

D.E.I in the Political Sphere A (Non)Partisan Presentation 2019

Kedrick B. Perry
Director of Diversity



A Science & Technology Center

Berkeley
UNIVERSITY OF CALIFORNIA

**Massachusetts
Institute of
Technology**

STANFORD
UNIVERSITY

THE UNIVERSITY OF
TEXAS AT EL PASO

FLORIDA
INTERNATIONAL
UNIVERSITY

CALIFORNIA COMMUNITY COLLEGES
CHANCELLOR'S OFFICE



Center for Energy Efficient
Electronics Science

“The goal is not to push an agenda; the goal is to relate to and engage with each other, even if we have very different beliefs, as human beings who developed our beliefs through our experiences.”



4/17/20

A Science & Technology Center

Page 2



Center for Energy Efficient
Electronics Science

Basic Ground Rules

- Listen with an open mind and speak with an open heart
- Speak from your own experience. Use “I” statements.
- Be respectful
- The goal is not to agree -- it is to gain a deeper understanding.
- Be conscious of body language and nonverbal responses -- they can be as disrespectful as words.
- Lean into discomfort
- **It's okay not to have the answers.**



Ways to Participate

Partner

Tourist

Clockwatcher



4/17/20

A Science & Technology Center

Page 4



Center for Energy Efficient
Electronics Science

2018 Annual Retreat/Enhancing Equitable Environments

➤ Gender

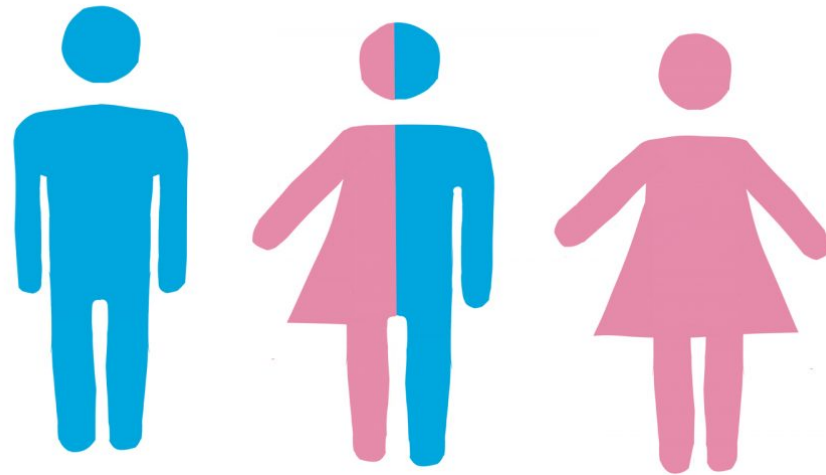
➤ Sex

➤ Patriarchy

➤ Gender Discrimination

➤ Transgender community

➤ Identity



4/17/20

A Science & Technology Center

Page 5



Center for Energy Efficient
Electronics Science

Agenda

- **Imposter syndrome**
- **Intersectionality**
- **Blackface/brownface/redface**
- **Ageism**
- **Code switching**
- **Double-consciousness**



4/17/20

A Science & Technology Center

Page 6



Center for Energy Efficient
Electronics Science

Inclusion is Political.



“The fact is, inclusion is “political” in the sense that in order to achieve inclusion on a broad, systemic level, we have to elect government representatives who will implement policies that advocate for people who continue to experience exclusion in our society. So, regardless of political party or candidate, when we get down to the very core of what it means to work towards inclusion and to be “political”, it means that we have to be advocates for people.”



4/17/20

A Science & Technology Center

Page 7



Center for Energy Efficient
Electronics Science

University of Tennessee-Knoxville

- Sex week in 2013, 2014
 - ❑ sexuality, sexual assault prevention and sexually transmitted diseases and other topics, including sexual abstinence
- Lawmakers forced the UT Board of Trustees to let students "opt out" of having a portion of their activity fees used for student programming
- UT Pride Center newsletter suggested that instructors learn students' preferred names and pronouns in an effort to be more inclusive of LGBT students
- Diversity office posted on its website a "Best Practices for Inclusive Holiday Celebrations in the Workplace"
- Outcome?

