Leave No One Behind

Introduction to Gender Equality, Disability and Social Inclusion

DI·VER·SI·TY

All the ways in which people differ.

EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.

IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

Diversity

refers to the traits and characteristics that make people unique. In an organization, diversity means that the organization is made up of members with different ages, abilities, gender identities, career backgrounds, religions, and so on.

Common diversity types include:
- Age diversity
- Sex / Gender diversity
- Disability
- Cultural diversity
- Racial diversity
- Religious diversity
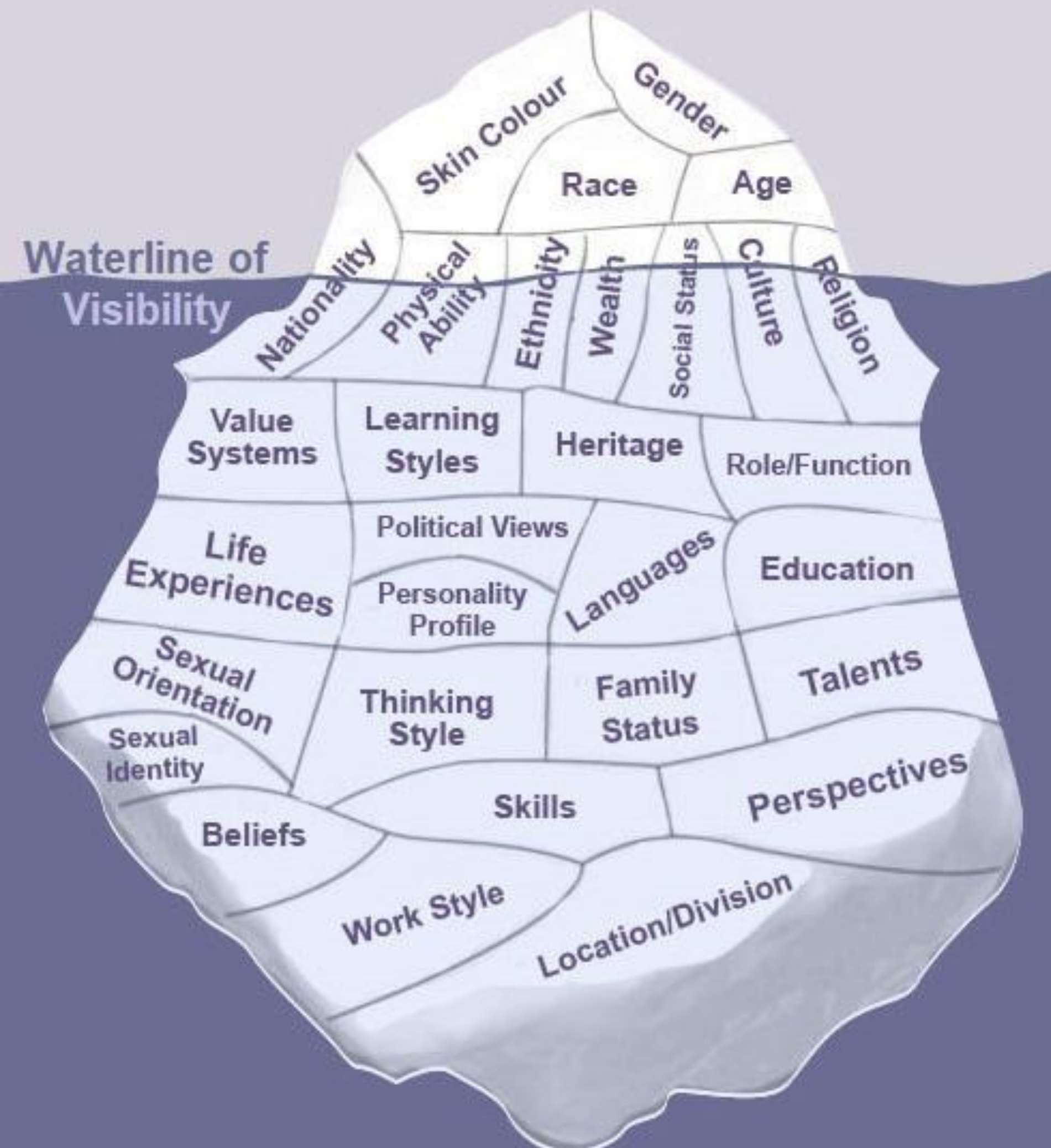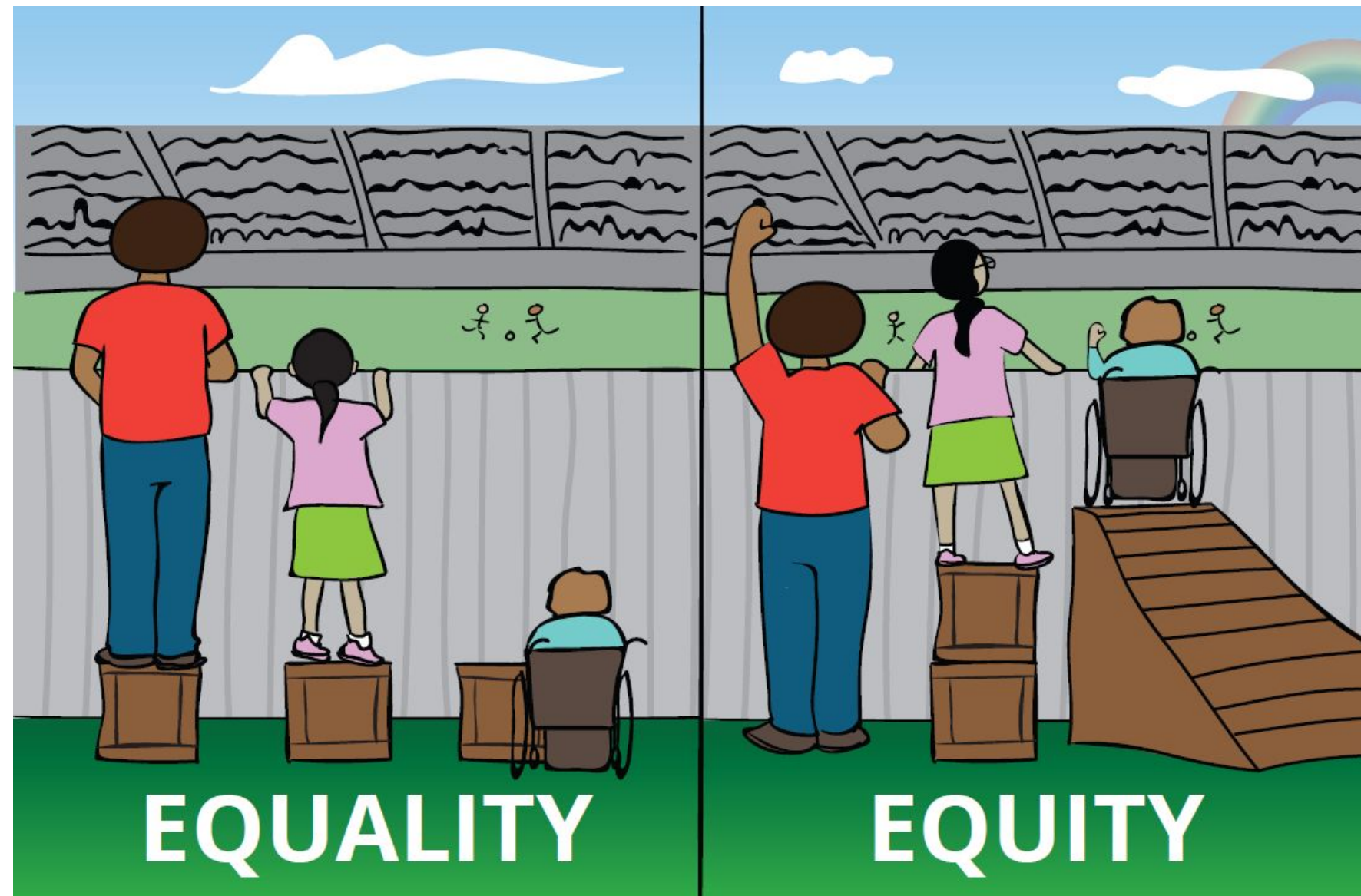
Equity

