



# Diversity, Equity and Inclusion

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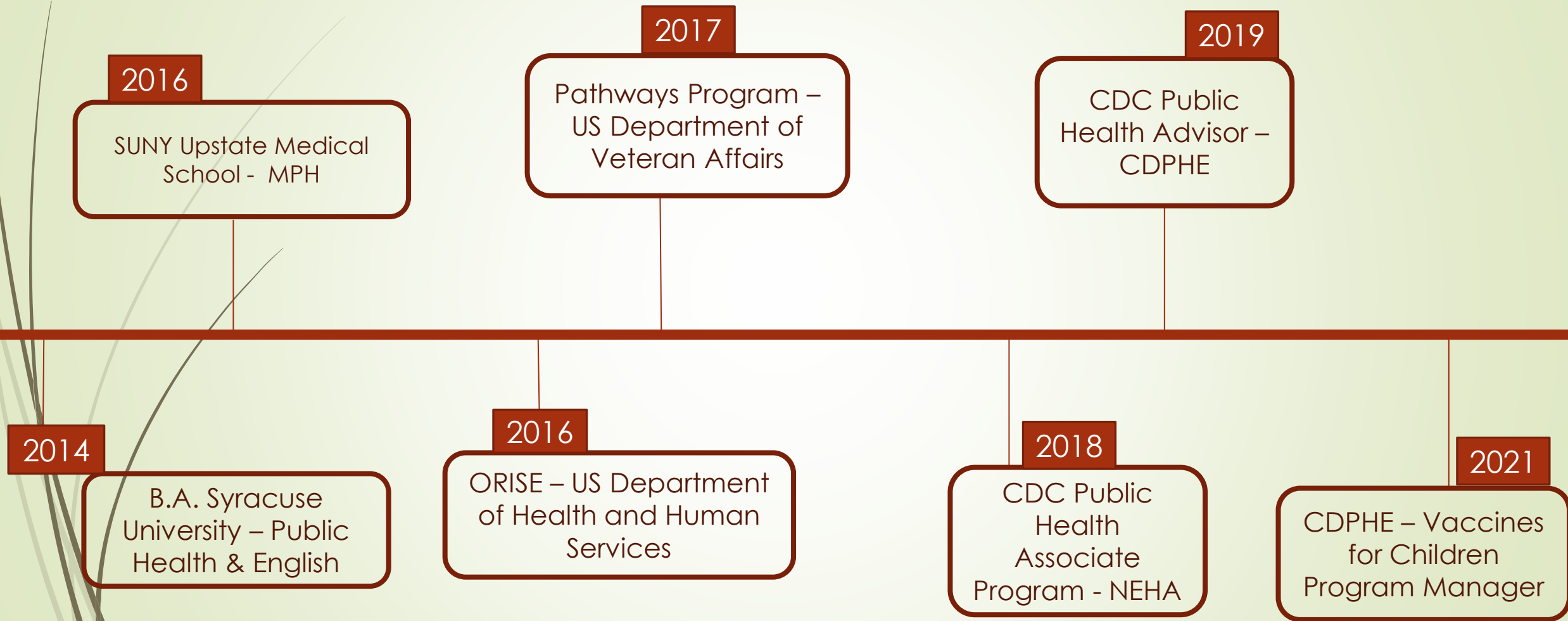


# Objectives



1. Understand the concepts of diversity, equity, and inclusion.
2. Identify the importance of diversity, equity, and inclusion.
3. Determine contributions you can make to drive change in your daily work.
4. Learn strategies to best engage with the community using a diversity, equity, and inclusion lens.

# My Background





# Group Norms



- ❖ Be fully present
- ❖ Speak from the "I" perspective
- ❖ Listen, listen, listen, then respond
- ❖ Value multiple perspectives
- ❖ Lean into discomfort
- ❖ Explore new behaviors and responses
- ❖ Accept conflict as a catalyst for learning
- ❖ Be comfortable with silence
- ❖ Suspend judgment
- ❖ Assume positive intent
- ❖ Honor confidentiality
- ❖ Take risks, make mistakes



# Diversity, Equity, and Inclusion Defined

- ▶ **Diversity:** Lines of differences that can be expressed in many ways; ethnicity, gender, gender identity, race, age, religion, (dis) ability, political affiliation, etc.
- ▶ **Equity:** Providing equal opportunity for all in a fair manner. This may include specific diversity resources to enhance the opportunity for all.
- ▶ **Inclusion:** Ensuring groups of people are not marginalized. Rather, practicing all people being welcome and having the opportunity to be included.

# Diversity, Equity, and Inclusion



# Why is diversity, equity, and inclusion important in the workplace?

- ❖ Work efficiency
- ❖ Innovation to problem solving
- ❖ Deepen our understanding to serve communities
- ❖ Reduces disparities
- ❖ Increase trust
- ❖ Employee retention
- ❖ Increase opportunities for success
- ❖ Opens lines of communication



# Implicit or Unconscious Bias

- ▶ The unconscious attitudes or stereotypes that affect our actions and decisions for or against a particular person or group. Everyone carries bias. We each have a responsibility to be aware of when and why this might occur.