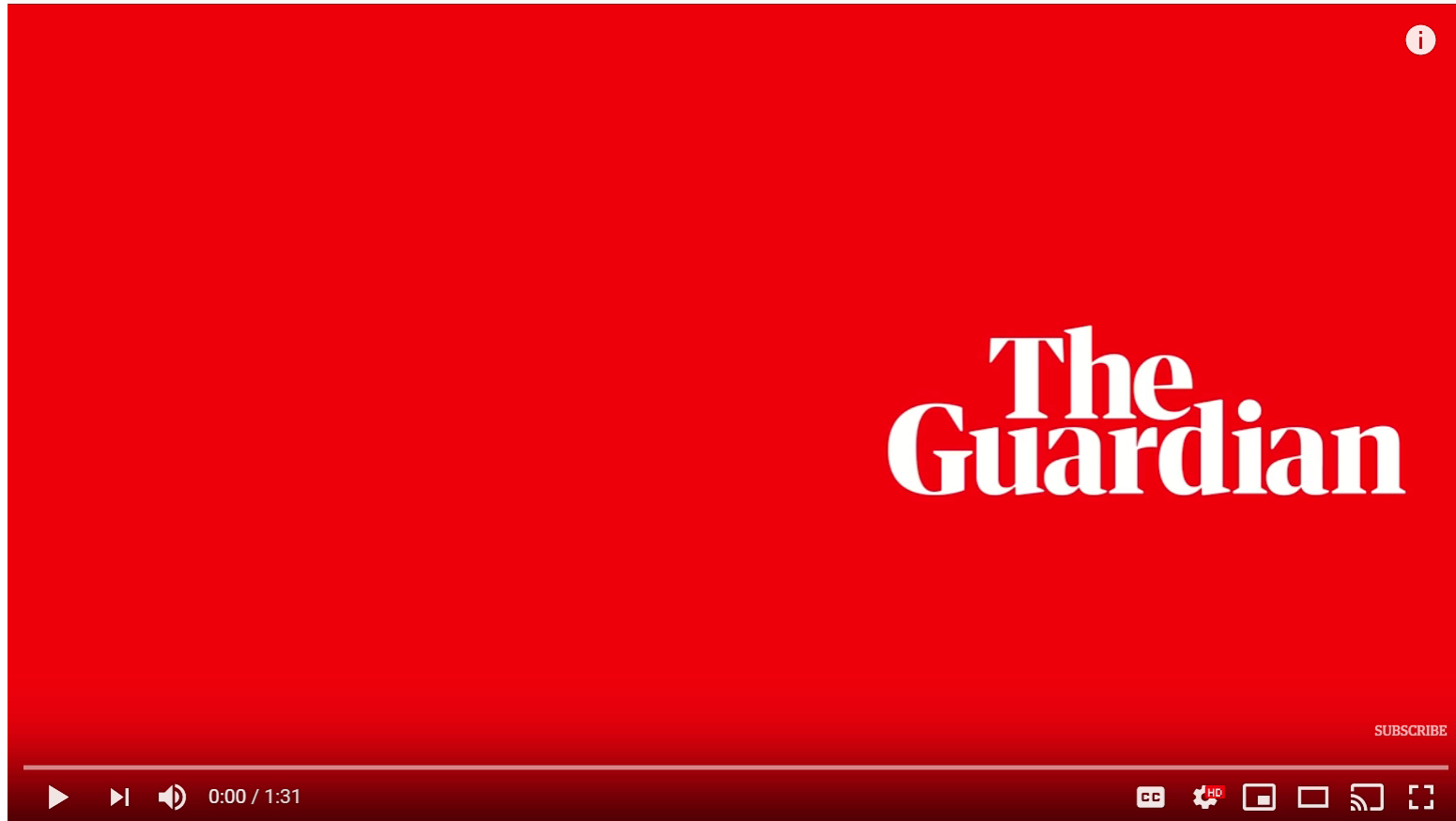


Imposter Syndrome

- Have you ever felt like you don't belong? Like your friends or colleagues are going to discover you're a fraud, and you don't actually deserve your job and accomplishments? -HBR, 2019
- 70% of people experience these impostor feelings at some point in their lives
- “The more people who look or sound like you, the more confident you feel. And conversely, the fewer people who look or sound like you, it can and does for many people impact their confidence.”