is about justice and fairness. It involves intentional actions to remove societal, interpersonal, and social barriers and roadblocks that limit opportunities and compromise wellbeing.

To achieve equity, it is important to identify and eliminate the environmental barriers, cultural messages, practices, attitudes, and policies that contribute to and reinforce unfair outcomes.

Equity or Equality?

- Equity and equality are similar in that they both strive for fairness, but they approach it in different ways.
- Equality is treating everyone the same, regardless of their individual needs or differences.
- Equity, on the other hand, recognizes that people have different needs and experiences, and it seeks to create fairness by providing what is needed to level the playing field.

EQUALITY

Equality refers to providing the **same level of opportunity and assistance** to all people on your team.

EQUITY

Equity refers to providing **various levels of support and assistance, depending on specific needs or abilities.**

Equality

Equality in the workplace is about treating everyone the same and offering them the same opportunities, regardless of their age, gender, race, religion, sexual orientation, and other demographics.

When everyone feels supported, respected, and on equal standing within their department and opportunities like further education, training, and promotions are equally available for anyone qualified, that is equality.

Equity levels the playing field, which means addressing barriers and historical discrepancies, ensuring all employees have what they need to succeed. Equity is fair treatment, access and advancement for each person in an organization, regardless of one's background. **Equity is the pathway to true equality.**

