

# Introduction to Equity, Diversity, and Inclusion (EDI)



# Welcome

Transforming  
Lives

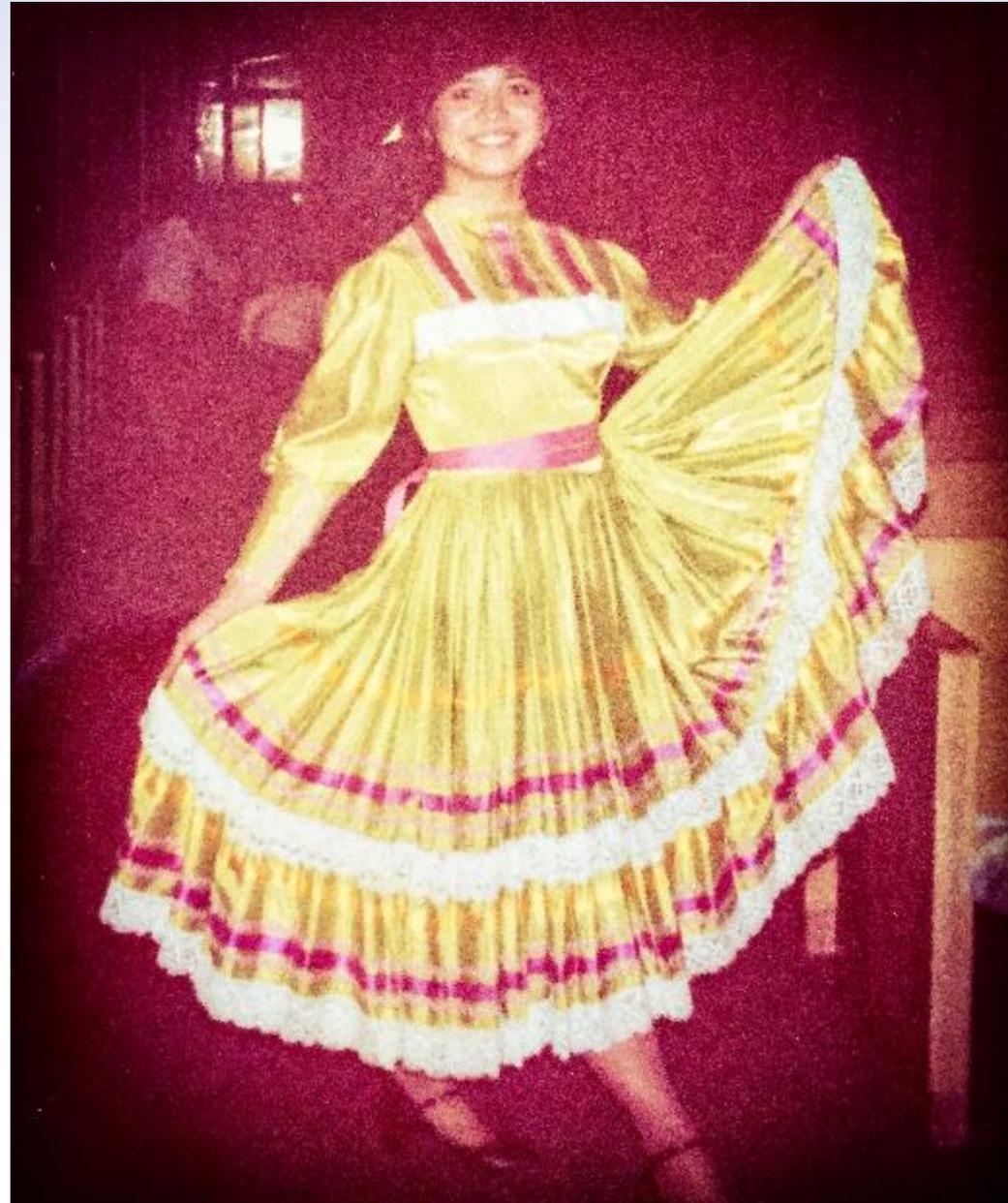
Sawubona – I see you  
Ngikhona – I am here



- **Introduce yourself to someone you are not sitting next to and tell them a little known fact about yourself**