Imposter Syndrome cont...



4/17/20

A Science & Technology Center

Page 10



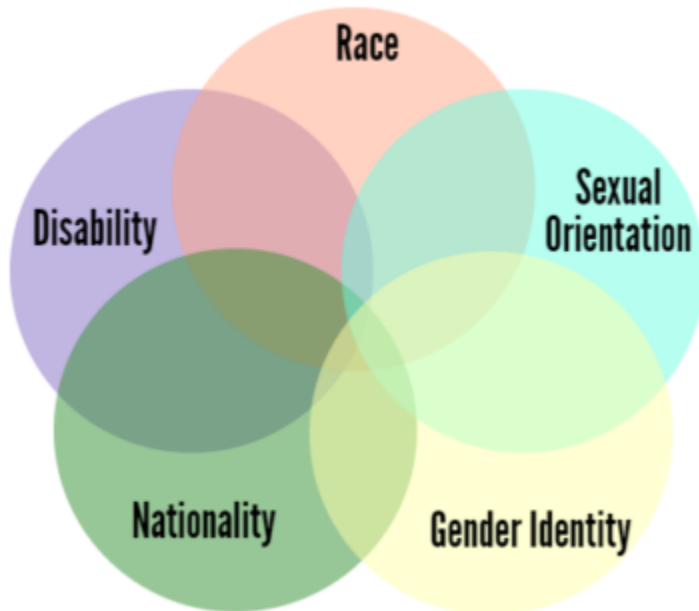
Center for Energy Efficient
Electronics Science

Overcoming Imposter Syndrome

- 1) Start the conversation
- 2) Collect your positive experiences
- 3) Realize you are not the only one
- 4) Don't fall into the social media trap



Intersectionality



- “Intersectionality means the examination of race, ability status, national origin, and sexual orientation, and other identities and how their combination plays out in various settings...”
- Helps us to understand where we stand in the struggle for freedom, as well as where we stand to help others, who may not have the privileges we have



