Introduction to Equity, Diversity, and Inclusion (EDI)

"Do the best you can until you know better. Then when you know better, do better."

Maya Angelou
Welcome

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
Introductions
Jessica Gempler

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Community Services Division
Sexual Orientation

A person’s enduring physical, romantic, and/or emotional attraction to another person.
<table>
<thead>
<tr>
<th>Sexual Orientation</th>
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<tbody>
<tr>
<td>Gender Identity</td>
<td>One’s internal sense of being male, female, neither of these, both, or another gender(s).</td>
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<tr>
<td>Gender Expression</td>
<td>How a person chooses to express their gender through their appearance.</td>
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</table>
Transfeminine-assigned male at birth, but identify with femininity to a greater extent than masculinity.
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
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 romantic/emotional relationships
   - heterosexual / homoromantic / biromantic / aroromantic / panromantic / polyromantic / demoromantic / queer / questioning

5. **Sexual Orientation:** how a person identifies in reference to their sexual/physical relationships
   - heterosexual / homosexual / bisexaul / asexual / 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
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**: 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.
- 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.
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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
FRANKLIN SCHOOL
Mr. Schelton, Principal
Mrs. Demianew - Grade 1
1971 1972

FRANKLIN SCHOOL
Mr. G. Scholtens - Principal
Miss Phillips - Grade 2
1972 1973
Don Carnahan, Fr.
Glenns Ferry
Kevin Carpenter, Soph.
Grangeville
Scott Carpenter, Jr.
Pullman, Wash.
Hermilia Casiano, 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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