Washington State Department of Social and Health Services  
Introductions

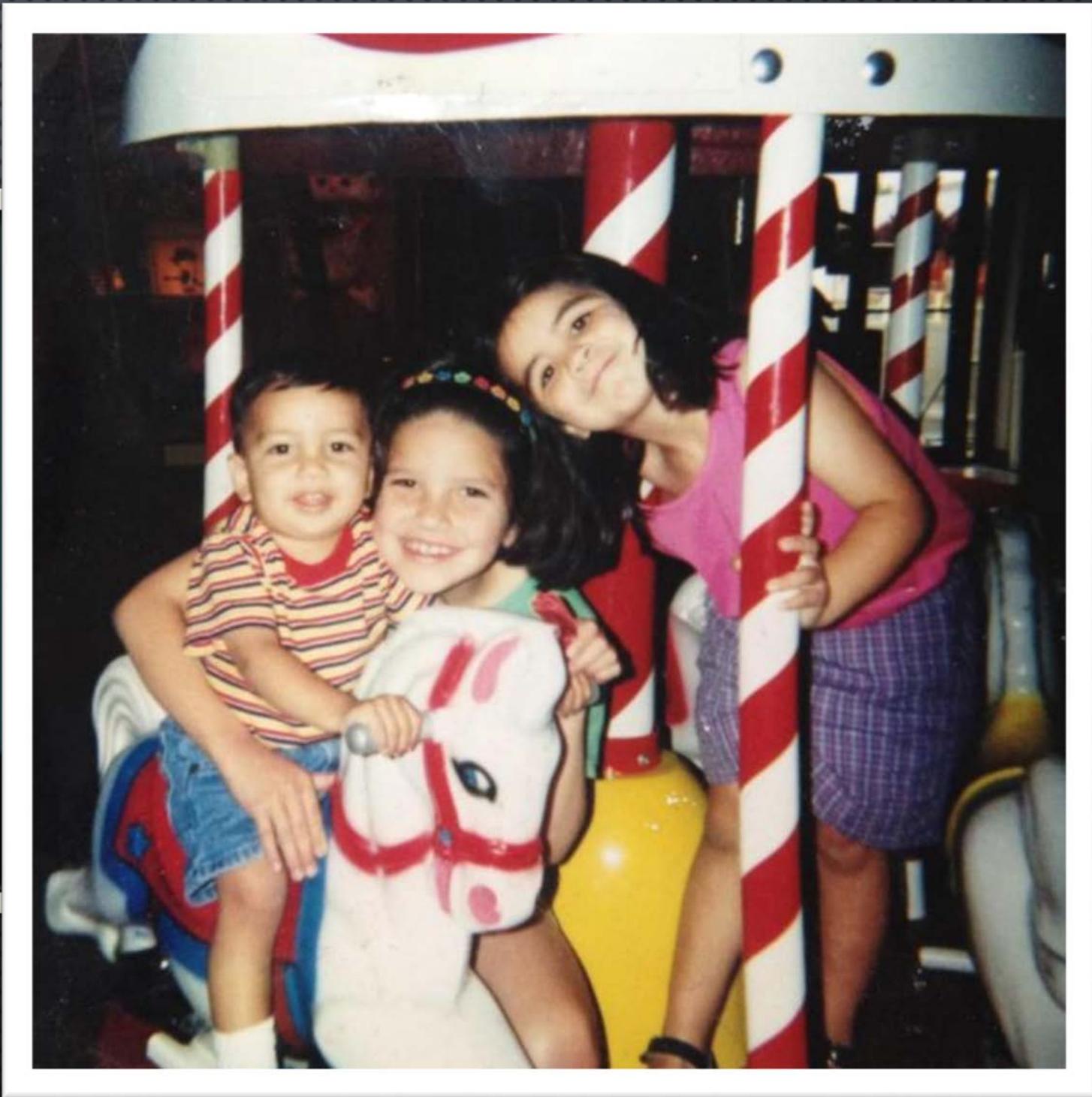
Transforming  
Lives



**Jessica Gempler**

**Instructional Designer  
Community Services Division**





Sexual Orientation



al, romantic, and/or  
ther person

## Sexual Orientation

A person's enduring physical, romantic, and/or emotional attraction to another person