4/17/20

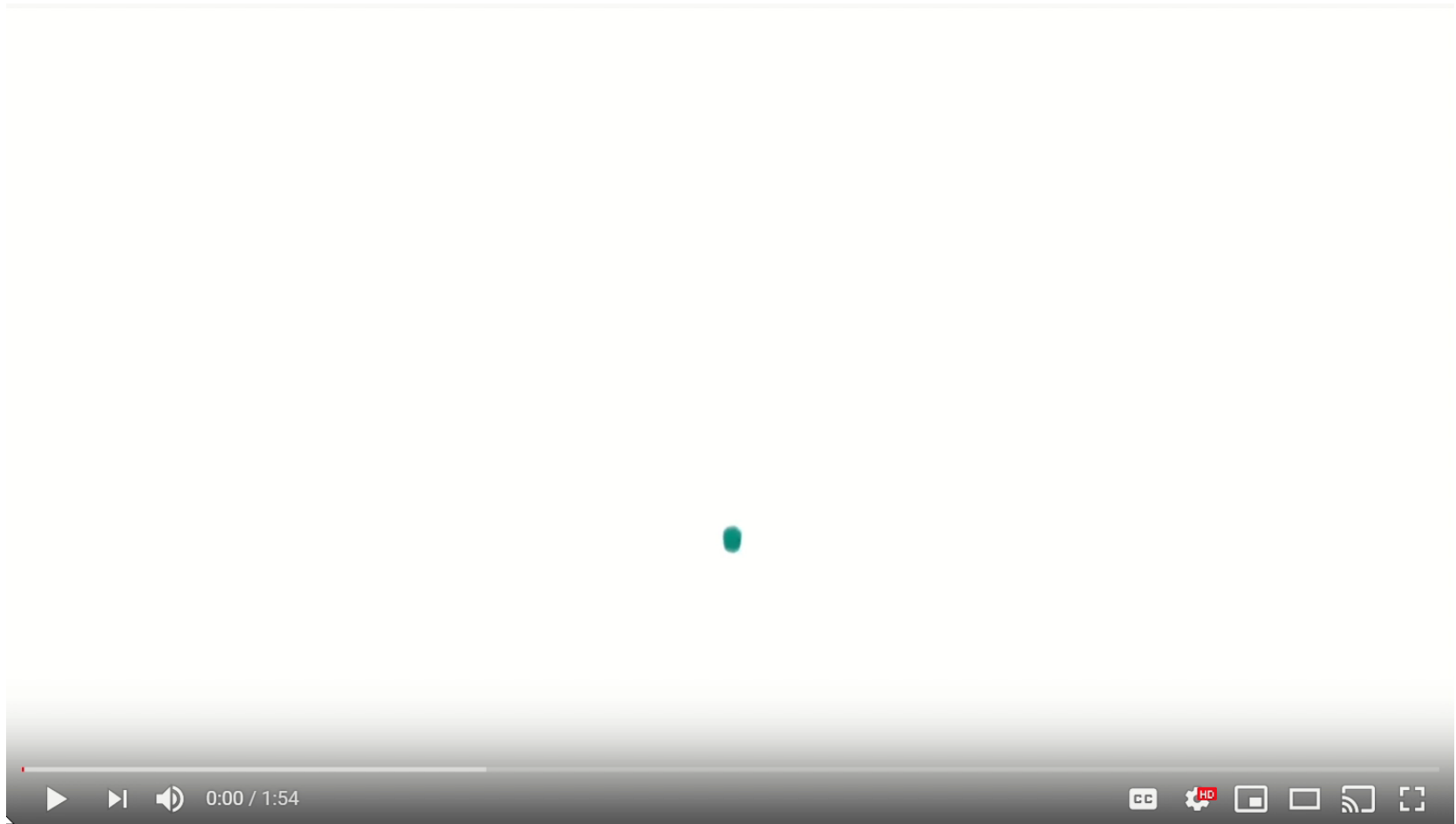
A Science & Technology Center

Page 12

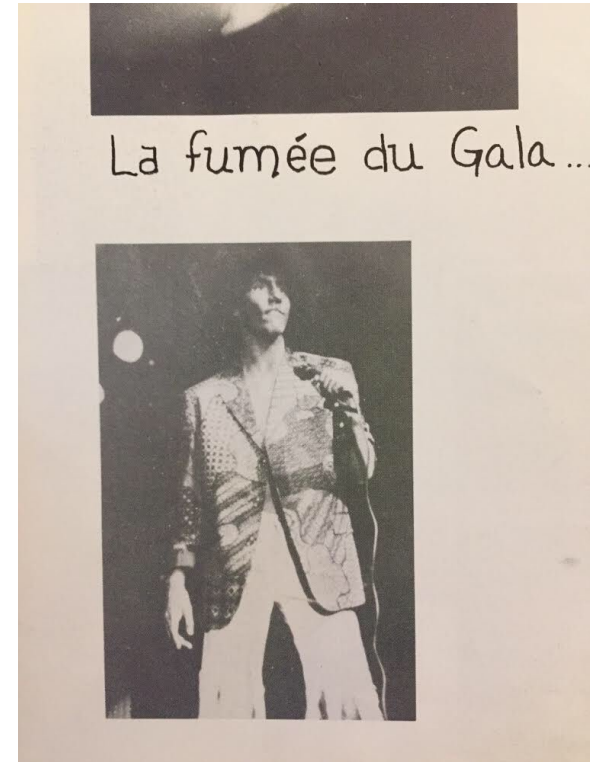


Center for Energy Efficient
