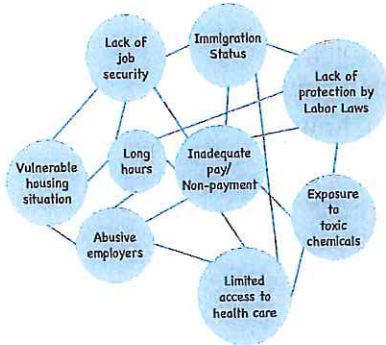


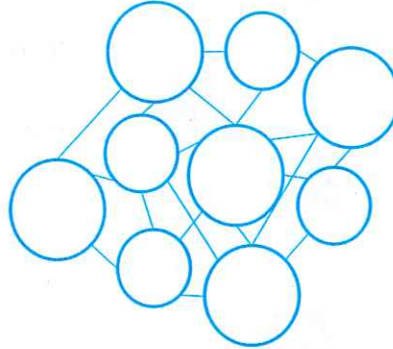
Exercise 2: Broadening Perspective Inward



Previous Example



What might your web look like?



How might knowing this about yourself change your approach?

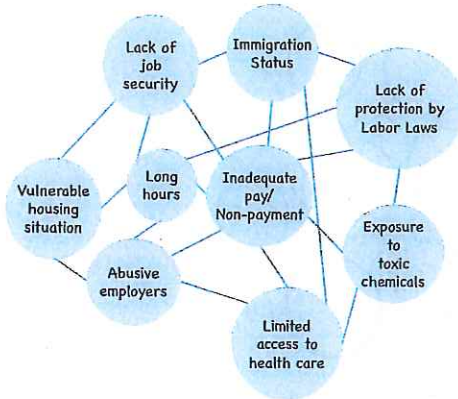
Source: Powell, John and Connie Gagampang Heller. "Systems Thinking and Race: Workshop Summary." The California Endowment. 2011.

Intersectionality



- The interaction between different aspects of our identities
- How people experience advantages or disadvantages in society depends on their identities
- Our identities—race, class, sexuality, age—form our experiences, and we each can experience privilege and oppression simultaneously

Exercise 1: Broadening Perspective Outward



If you were going to partner with a new organization, how would knowing about factors like these change your approach?

Source: Powell, John and Connie Cagampang Heller. "Systems Thinking and Race: Workshop Summary." The California Endowment. 2011.

Diversity, Equity, Inclusion (DEI) Defined



Diversity is being invited to the party

Equity is making sure your music is played

Inclusion is being asked to dance

Bias is why some weren't invited in the first place
unintentionally or intentionally