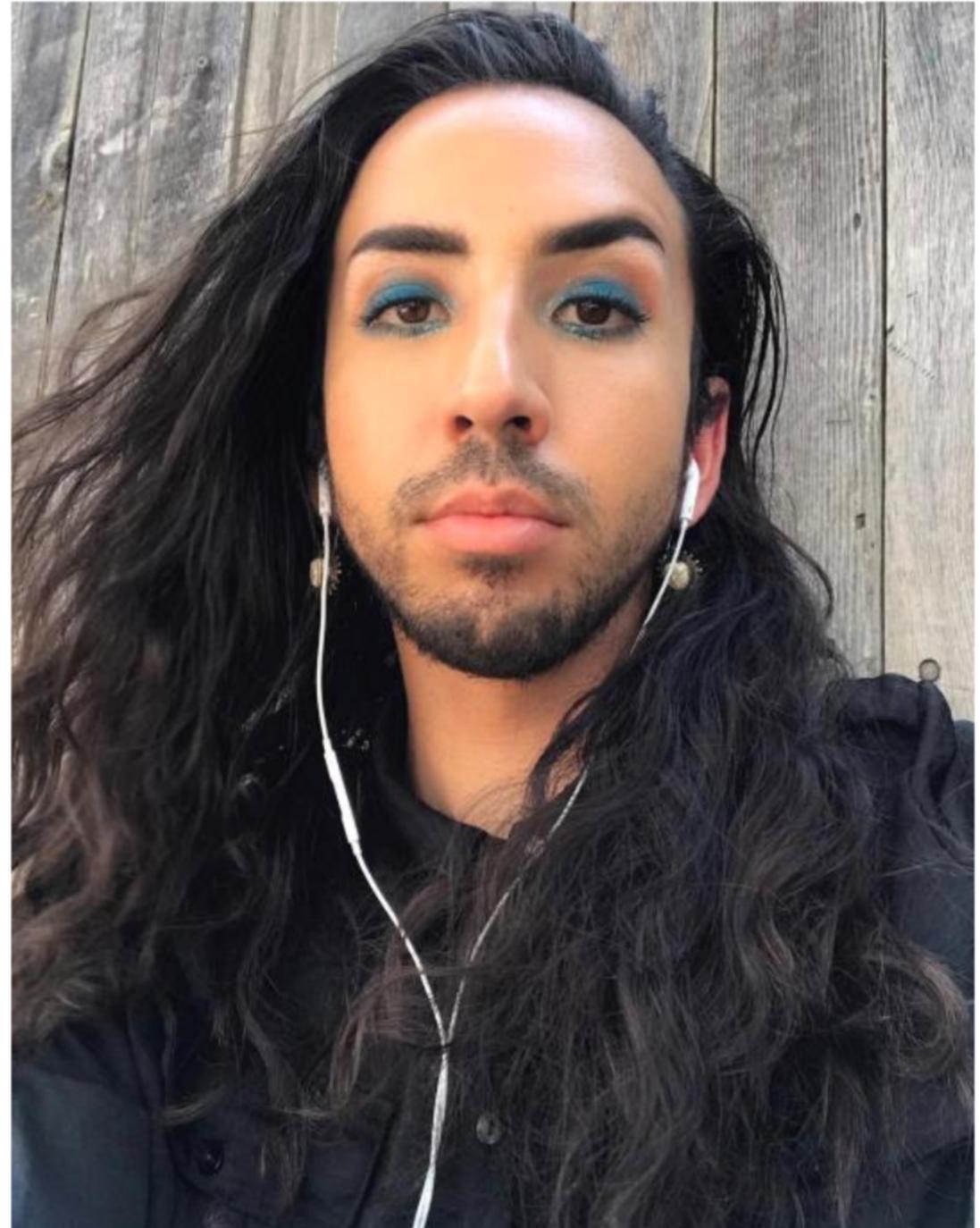
## Gender Identity

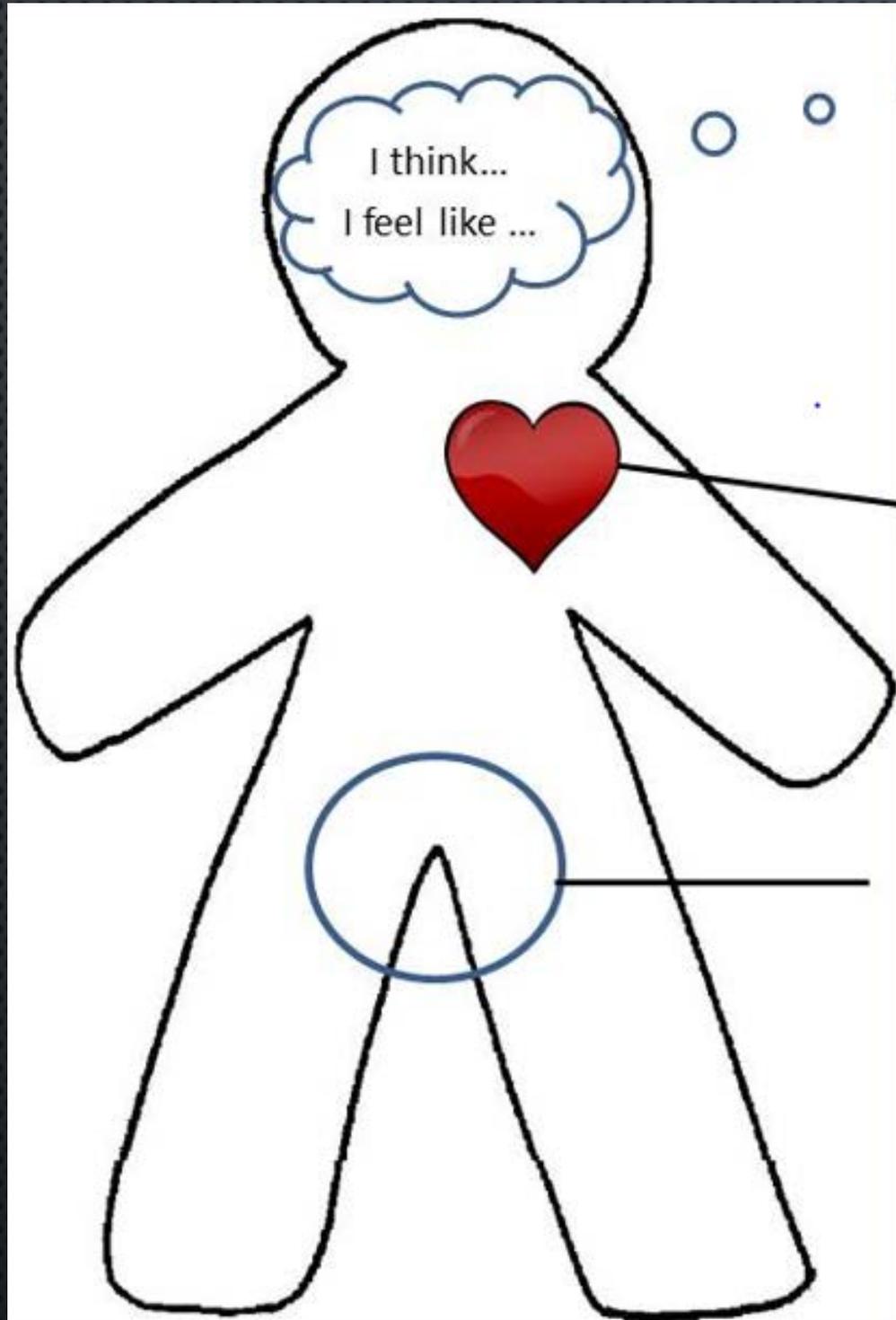
One's internal sense of being male, female, neither of these, both, or another gender(s).

## Gender Expression

How a person chooses to express their gender through their appearance.

Transfeminine-  
assigned male at  
birth, but identify  
with femininity to a  
greater extent than  
masculinity.





- o **Gender Identity**

Female      Male  
Trans/Gender Non-conforming

**Sexual Orientation**

Heterosexual      Homosexual      Queer      Bisexual  
Pansexual      Asexual      Questioning

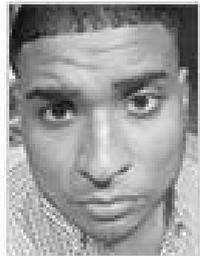
**Sex assigned at Birth**

Female      Male      Intersex

**Gender Expression**

Masculine      Feminine      Neutral      Androgynous

# VICTIMS OF ORLANDO NIGHTCLUB ATTACK



STANLEY



AMANDA



OSCAR



RODOLFO



ANTONIO



DARRYL



ANGEL



JUAN



LUIS



CORY



TEVIN



DEONKA



SIMON



LEROY



MERCEDEZ



PETER



JUAN



PAUL



FRANK



MIGUEL



JAVIER



JASON



EDDIE



ANTHONY



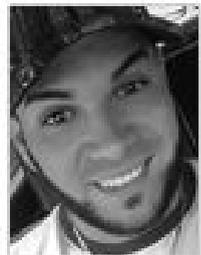
CHRISTOPHER



ALEJANDRO



BRENDA



GILBERTO



KIMBERLY



AKYRA



LUIS



GERALDO



ERIC



JOEL



JEAN



ENRIQUE



JEAN



XAVIER



CHRISTOPHER



YILMARY



EDWARD



SHANE



MARTIN



JONATHAN



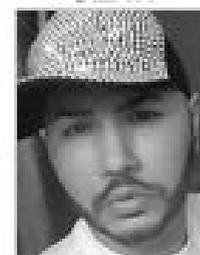
JUAN



LUIS



FRANKY



LUIS



JERALD

#PrayForOrlando

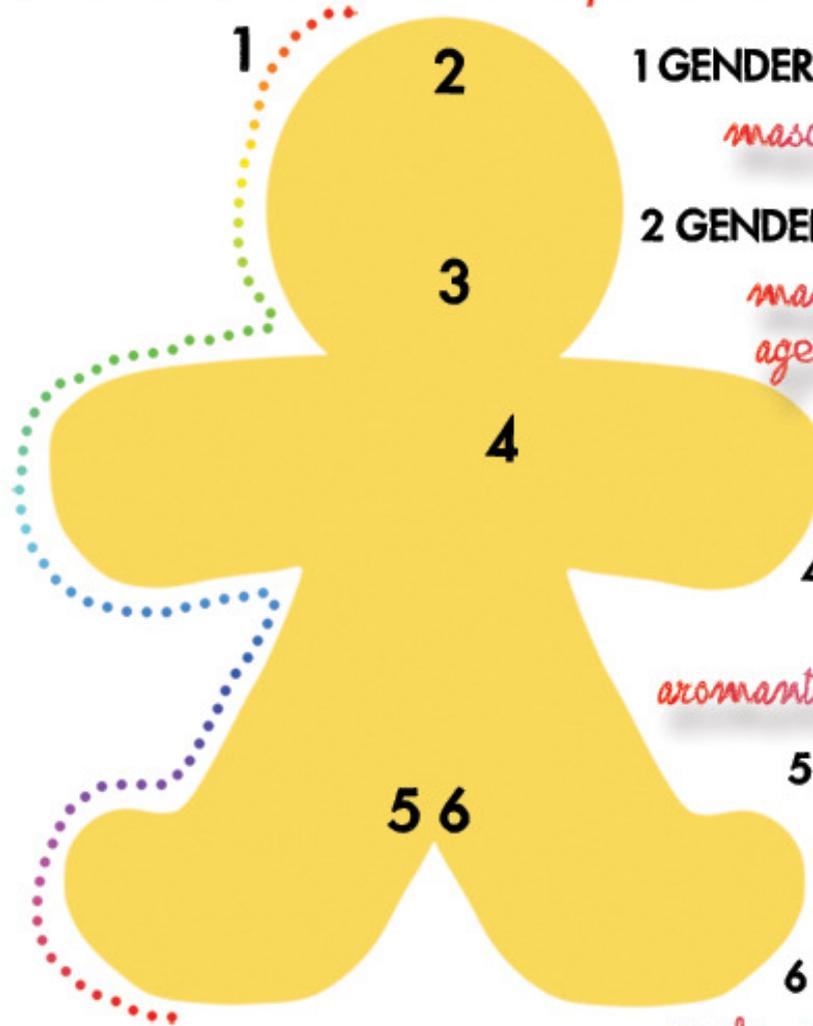
Photos: Facebook/Reuters AP



# GENDER BREAD PERSON

(and identity)

Please note: This diagram does not list all identities, labels, or orientations that may correspond to each category. For a complete list of identities in each category, or for definitions, contact us and we might be able to help you!