Electronics Science

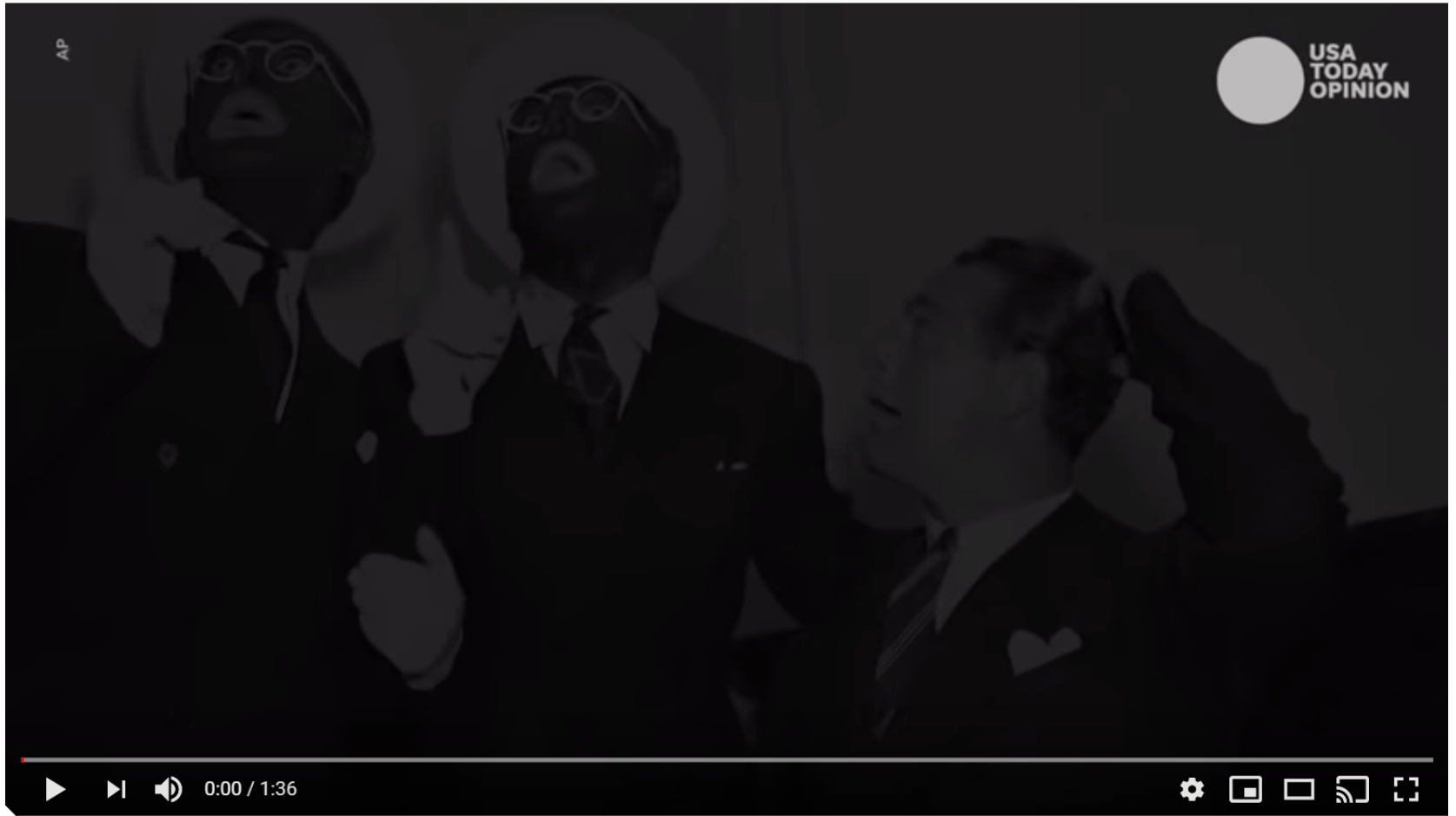
Intersectionality continued...



Blackface/brownface/redface



IT's RACIST. Don't do it.



