



# INCLUSIVE DECISION MAKING

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MU to You  
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# WELCOME

What we'll cover--

- Discussion guidelines
- A few definitions
- Starting point – why are we talking about this?
- Stereotypes and assumptions
- Communication / listening
- Taking it home



# DISCUSSION GUIDELINES

- Speak your own truth
- Don't speak for, or ask people to speak for an entire category/group
- Commit to listening and understanding, not debating
- Avoid blame, speculation, and inflammatory language
- Watch out for stereotypes and assumptions
- Stretch yourself, be open to growth and learning
- What else?



# WHAT'S IN A WORD?



## **DIVERSITY**

Understanding that each individual is unique, recognizing the ways in which we differ from each other, and what we have in common.

## **INCLUSION**

“The active, intentional, and ongoing engagement with diversity...”

*--Abridged versions from the MU Inclusive Excellence Plan*

# STARTING POINT



## University of Missouri Principles of Community, includes...

We affirm the value of human diversity because it enriches our lives and our organizations. **We acknowledge and respect our differences** while affirming our common humanity.

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We reject all forms of prejudice and discrimination...We take **individual and collective responsibility** for helping to eliminate bias and discrimination **and for increasing our own understanding of these issues** through education, training and interaction with others.

<https://diversity.missouri.edu/our-work/principles-of-community/>

# INCLUSIVE EXCELLENCE FRAMEWORK

Reaffirms the University's commitment to growing and sustaining a diverse and inclusive learning, living, and working environment.



# EVEN EXCHANGE - ACTIVITY

1. Choose someone in the other line who seems to be most similar to you.
2. In your pairs, talk about why you made the choice you did.
3. Find three things you have in common, then find three differences



# EVEN EXCHANGE — KEY POINTS

- Some of our similarities and differences are obvious, others cannot be seen.
- We often make choices and decisions based on what we see.
- Forming opinions based on what we see leads to assumptions and stereotypes that may be inaccurate.
- By investing the time to get to know someone, we discover what we have in common, and how we differ.



# WHAT IS INCLUSIVE DECISION MAKING?

- A desire to be more diverse, or even BEING more diverse, does not guarantee inclusion.
- What do you think inclusive decision making looks like?
- What do we need to do to become more inclusive? What sorts of skills do we need to develop?





# TICKET TO TALK — KEY POINTS

- Truly listening is not easy.
- Trying to understand someone else's point of view is not easy.
- Effective listening means more than hearing.
- Managing our internal distractions is important to effective listening.



# TAKING IT HOME



- Make room for a discussion about diversity and inclusion.
- Conduct a diversity assessment.
- Step outside – literally – the office or Council meeting, and approach it as if you were visiting for the first time. What are the images you see, and what are the messages of those images? Now imagine you're a person of a different race, ethnicity, or ability. How does it look now?
- Talk about what an inclusive environment that values diversity would look like, and how it would feel being in such a place. What do you / the Council need to do to achieve that vision?
- Hold trainings to build cultural competency and awareness.
- What else?

# CREATING AN INCLUSIVE ENVIRONMENT

- Look beyond first impressions.
- Pronounce names correctly.
- Be intentional in your efforts.
- Make room for different communication styles, and different learning styles.
- Presume competence.
- Be aware of when you're employing stereotypes and assumptions.
- What else?