**1 GENDER EXPRESSION:** how a person chooses to express their gender through their appearance  
*masculine / feminine / androgynous / neutral*

**2 GENDER IDENTITY:** how a person identifies in terms of their gender  
*man / woman / genderqueer / bigender / pangender / agender / polygender / genderfluid / queer / two-spirit*

**3 PREFERRED PRONOUNS:** how a person prefers to be referred to  
*he-him-his / she-her-hers / they-them-their / ze-hir-hirs / ey-em-eir*

**4 ROMANTIC ORIENTATION:** how a person identifies in reference to their  
*heteroromantic / homoromantic / biromantic / romantic/emotional relationships  
aromantic / panromantic / polyromantic / demiromantic / queer / questioning*

**5 SEXUAL ORIENTATION:** how a person identifies in reference to their  
*heterosexual / homosexual / bisexual / asexual / sexual/physical relationships  
pansexual / polysexual / demisexual / queer / questioning*

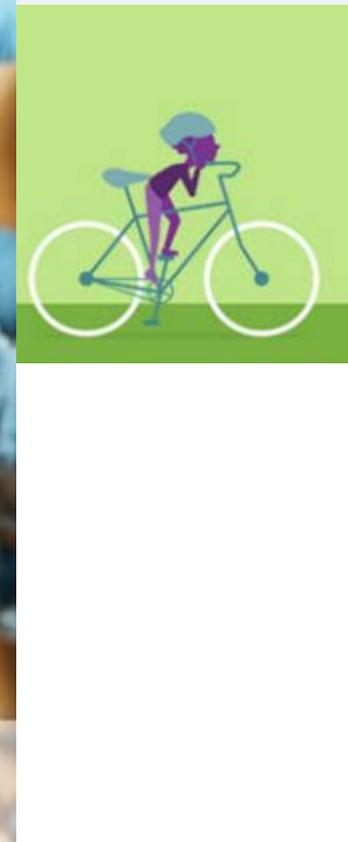
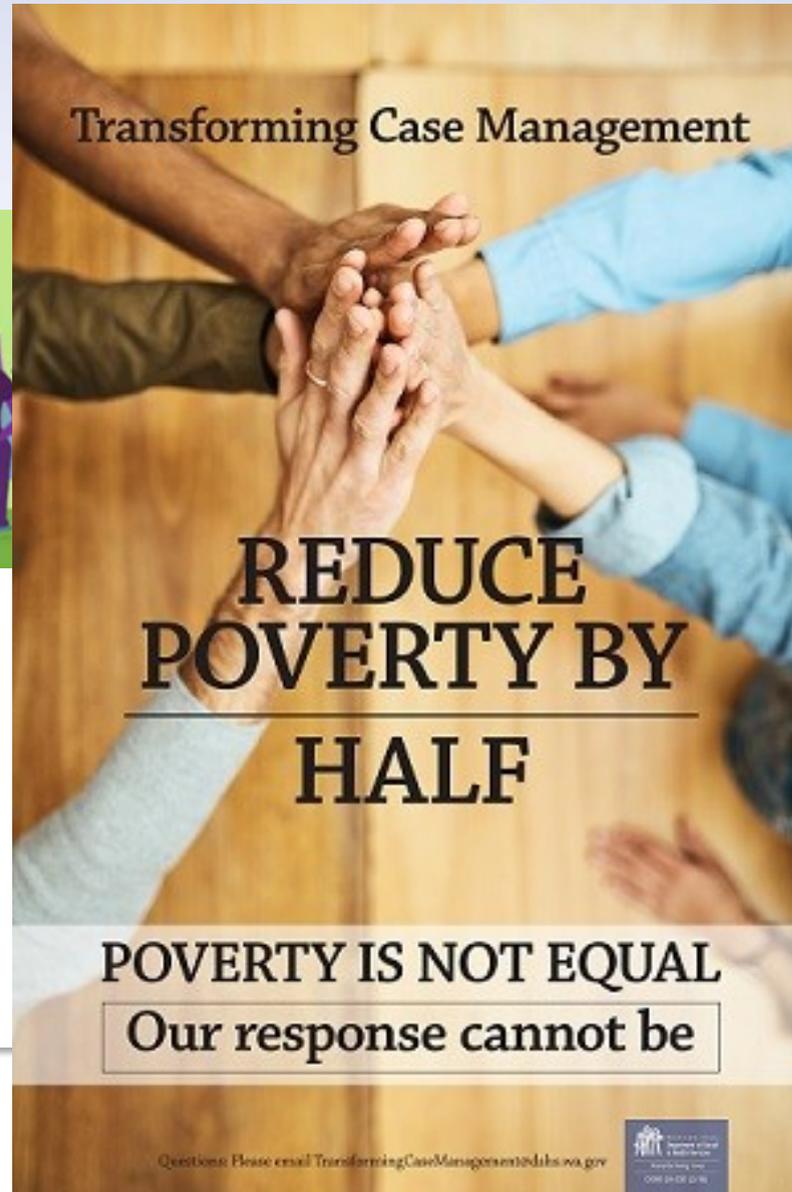
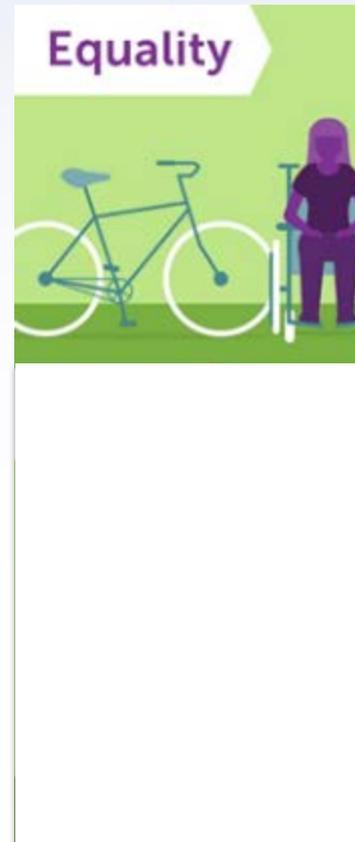
**6 SEX:** how a person is assigned in reference to their production of gametes  
*male assigned / female assigned / intersex assigned*

For more information, contact us at [itgetsbetteryk@hotmail.com](mailto:itgetsbetteryk@hotmail.com).