4/17/20

A Science & Technology Center

Page 15



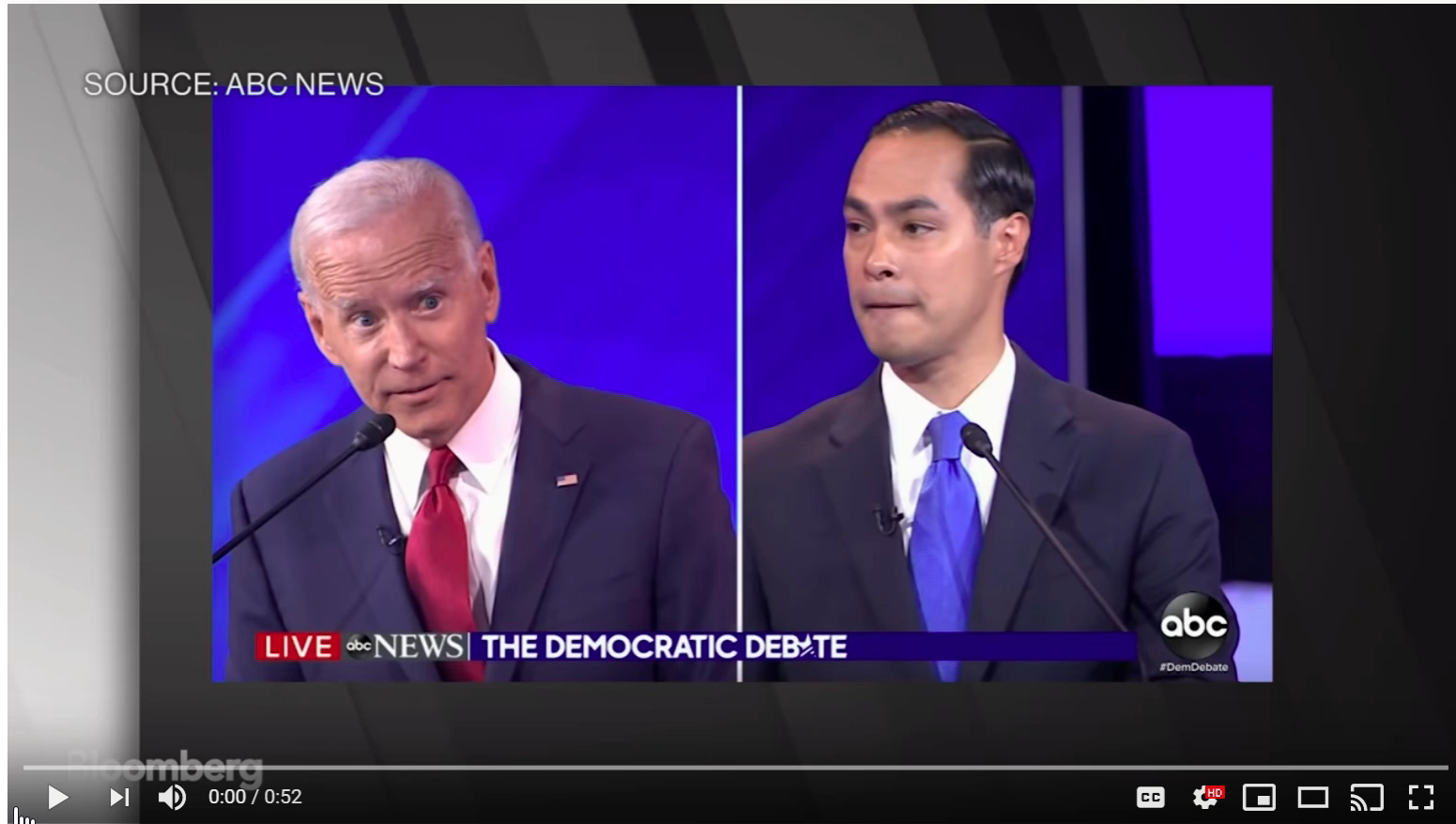
Center for Energy Efficient
Electronics Science

Ageism

- Stereotyping and discrimination on the basis of a person's age
- Too young...too old
- Most socially accepted prejudice on planet. Is more normalized than racism or sexism (WHO, 2019)



An example of ageism?

