVITED TO THE
DANCE

INCLUSION—EVERYONE HAS THE OPPORTUNITY TO
DANCE AT THE DANCE

EQUITY— EVERYONE (or a representation of all people invited) IS
INCLUDED IN PLAN NING THE DANCE

ACCESSIBILITY—ACCOMODATIONS HAVE BEEN MADE
FOR EVERYONE TO ENJOY THE DANCE

Unconscious Bias: Social stereotypes one has in relation to certain groups of people that individuals form outside their own conscious awareness.

Ways to Promote Bias Literacy and Awareness:

- Promote and encourage Self-Awareness

IAT (Implicit Awareness Test): <https://implicit.harvard.edu/implicit/takeatest.html>

- Take time to understand the nature of bias (trainings, workshops, literature, online resources, articles, etc)
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- Be deliberate, think first – react second, surround yourself with inclusive imagery and references
- Institute small changes; inclusive language, mentorship, welcoming tactics, etc

BE PATIENT WITH YOURSELF

Think of this like learning a language, it takes time and dedication

Microaggression: Indirect, subtle, or unintentional discrimination against members of a particular group

Microaffirmation: Subtle or small acknowledgements of a person's value and accomplishments; public recognition, "opening a door," referring positively to the work of a person, commending someone on the spot, and advocating for an individual's quality. Being an active advocate.