<http://www.itgetsbetteryk.tumblr.com>  
<http://www.facebook.com/itgetsbetteryk>



# Equity



# Diversity



**Diversity:** Difference-Variety of human identity, culture, experience.

# Identity Activity

- Place your name in the center circle of the structure below.
- Write an important aspect of your identity in each of the satellite circles – an identifier or descriptor that you feel is important in defining you. For ex. Asian American, female, mother, athlete, dancer, Jewish, photographer etc.
- Choose one of the options at the bottom of the page to share with your partner.

# inclusion



**Inclusion:** Participation-Not just asked to join in but being seen, heard, and valued.

**Justice:** Liberation-The structural, systemic, and historical barriers that have been in the way of some people and groups are identified, owned, and removed.

# Breakout Session - Terminology Handout



- Pick a partner
- Each pick a term or two to discuss definition and understanding
- How do these terms impact the workplace and your everyday life-10min.

#1	#2	#3
SLB	CFLTK	CFLTK
SPRND	HLMG	CFLTK
SLB	SPRND	SLB
SPRND	HLMG	CFLTK

#1	#2	#3
GREEN	BLUE	GREEN
RED	YELLOW	YELLOW
PURPLE	BLUE	RED
GREEN	RED	PURPLE

#1	#2	#3
RED	GREEN	YELLOW
BLUE	GREEN	BROWN
RED	YELLOW	BLUE
BROWN	BROWN	BLUE

# Say something about this...

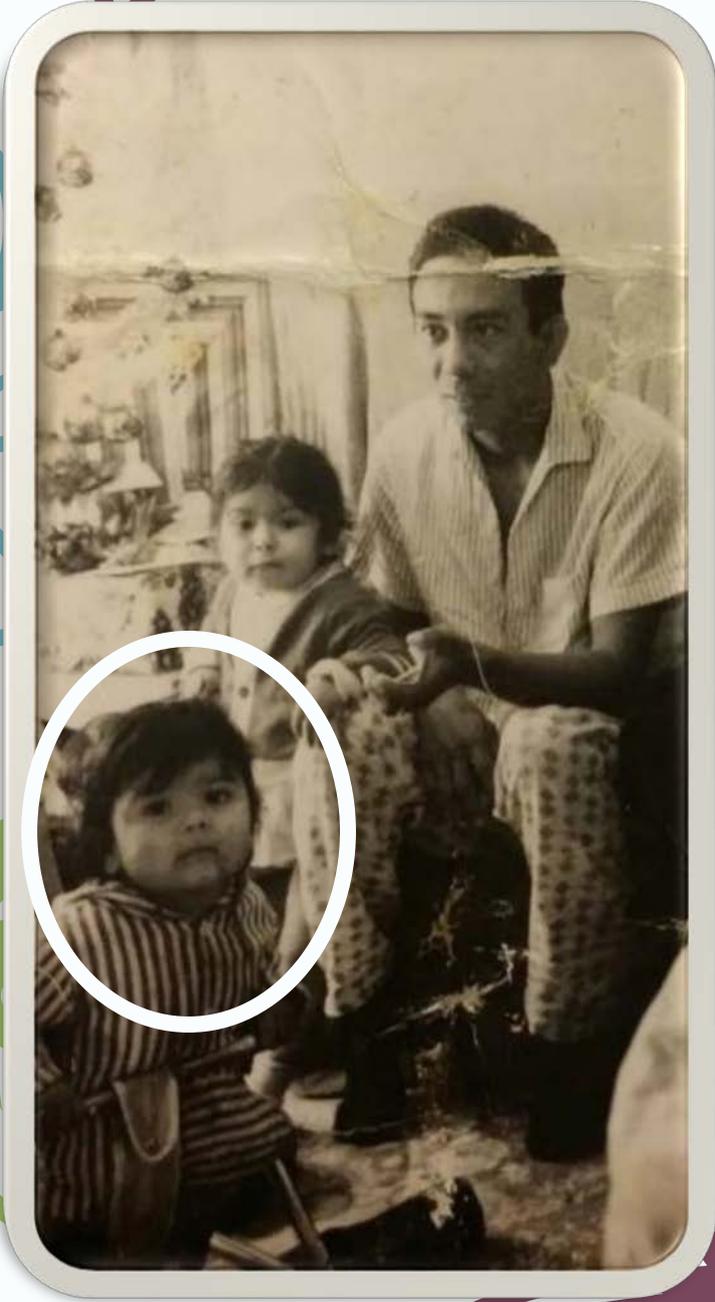
***Implicit Bias*** – Also known as unconscious or hidden bias. Implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness.