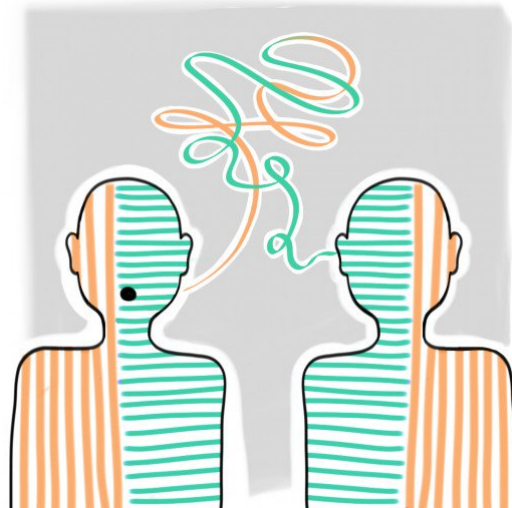


Code-switching

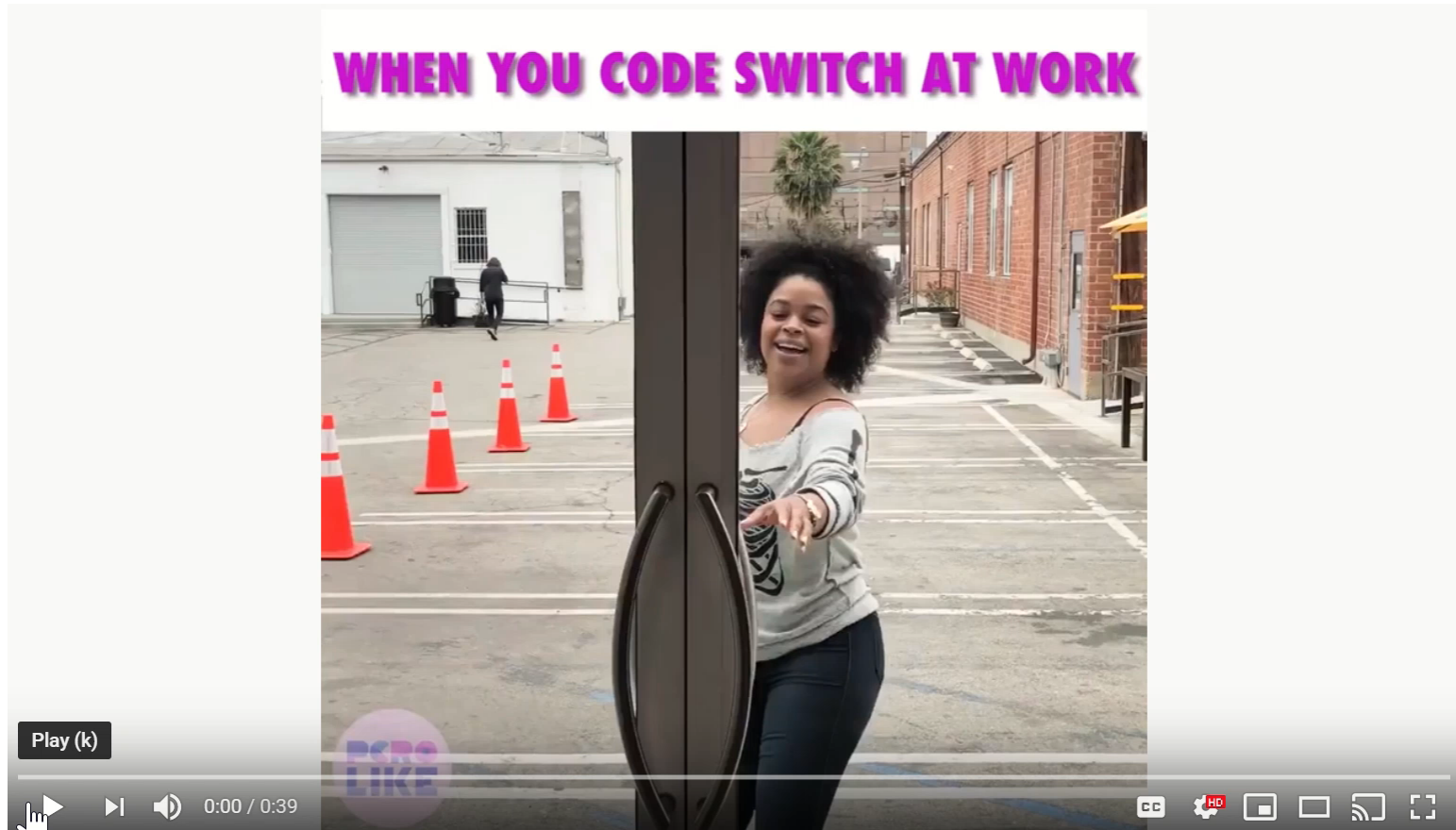
When a person changes how they talk or behave based on who they are around.