Equity

Inclusion

refers to the behaviors and processes that ensure different people from different backgrounds all feel a **sense of belonging** in the workplace. It is all about building a culture of understanding and respect, making sure everybody's voices and opinions are heard and carefully considered.
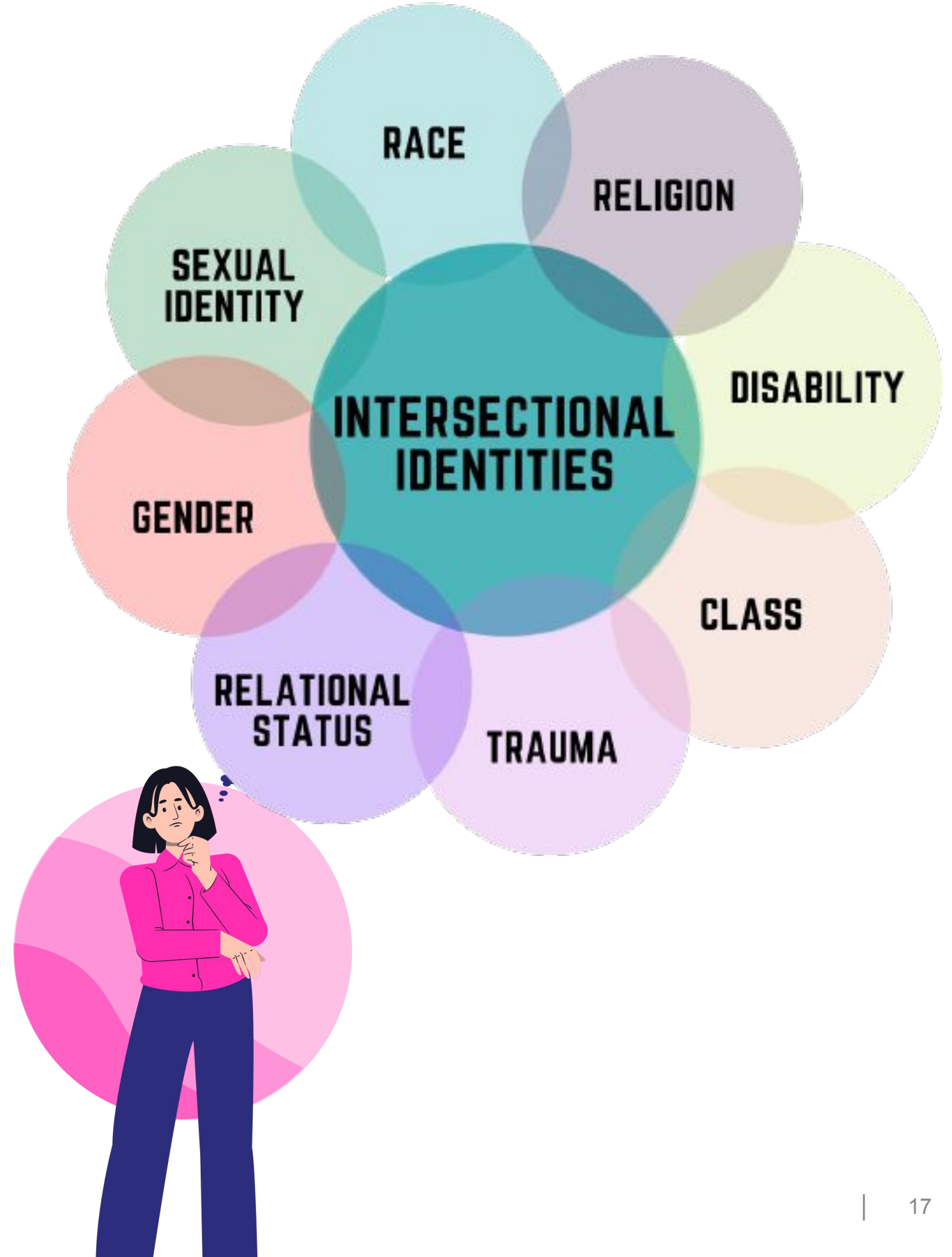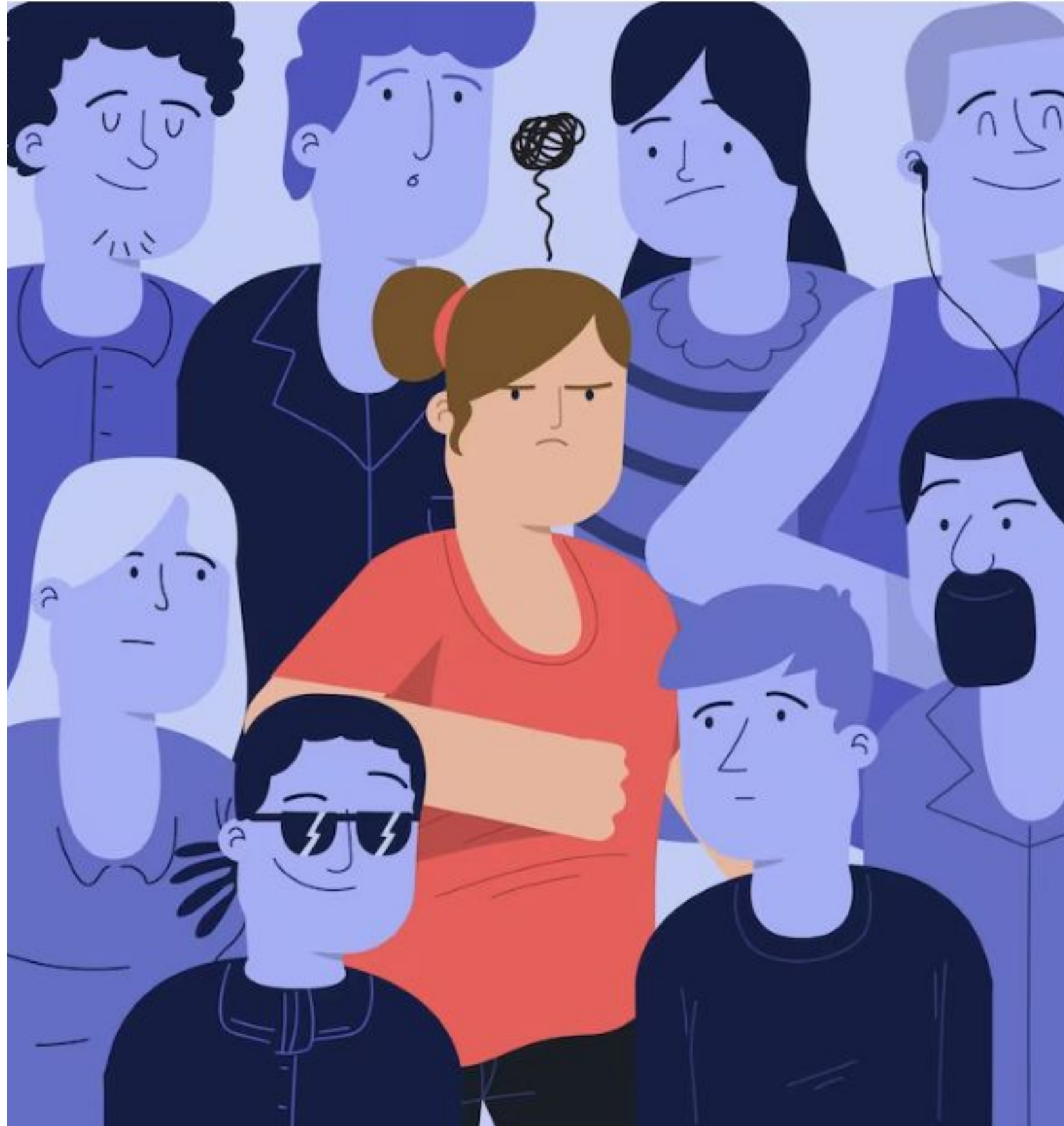
Intersectionality

describes how aspects of a person's social and political identities combine to create different levels of discrimination and privilege.

Intersectional awareness in the workplace gives us a way to recognize the specific challenges people may face in our organizations as a result of multiple forms of marginalization

RACE

RELIGION

SEXUAL IDENTITY

DISABILITY

INTERSECTIONAL IDENTITIES

GENDER

CLASS

RELATIONAL STATUS

TRAUMA

The need to embrace equity comes from recognizing intersectional identities.

Sometimes, some components of a person's identity can make navigating the workplace easier, or more difficult (privilege). People with two or more marginalized identities are more likely to have less privilege and experience exclusion at work.

Abante, babae!

*Promoting gender equity in human rights movements*

Sex or Gender?

- Sex is a label — male or female — that you're assigned by a doctor at birth based on the genitals you're born with and the chromosomes you have. It goes on your birth certificate.

- Gender is much more complex: it refers to the way we act based on a set of expectations from society, it is about behaviors, characteristics, and thoughts. Instead of being about body parts, it's more about how you're expected to act, whether masculine or feminine.

- GENDER = WOMEN? NO!
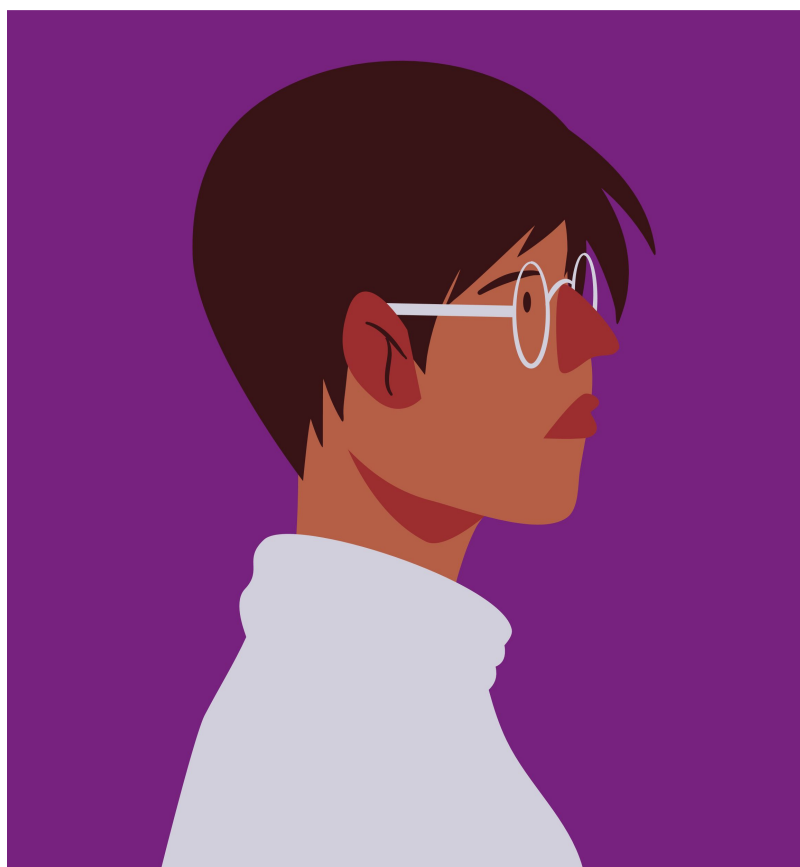
- **Gender Socialization:** how we learn about what society expects from us based on our gender. It starts when we're very young, and it's like getting a set of rules and ideas about how boys and girls should act and what they should like.