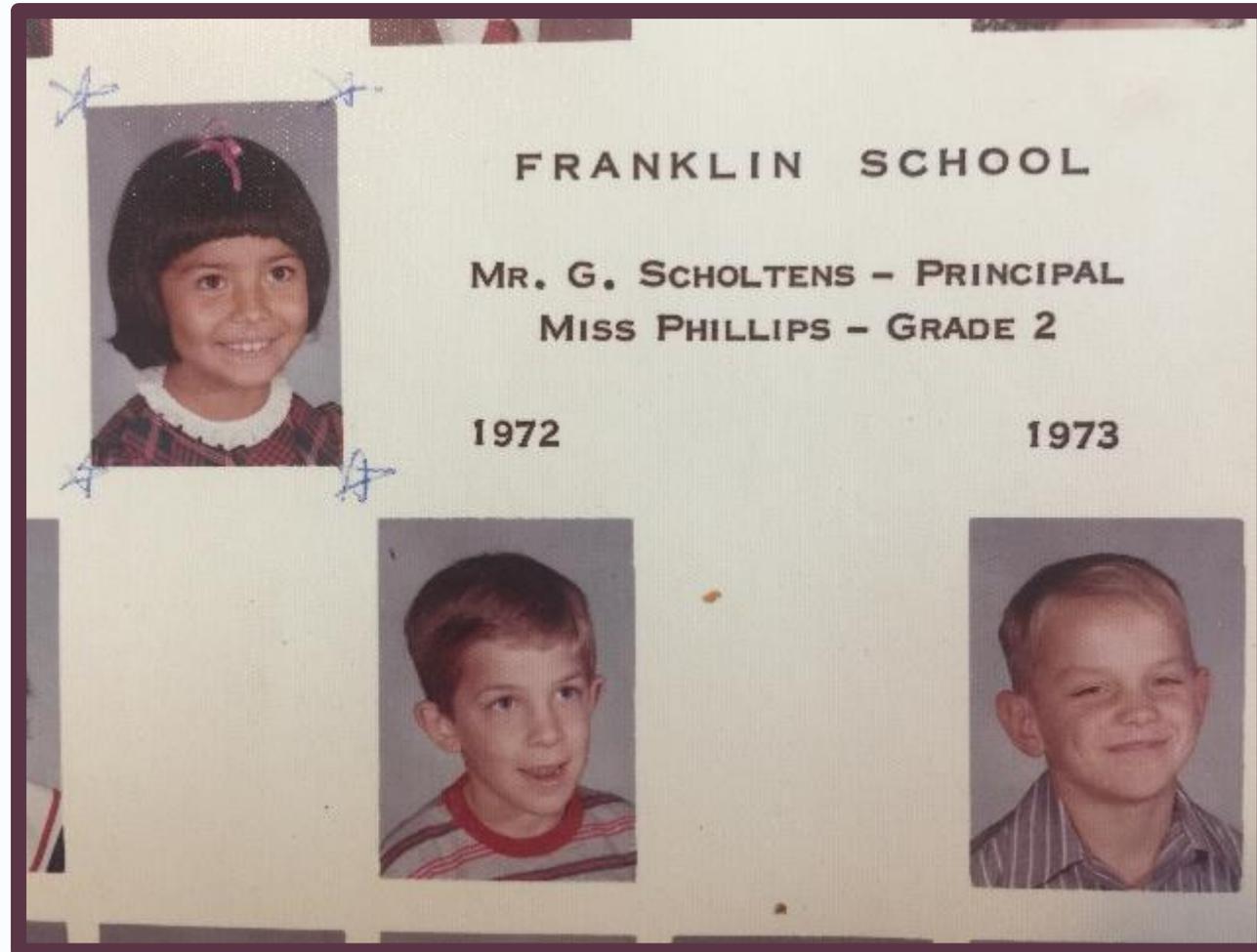
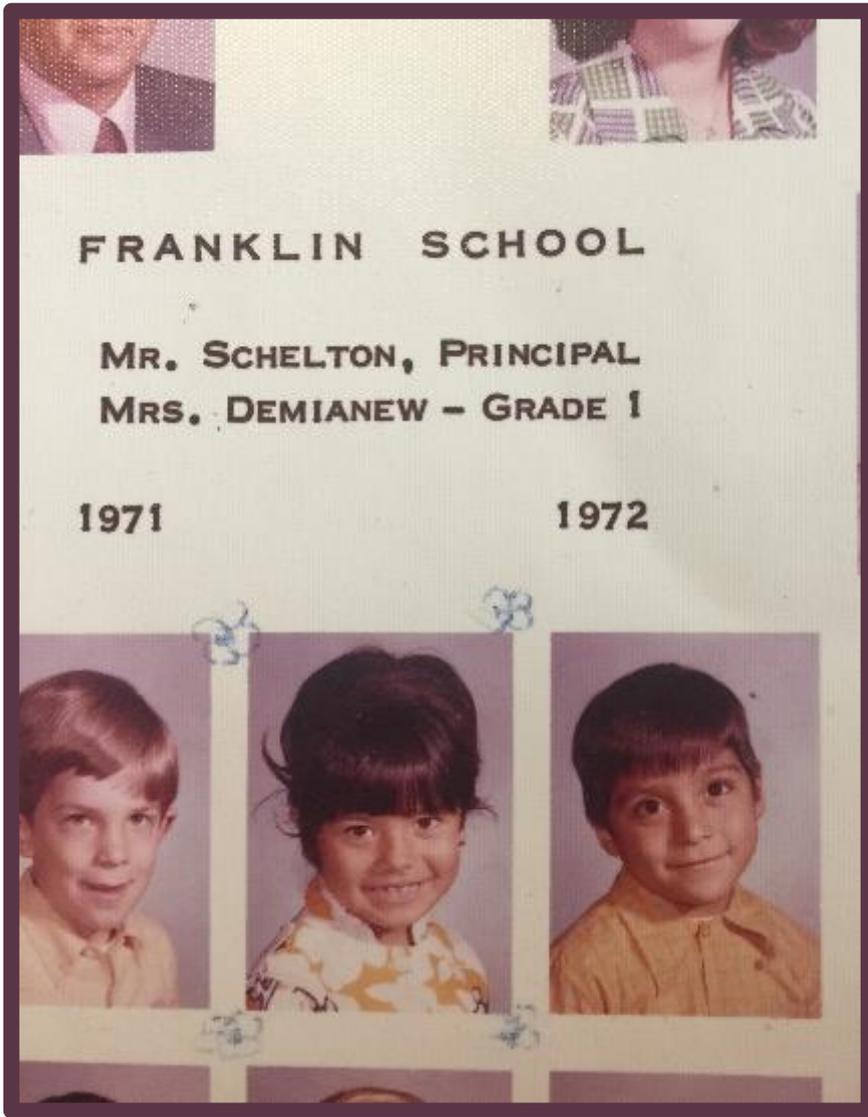
## ***Homework:***

***First Thoughts....*** – *For one day write down your first thoughts when you encounter, read, or hear about someone who is different than you...*

