

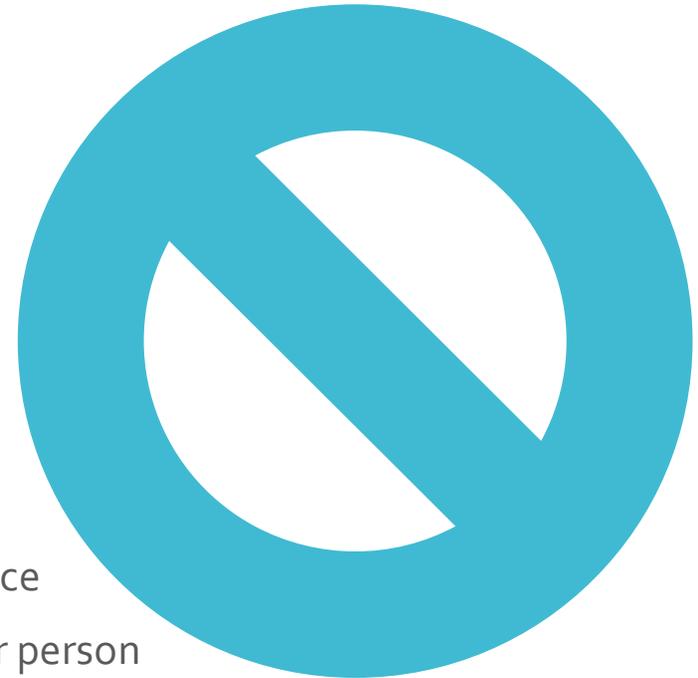
Annual Meeting

Diversity, Equity and Inclusion Work Group

February 11, 2021

Diversity

- **DIVERSITY IS NOT...**
- Affirmative action
- Tokenism
- Integration
- Cultural stereotypes
- Not just gender, not just race
- Not a program, initiative or person