- **Gender Stereotypes:** ideas or beliefs we pick up from our parents, friends, teachers, and even things like movies or TV shows. These stereotypes can limit us and make us think we have to act a certain way just because of our gender.

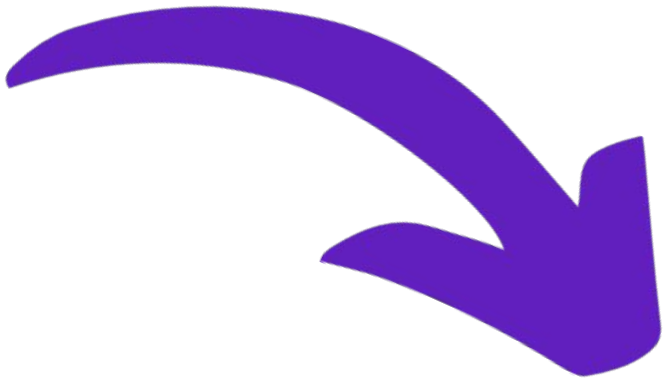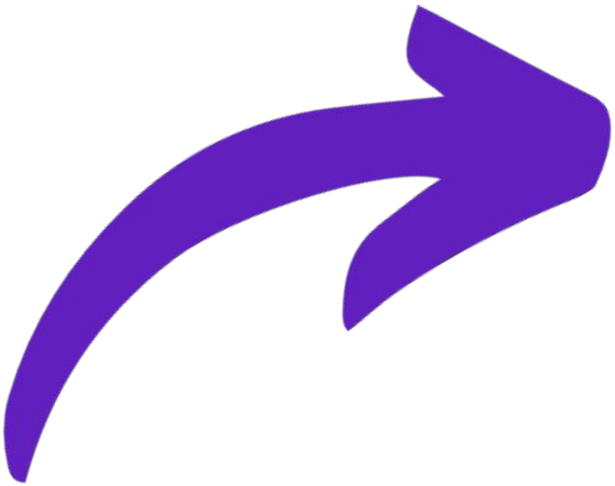KABABAE MONG TAO!

MAGPAKALALAKI KA!

BOYS DON'T CRY!
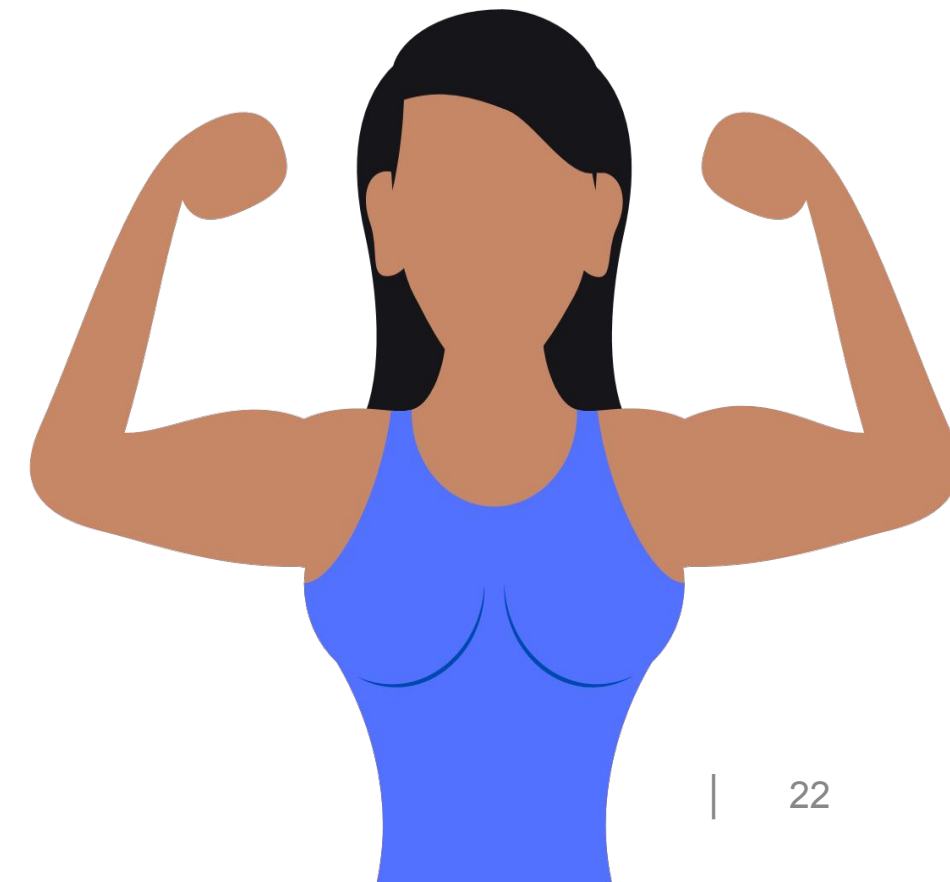
How do we learn gender?

Perceptions of gender identity
often reinforced and embedded in laws, policies and institutional practices

Social norms or beliefs
(often gender stereotypes) about appropriate qualities, life goals, and aspirations for males and females

Patterns of behavior
among males and females

THE EQUITY COLLECTIVE

Key Concepts

BREAK THE BIAS

- **Gender-inclusive:** Initiatives, activities or programs that are open to both men and women but are designed to overcome any barriers to the full participation that one of the two sexes may experience. In most cases, it targets the increased participation of women and girls. It is a powerful way to promote gender equality and eradicate gender bias.
- **Gender-neutral:** Something that is not specific to women or men. This can be policies, investments, projects or business models, whereby it can be assumed that there is no different effect on women or men.
- **Gender-blind:** This means that the policy, program or business model did not consider how it would affect women and men differently.