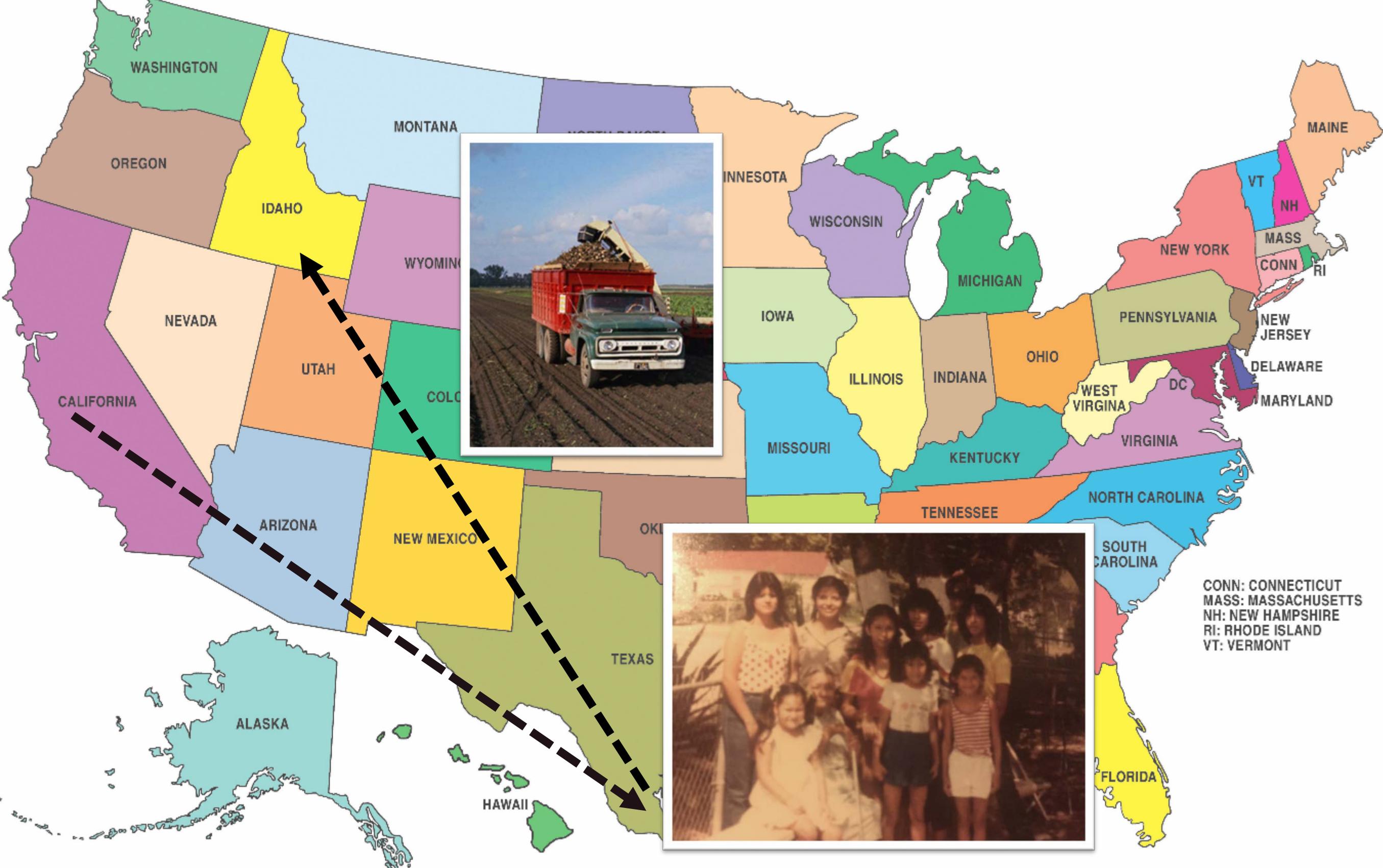
# My Story

Herminia Esqueda

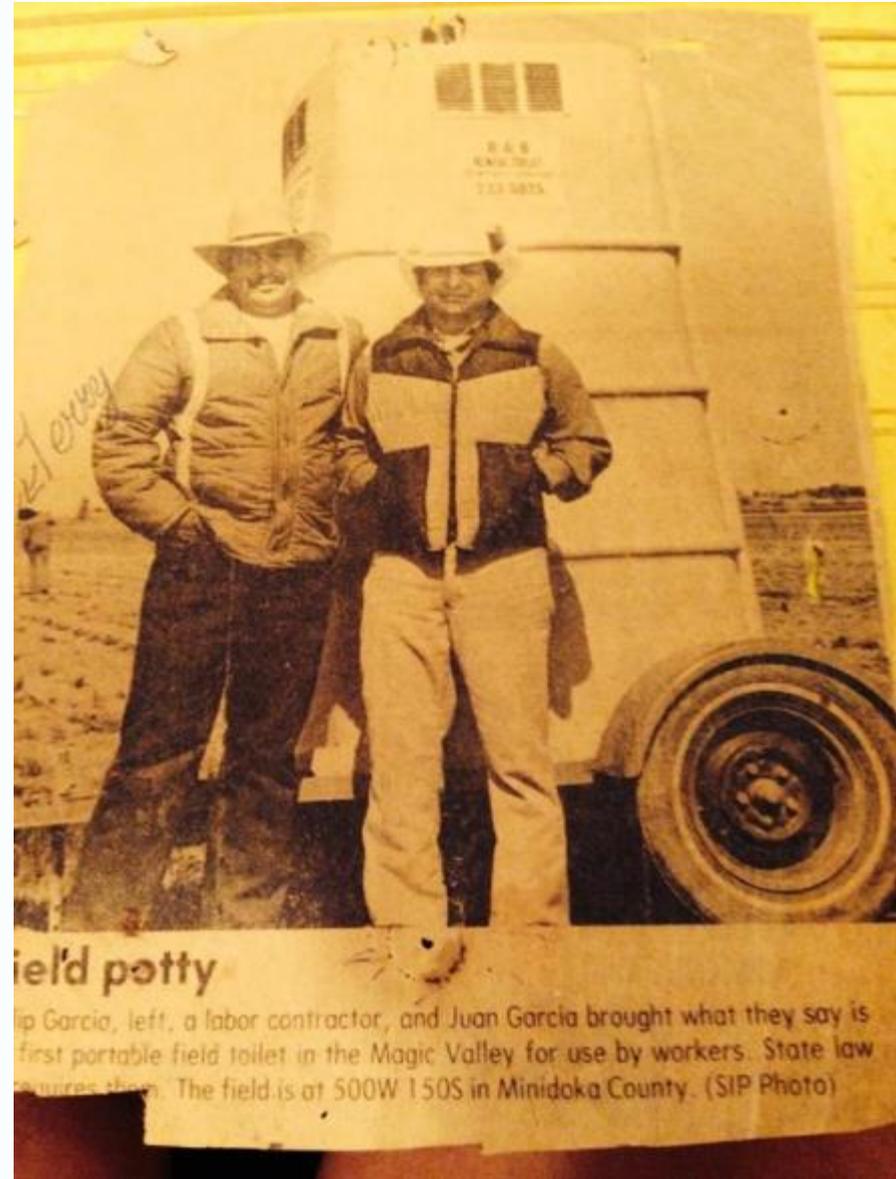


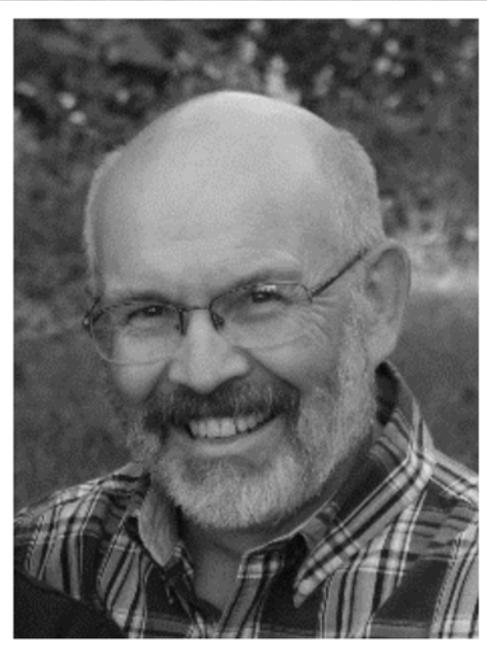






CONN: CONNECTICUT  
 MASS: MASSACHUSETTS  
 NH: NEW HAMPSHIRE  
 RI: RHODE ISLAND  
 VT: VERMONT

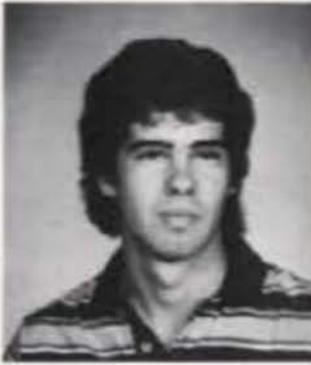
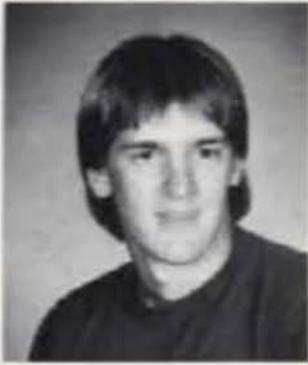
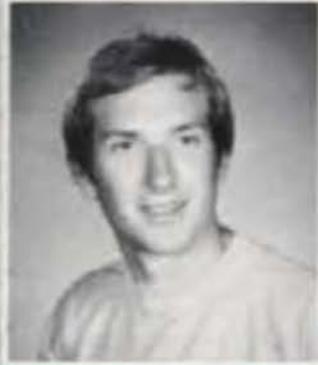




MINICO H

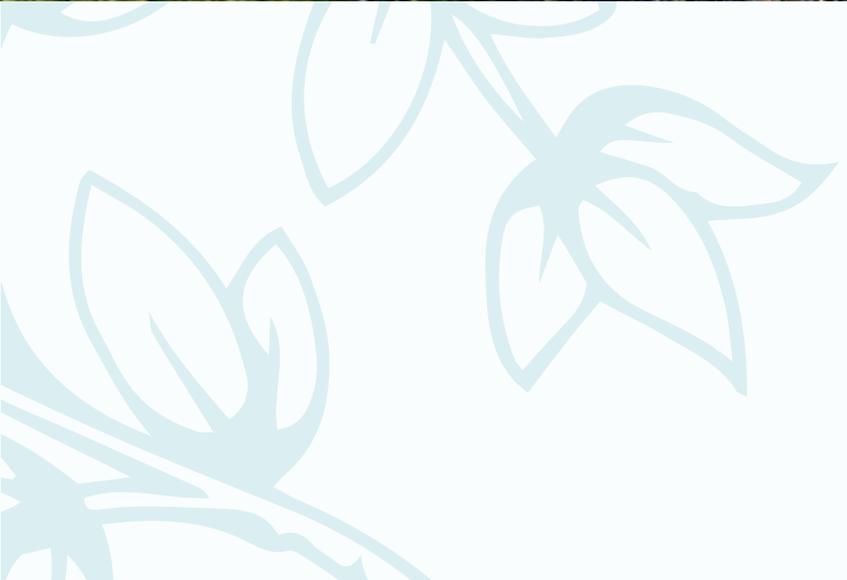
HOME OF THE SPARTANS SCHOOL





Don Carnahan, Fr.,  
Glenns Ferry  
Kevin Carpenter, Soph.,  
Grangeville  
Scott Carpenter, Jr.,  