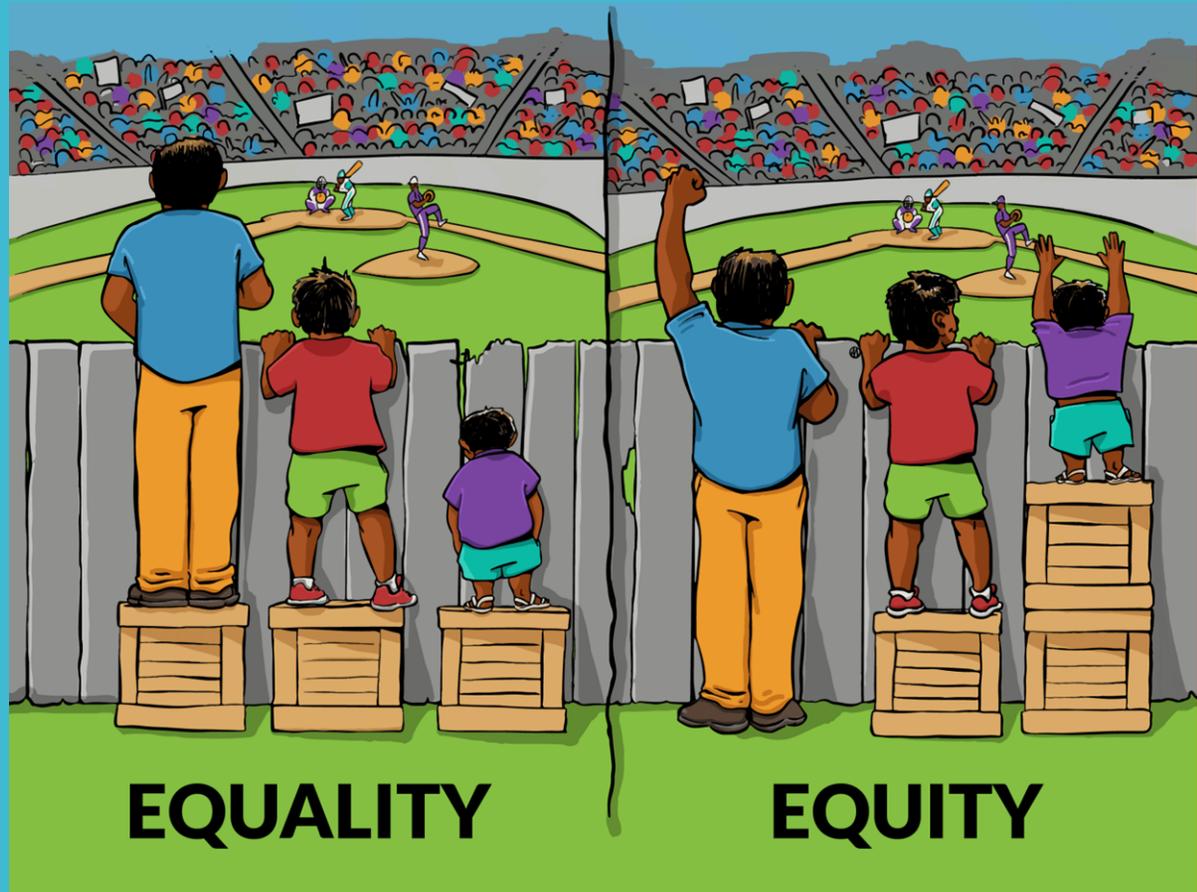


Diversity

The presence of differences that make each person unique and that can be used to differentiate groups and people from one another.

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.



EQUALITY

EQUITY

Inclusion

The full engagement and development of all stakeholders (i.e. citizens, participants, members, staff, policy volunteers, program volunteers, partners, local communities, vendors, etc.)

Other Common Terms

Discrimination- the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

Racism- Discriminating against someone based on their race

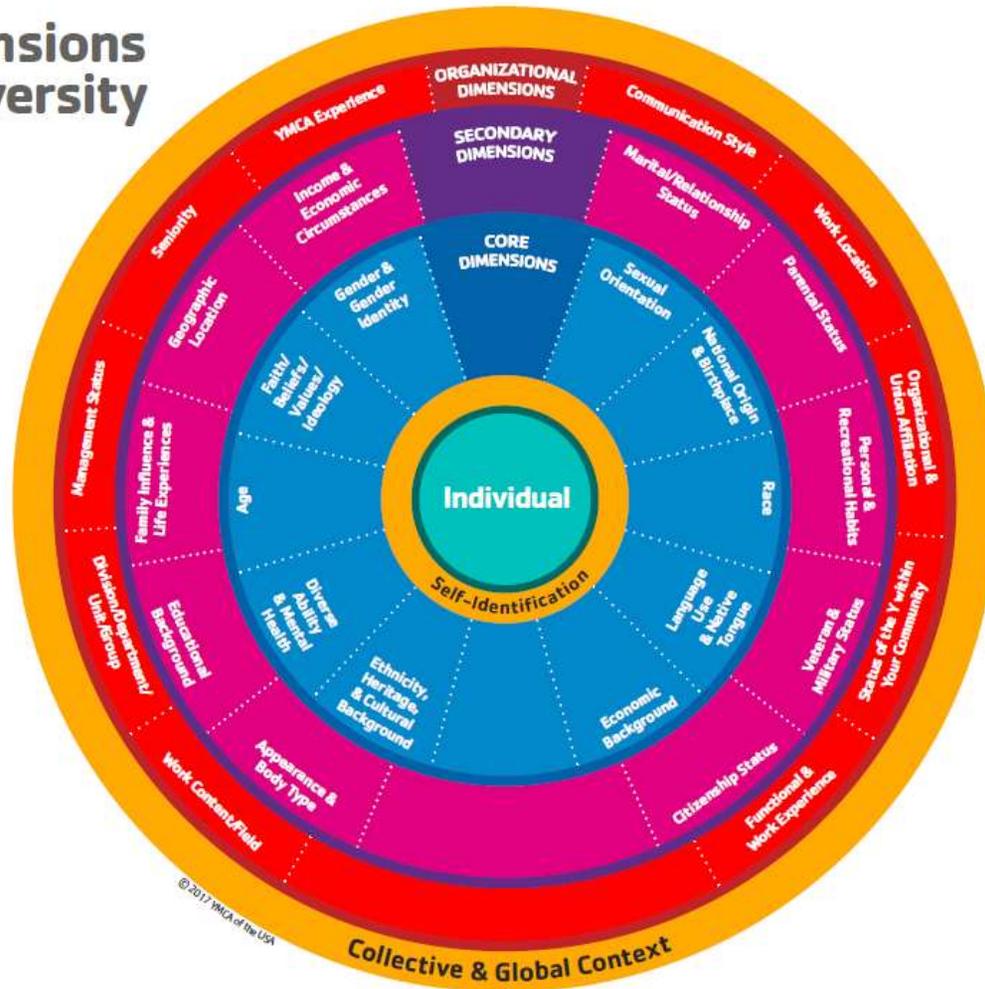
Sexism- Discrimination Based on Sex

Bias- a disproportionate weight in favor of or against an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair. Biases can be implicit or explicit. People may develop biases for or against an individual, a group, or a belief. In science and engineering, a bias is a systematic error.