Unconscious biases

are mental "shortcuts" that our brains use to make sense of the world around us. Because our brains take in so much information, we often rely on mental shortcuts to make decisions—it's a survival instinct, but relying on it can have harmful effects.

Common types of unconscious biases against women

Performance bias

79% of applicants with a man's name versus only 49% of those with a woman's name were deemed "worthy of hire".

Attribution bias

Men interrupt women 3x more than they interrupt other men, while women were also far more likely to interrupt other women, but they rarely interrupted men.

Likeability bias

. If a woman behaves in a 'feminine' way, she may be liked, but she may not be respected or seen as a leader. If she operates in a 'masculine' way, she may be judged as too aggressive or bossy.

Common types of unconscious biases against women

Maternal bias

Mothers are often given fewer opportunities and held to higher standards than fathers.

Affinity bias

We often gravitate toward people like ourselves—and may avoid or even dislike people who are different.

Beauty bias

Appearance-based bias may include bias against obese, differently-dressed, or tattooed employees.

Other types of biases are:

- **Confirmation:** tendency to look for or favor information that confirms beliefs we already hold
- **Conformity:** tendency to have views swayed or influenced by the views of others.
- **Anchoring:** tendency to rely too heavily on the first piece of information we are given about a topic.
- **Halo/Horns Effect:** tendency to put someone on a pedestal after learning something good about them, or conversely, perceiving someone negatively after learning something bad about them

Promoting gender equity

Because equity is largely about the removal of barriers, we first need to understand what barriers are.

Barriers are those aspects of society that intentionally or unintentionally exclude people from full participation and inclusion. Barriers can be environmental, attitudinal, institutional, or internalized.

Women face a lot of barriers:

Bias against mothers

Lack of family-friendly policies

Double-bind bias

"Glass ceiling"

Gendered language and communication

Perfectionism and fear of failure

Pressure from traditional gender norms

Unsafe work environments

These barriers are multiplied if you are a woman with disability

Lack of reasonable accommodation policies

Stereotyped employment

Presumed incompetence, infantilization

Increased risk of GBV

Inaccessible physical & digital environment

Low self-esteem, guilt, feeling like a burden

These barriers are also compounded if you are a _woman belonging to the LGBTQ community_

Homophobia/ transphobia

Lack of gender inclusive work policies and benefits

Heteronormative language & communication

Increased risk of GBV and discrimination

Lack of inclusive facilities

Stigma of being "outed" at work

WOMEN
- Maternal bias
- Double bind bias
- Lack of family-friendly policies
- Glass ceiling
- Perfectionism and fear of failure

- Unsafe work environments

- Gendered language and comms
- Pressure to conform to traditional gender norms

DISABLED
- Presumed incompetence
- Lack of reasonable accommodation
- Stereotyped employment
- Low self-esteem, guilt

- Lack of inclusive facilities
- Increased risk of GBV/SH

LGBTQ+
- Homophobia, transphobia
- Stigma of being 'outed'

THE EQUITY COLLECTIVE

Nothing about us without us

Introduction to Disability Inclusion

THE EQUITY COLLECTIVE

What do we mean when we say disability?

According to the UNCRPD, disability is an evolving concept that results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others
Impairment is not equal to disability.

Impairment + Barrier = Disability

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PBCWE Disability Inclusive Development

What are the types of disabilities?

DOH Registration form :
- Visual disabilities
- Speech impairment
- Hearing Impairment
- Learning disability
- Orthopedic disability
- Mental disability
- Multiple disability
- Psychosocial
- Chronic illnesses

NCDA Board Resolution no. 1S/2016
- Communication
- Disability due to Chronic illness
- Learning disability
- Intellectual
- Mental/Psychosocial
- Visual disability
- Physical

According to Department of Health –Administrative Order No. 2009-011- May 20, 2009

Not all disabilities are visible

17%
of the global population are people with disabilities, 690 million in the Asia-Pacific region.

80%
of persons with disabilities live in developing countries like the Philippines.

12%
of Filipinos in 2016 experienced severe disability.

1 in 5
women globally live with a disability. They have lower incomes and levels of education, more unmet health needs, and are 2-5x more likely to experience violence.
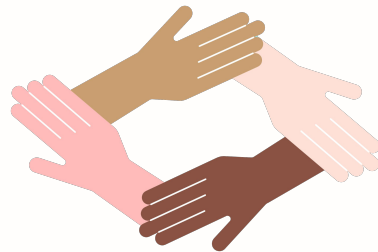
Approaches to disability

Charity

Sees persons with disabilities as charity cases or victims, passive recipients. Response is to provide aid or charity interventions

Medical

Sees persons with disabilities as broken, patients to be "cured" before they can be integrated back to "normal" society. Response is to focus on physical issues, curative approach
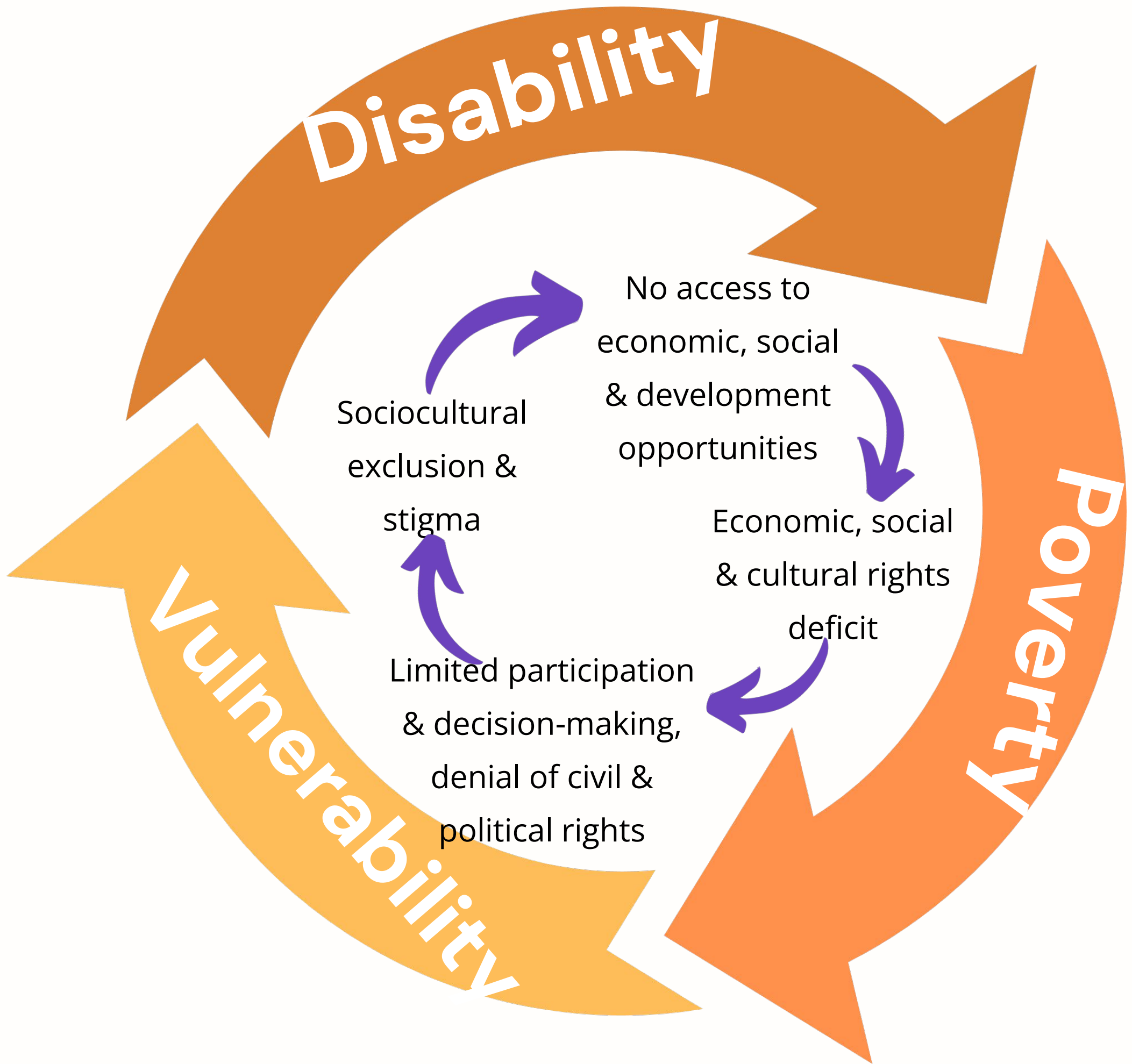
Social