➤ **People code-switch to:**

- ❑ Better fit in with a certain group
- ❑ To make other feel more comfortable being around them



Example 1 of code-switching



4/17/20

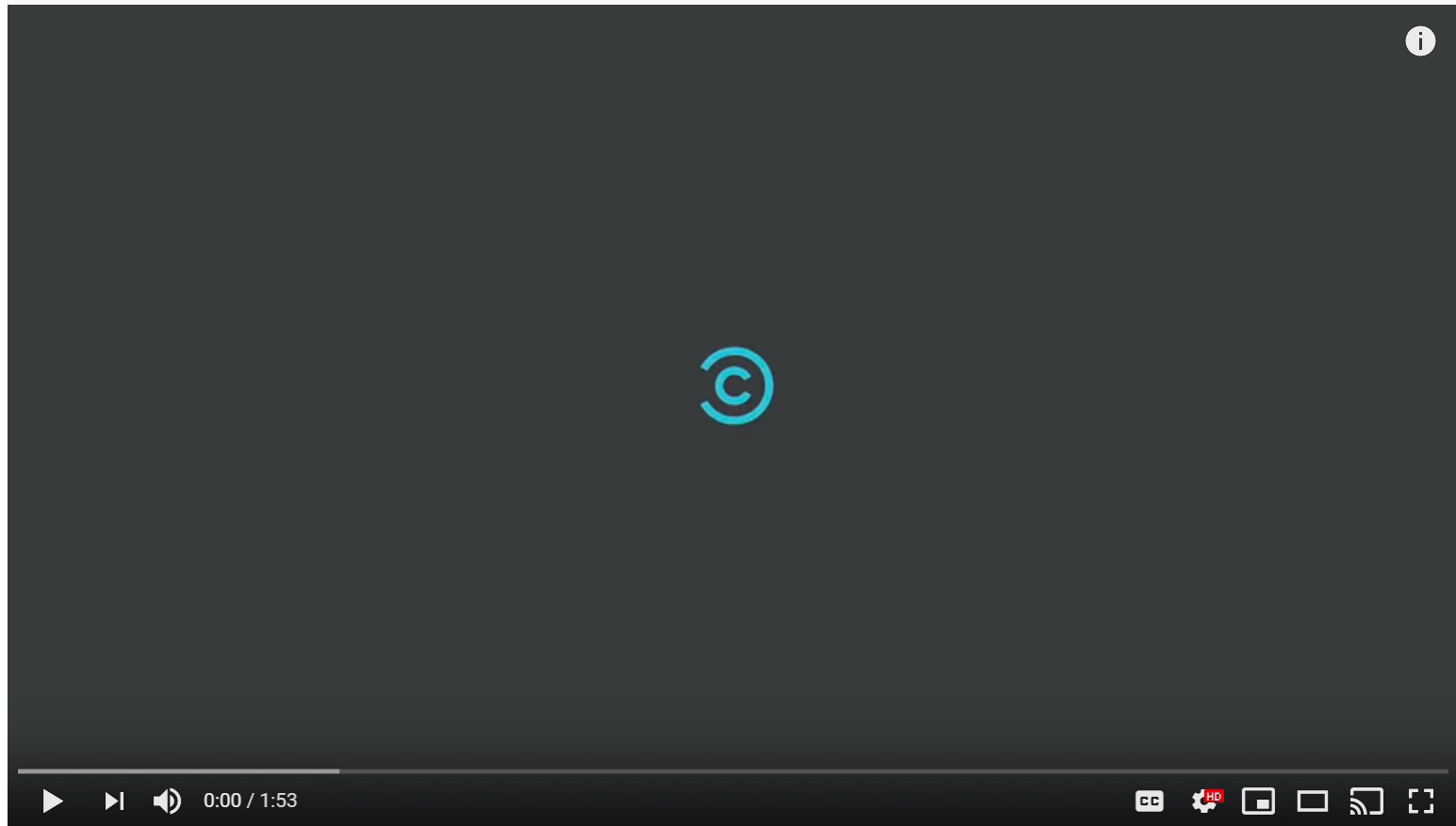
A Science & Technology Center

Page 19



Center for Energy Efficient
Electronics Science

Example 2 of code-switching



4/17/20

A Science & Technology Center

Page 20



Center for Energy Efficient
Electronics Science



4/17/20

A Science & Technology Center

Page 21



Center for Energy Efficient
Electronics Science