Pullman, Wash.  
Herminia Caslano, Soph.,  
Heyburn  
Jim Chase, Jr., Eagle





## Personal Vision Statement

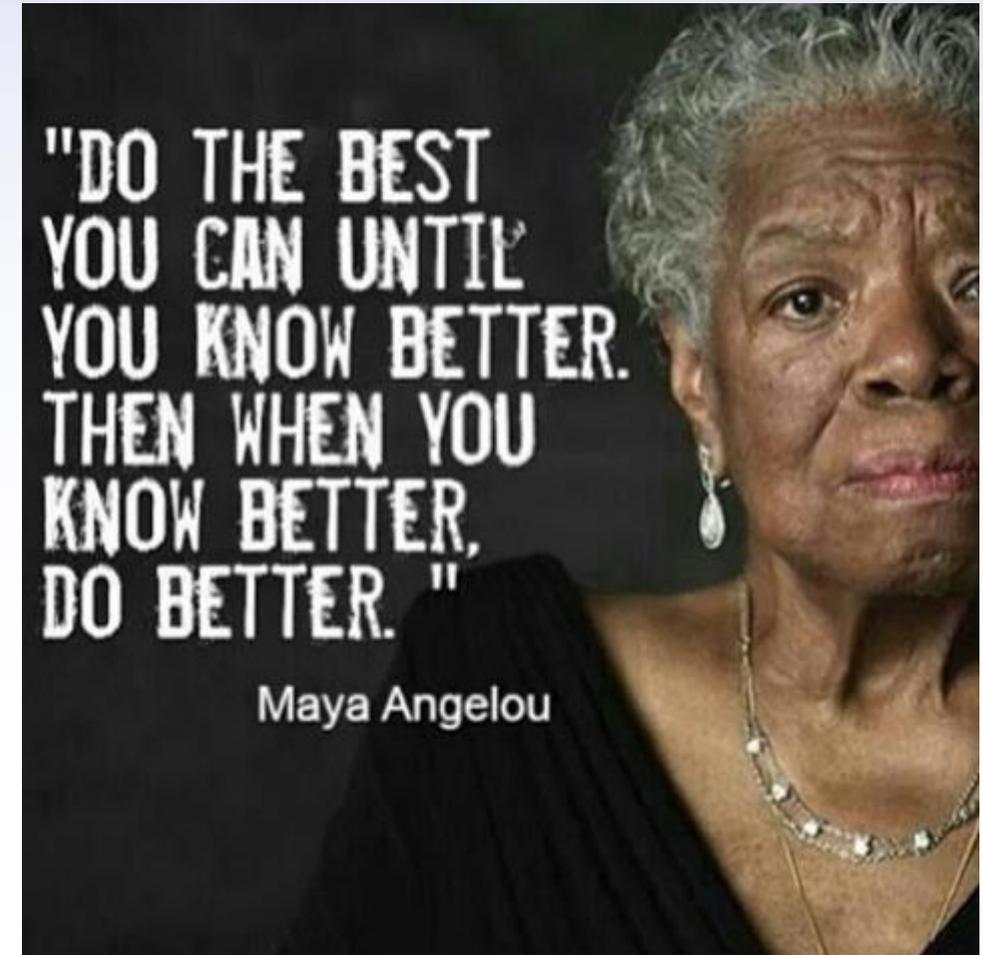
I do not have a spirit of shame, bitterness, fear, hate or self-pity.

But a spirit of love, power, forgiveness, compassion, and justice, to live a life of service so that no one is invisible.

Wrap Up:

Now that you know a little bit better, how will you do better?

What else can we do to continue to have this conversation?



# Contact Information

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