Privilege-Any right, immunity, or benefit enjoyed only by a person or group beyond the advantages of most. An unearned advantage that a dominant group has over marginalized groups.

Micro Aggression- a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.
indirect, subtle, or unintentional discrimination against members of a marginalized group.

Dimensions of Diversity



Diversity Wheel is used by the YMCA with permission from the creator, Marilyn Loden

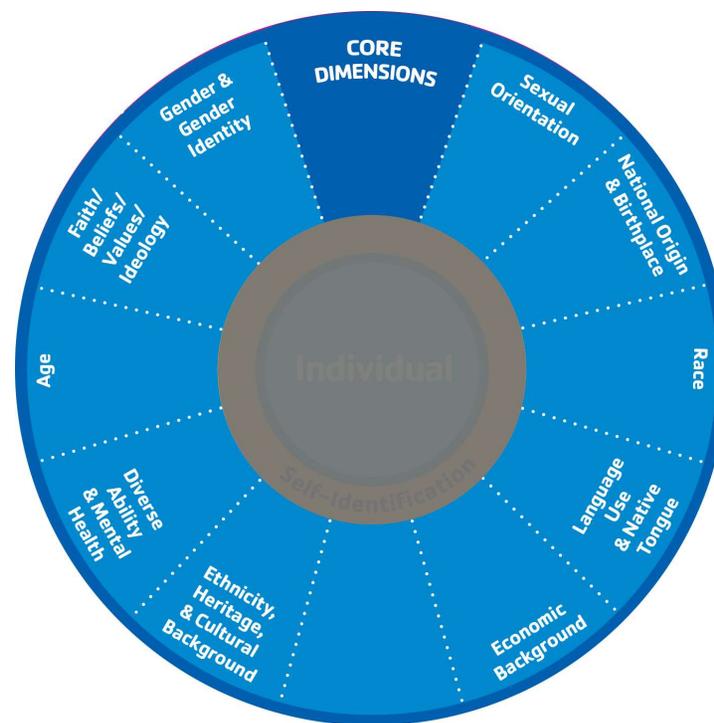




CORE DIMENSIONS

Core Dimensions

- Sexual Orientation
- National Origin & Birthplace
- Race
- Language Use & Native Tongue
- Economic Background
- Ethnicity, Heritage and Cultural Background
- Diverse Ability & Mental Health
- Age
- Faith/Beliefs/Values/Ideology
- Gender & Gender Identity



These 10 core characteristics are things that each and every single one of us possess every day. Each of these ten characteristics has a direct influence on how we experience the world around us.

Trauma

Trauma is any event, or series of events or set of circumstances that are experienced by an individual as physically or emotionally harmful or life threatening and has lasting adverse effects on an individual's functioning and mental, physical, social, emotional or spiritual well-being.

Trauma can be subjective. Two people can experience the same trauma and have two entirely different responses to it. Often the difference can be explained by innate resiliency. Resilience is the antidote to trauma and we can learn techniques to improve resiliency.



Eastern Shore Healthy Communities

DIVERSITY STATEMENT

Composed by the Diversity, Equity & Inclusion Work Group & Adopted by Vote of the Eastern Shore Healthy Communities Voting Membership May 8, 2020

Eastern Shore Healthy Communities envisions all residents reporting a growing, positive sense of health, well-being and self-empowerment. Its mission is to develop an accountable community, using policies, systems, and environmental change strategies to improve the health and success of the Eastern Shore of Virginia. We believe that our partnership, as well as our community, is nourished and strengthened by the diversity of our residents. Therefore, we commit to having a partnership that is reflective of our diverse community.

Our partnership values equity, believing that all persons have the right to full and equal access to opportunities that enable them to be healthy and enjoy well-being. We intend to improve the way that vulnerable groups are treated and understood. To do this we will challenge ourselves to continuously learn and self-reflect, recognize and influence power imbalances, and remain accountable to our mission, vision, and values, especially with regard to diversity, equity and inclusion.

We intend for our actions to serve as a model for communities, educational institutions, employer organizations, and social groups and we will actively work for our community organizations and institutions to adopt similar diversity, equity and inclusion policies and practices.

We challenge all Partners to create and adopt diversity statements in their own organizations