## TYPES OF UNCONSCIOUS BIAS



### Affinity Bias

Feeling a connection to those similar to us



### Perception Bias

Stereotypes and assumptions about different groups



### Halo Effect

Projecting positive qualities onto people without actually knowing them



### Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.



# Unconscious Bias Examples

- ❖ “I’m looking for the manager on duty, is HE available?”
- ❖ “The older staff members working will not know how to electronically sign paperwork.”
- ❖ “If I have a female manager I’m working with during the inspection, she will be more responsible to quickly resolve any violations.”
- ❖ “I don’t think anyone here will speak English since it’s an Ethiopian restaurant.”
- ❖ “I work with another inspector who is Asian, I’ll just ask them to help me with this restaurant establishment. They probably would know what to do.”
- ❖ “I can’t pronounce their name on their name tag so I will ask if I can shorten their name.”

# Evaluating Inclusive Practices

## Inclusive

- Introductions and use of pronouns
- Creating space to be the majority
- Representation

## Non-Inclusive

- Microaggressions
- Gossip
- Negative physical reactions to different smells, cuisine types, etc.



Source: Adobe Stock Images

# Windows and Mirrors

- ❖ Windows – What can you see?
- ❖ Mirrors – What do you see?

**Representation Matters!**



*Source: (Pete Souza / The White House)*

# NEHA's Journal for Environmental Health - Uncover EH

TABLE 1

**Race, Ethnicity, and Professional Characteristics of Environmental Health Professionals in Health Departments in the United States**

Characteristic	#	%
Race		
American Indian or Alaska Native	53	3
Asian	73	4
Black or African American	126	7
Native Hawaiian or other Pacific Islander	13	1
White	1,494	86
Ethnicity		
Hispanic	105	6

*Note.* Respondents sometimes selected more than one race; percentages for each category were based on the number of respondents ( $n = 1,735$ ).

Journal for Environmental Health, Uncover EH (2019) Retrieved from:  
<https://2022.neha.org/sites/default/files/jeh/JEH6.19-Feature-Uncovering-EH.pdf>

# Organizational Infrastructure & Policy

- ❖ Positive contributions to company culture.
- ❖ Implement a policy to support workplace diversity, equity, and inclusion.
  - Non-discrimination policy based on race, ethnicity, gender, religion, ability, age, etc.
  - [NEHA's Policy Statement on the Role of Environmental Health in Addressing Racism as an Environmental Health Issue.](#)
- ❖ Representative and supportive Leadership.
- ❖ Initiate Lunch & Learns to highlight different cultures, raise awareness or provide engagement to lean in with curiosity.



# Personal Story

From the “I” Perspective

# Intention vs Impact

- ❖ “I didn’t mean it like **that**.”
- ❖ “You’re being sensitive, **that** wasn’t what I meant.”
- ❖ “I’m **not** racist.”
- ❖ “I have a friend that’s LGBTQIA+, I wouldn’t mean it like **that**.”
- ❖ Self-doubt or imposter syndrome
- ❖ Feeling less valued in the workplace
- ❖ Stereotype threat
- ❖ Fear of being called out
- ❖ Code-switching
- ❖ Chronic racial trauma and stress



Source: Adobe Stock Images



Source: Adobe Stock Images

# Transactional vs Transformational Questions

## Transactional

- ❖ Allows for a one-word response
- ❖ Encourages bias
- ❖ Maintains control


## Transformational

- ❖ Requires more complex responses
- ❖ Encourages critical thinking
- ❖ Gives control of the narrative



Source: Adobe Stock Images






# You try it - Activity


## **Are the questions below transactional or transformational?**

1. Do you need any help with resources to correct these violations?
2. Are you familiar with the Food and Drug Administration's Food Code?
3. How have you implemented food storage and handling best practices for preparing and storing meats?
4. What opportunities are there for employees to continue to learn safe food handling practices?



# DEI Leadership Training Opportunities

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- ❖ Facilitate ongoing conversations with executive leadership
  - ❖ Cross-cultural communication training
  - ❖ Navigating the workplace with emotional intelligence
  - ❖ Cultural sensitivity training
  - ❖ Seek and provide feedback consistently
  - ❖ Organizational change
  - ❖ Change management




# How can you be apart of change in your daily work?

- ▶ Hold yourself and others accountable.
- ▶ If you see something, say something.
- ▶ Follow the group norms when having a conversation.
- ▶ Don't assume.
- ▶ Advocate as needed.
- ▶ Familiarize yourself with the diverse resources available to you:
  - ▶ Interpreters
  - ▶ Materials available in different languages
  - ▶ Searching the internet to learn about other cultures, cuisines, etc.



# Group Recap

- ❖ What did you learn?
  - ❖ What is the significance?
  - ❖ Now, what will you apply?
- 



# Thank you!

Thank you for participating in AFDO's Inspector Boot camp training session on Diversity, Equity, and Inclusion. Please see my contact information below for any follow-up questions you may have or if you would like to stay in touch or have additional questions:

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