Disability as the result of the interaction between a person with impairment and an inaccessible environment. Response is to promote removal or mitigation of barriers

Rights-Based

Persons with disabilities have the same rights as non-disabled people, are experts in matters affecting them and should be active decision-makers. Focus is on promoting full and effective participation.

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Disability

Poverty

Vulnerability

No access to economic, social & development opportunities

Economic, social & cultural rights deficit

Limited participation & decision-making, denial of civil & political rights

Sociocultural exclusion & stigma

Disability, poverty, and vulnerability form a vicious cycle.

Environmental, communication, institutional and attitudinal barriers make the cycle difficult to break.

Who are HRD's with Disabilities?

A human rights defender with disabilities is any person with disabilities who promotes and protects human rights.

Defenders with disabilities do not just focus on disability rights, they focus on all types of freedoms and rights, such as environmental rights, land rights, labour rights, women's rights, LGBTIQA+ rights, climate change, transitional justice, economic justice, and so on.

Some people also acquire impairments because of their activism.

Challenges and risks

Barriers in the built environment that hinder access to services or prevent participation
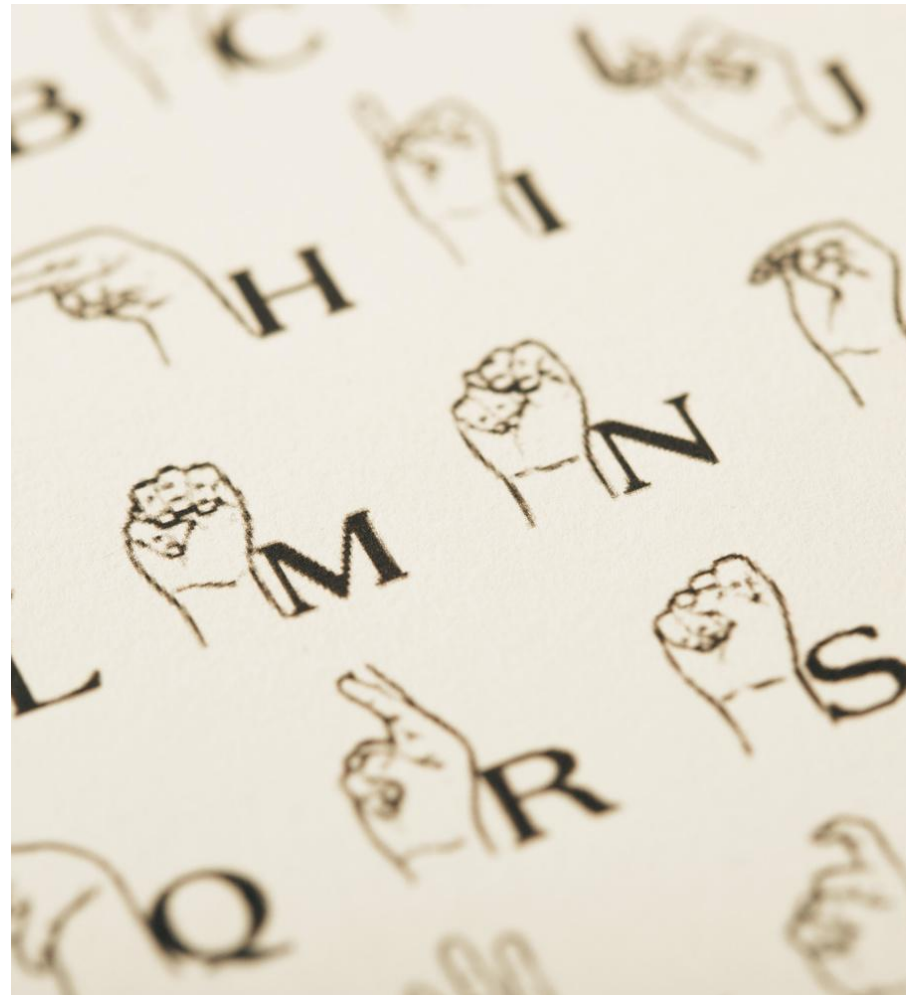
Lack of diverse communication formats that hinder access to information

Policies or practices that prevent full and effective participation and enjoyment of rights

Negative biases, attitudes and low expectations leading to prejudice, discrimination and stigmatization.

The way we define 'human rights activism' can reflect an ableist bias. It is a common belief that all actions to promote and protect human rights must be public, confrontational, contentious, and involve taking high risks. Alternatively, some defenders with disabilities choose to engage in **soft activism.**
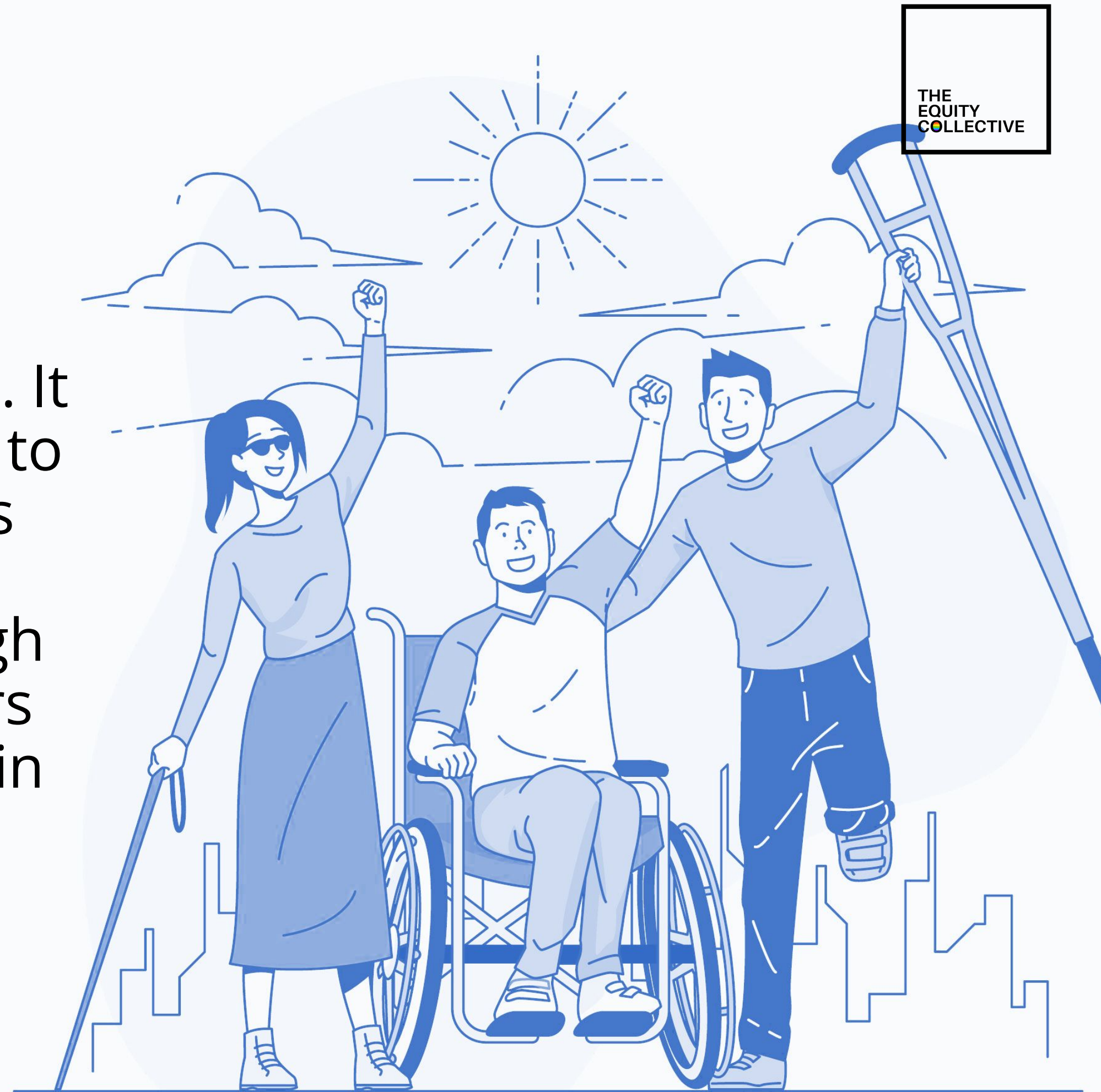
Disability Etiquette

- Don't ask questions about a person's disability unless it is brought up by the individual, or relevant to the task at hand
- If you offer assistance, wait until the offer is accepted.
- Speak directly to the person.
- Ask questions when you are unsure what to do.
- Treat adults as adults.

WATCH:

https://youtu.be/Gv1aDEFlXq8?si=CO-PiauYupo93Ifi

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PBCWEI Disability Inclusive Development

Disability-Inclusive Language:

Person-First

- Affirm and define the person first, before the impairment or disability.
- This is also the preference in many developing countries and the language used by the CRPD.
- Example: person with a disability, person with hearing disability, person with autism

Identity-First

- Borne out of the **Disability Pride** movement, asserting that disability is a natural part of human diversity, nothing to be ashamed of.
- A form of reclaiming language
- Seen to be a more factual and strong political statement of the social model of disability.
- Example: disabled woman, Deaf, autistic.

When in doubt, just ask.

Person-first language: Language encouraged by the UN Convention on the Rights of Persons with Disabilities. It puts the **focus on the person, rather than the disability**.

*Note that this is different from **identity-first language** used by many members of the disability community.*

Do	Don't
Person, individual	Case, patient, problem, victim
Person with a disability/ impairment	Handicapped, special needs, differently abled, PWD
Person with an intellectual disability	Retarded, defective, brain–damaged, mongoloid
Person with physical disability, wheelchair–user	Crippled, lamed, deformed, wheelchair–bound
Person with visual impairment/ Blind	Inutile, invalid
Person who is Deaf/ Hard of hearing/ Deaf blind	Dumb, mute, deaf–mute. Speech impairment
Typical employee/ person, person without disability	Normal employees, healthy, able–bodied
Person with psychosocial disability	Crazy, nuts, delusional, insane, lunatic

Pointers on language

1 Avoid infantilization and inspiration: Don't call people with disabilities "brave" or "inspiring" just for living their lives.

2 Respect their identity: Don't correct someone with a disability about how they describe themselves.

3 Use respectful language: Avoid phrases like "turn a blind eye," "tone deaf," or words that may offend, like "crippling" or "crazy."

4 Listen to their experiences and amplify their voices. Do not speak for or over them.

5 Disability is not a bad word. : Don't use vague terms like "Handicapable," "Differently Abled," or "People of Determination"

THE EQUITY COLLECTIVE

SBC it!
NORMS, PRIMING

"

NOTHING ABOUT US WITHOUT US.

A slogan often used by disability rights advocates to emphasize the importance of including people with disabilities in decisions that directly affect their lives.

It means that policies, programs, and practices should not be developed, implemented, or evaluated without the active participation and input of people with disabilities.

Strengthening protection and security of HRD's with disabilities

Efforts to strengthen the security and protection of defenders with disabilities must address the challenges and risks that they face in their specific contexts.

Involvement in design and implementation of protection practices
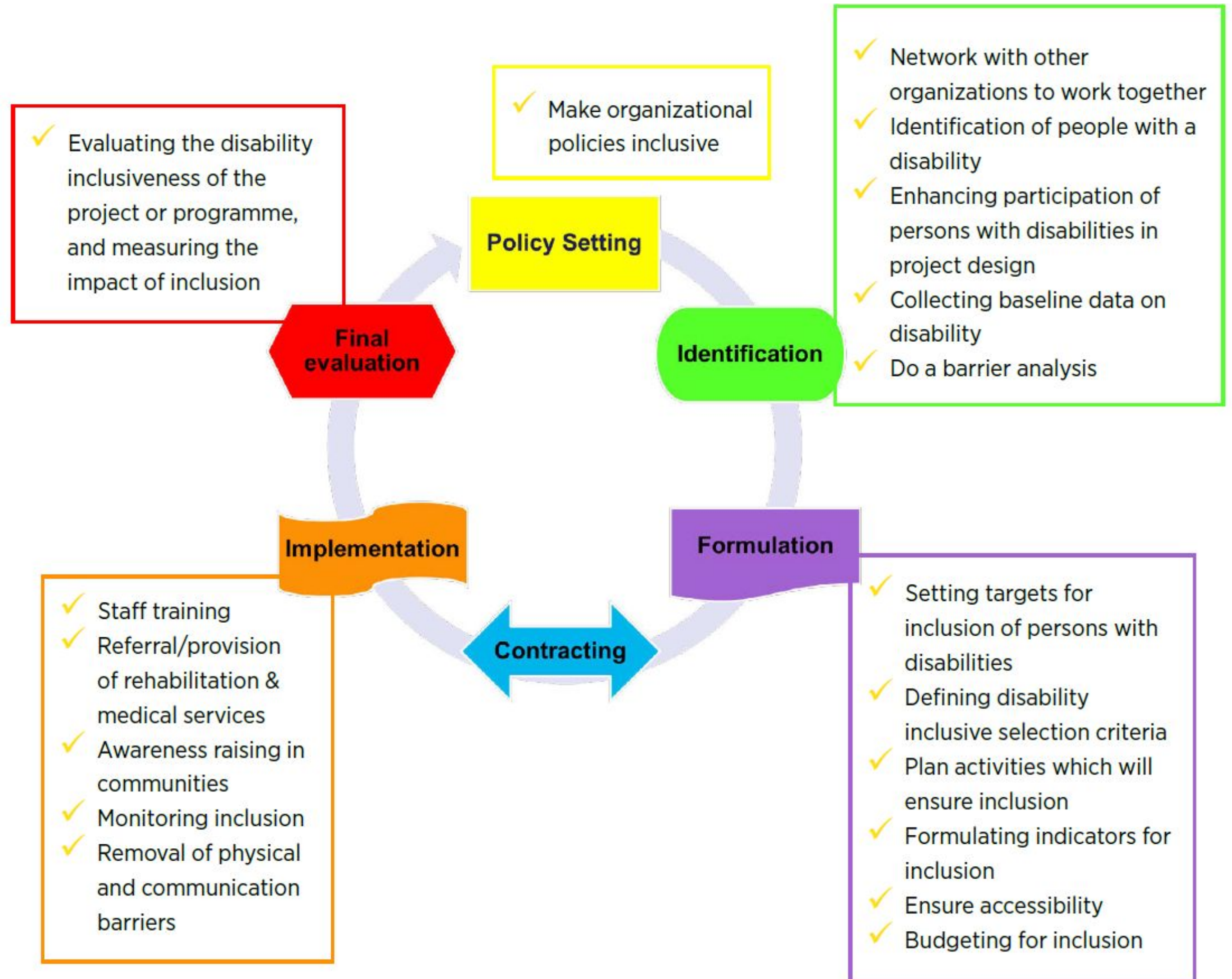

Assessing risks differently

Advocating for laws, policies and practices that enable people with disabilities to exercise their rights

Facilitating movement building among persons with disabilities

Disability inclusive programming

SBC it! DEFAULTS

Policy Setting
- ✓ Make organizational policies inclusive

Final evaluation
- ✓ Evaluating the disability inclusiveness of the project or programme, and measuring the impact of inclusion

Identification
- ✓ Network with other organizations to work together
- ✓ Identification of people with a disability
- ✓ Enhancing participation of persons with disabilities in project design
- ✓ Collecting baseline data on disability
- ✓ Do a barrier analysis

Implementation
- ✓ Staff training
- ✓ Referral/provision of rehabilitation & medical services
- ✓ Awareness raising in communities
- ✓ Monitoring inclusion
- ✓ Removal of physical and communication barriers

Contracting

Formulation
- ✓ Setting targets for inclusion of persons with disabilities
- ✓ Defining disability inclusive selection criteria
- ✓ Plan activities which will ensure inclusion
- ✓ Formulating indicators for inclusion
- ✓ Ensure accessibility
- ✓ Budgeting for inclusion

Supporting HRD's with disabilities: Accessibility

Accessibility is the process of making things and environments accessible to all people (whether they have a disability or not). Good accessibility is built around the RECU principle

- **Reach**: Being able to get to the service you wish to use;
- **Enter**: Being able to enter buildings;
- **Circulate:** Being able to move inside buildings;
- **Use**: Being able to use the services and equipment provided in the building.

Reach: Enter: Circulate: Use:

EXAMPLES

THE
EQUITY
COLLECTIVE

Physical

- Central location close to local transport options.
- No/few/low steps with handrails and ramps. Clear, wide spaces with no obstacles.
- Tactile floors for persons who are blind or have low vision.
- Toilets with enough space for wheelchairs.
- Clear and simple signage for wayfinding.

Information

- Use plain language
- Provide alternative formats
- Use clear fonts and formatting, with proper size and color contrast
- Test for accessibility of both print and online documents
- Closed captions, transcripts, audio descriptions

EXAMPLES

THE EQUITY COLLECTIVE

Digital

- Use alt text, Pascal Case, html tags, headings, clear instructions for easier navigation of screen readers
- Ensure keyboard navigation
- Avoid lightbox pop-ups, website overlays
- Closed captions, audio descriptions, or transcripts for all multimedia content
- Avoid scanned PDF's

WCAG Principles:

Perceivable

Operable

Understandable

Robust

Supporting HRD's with disabilities: Reasonable accommodation

A modification or adjustment to a job, the work environment, or the way things usually are done that enables a qualified individual with a disability to enjoy an equal employment opportunity. Reasonable accommodations are based on the specific needs of a person with disability

THE EQUITY COLLECTIVE

Accessibility

- Creating a space that is useable and welcoming to all.

- Baseline of equal service

- Proactive and strives to remove barriers during the design stage of an event, program, or service

Accommodations

- Adjustments specific to the needs of individual persons with disabilities.
- The second step to take when accessibility isn't enough.

- A person **can still request accommodations** even if the space is designed according to accessibility standards

A society that is good for disabled people is a better society for all.

What is SOGIESC?

SO (Sexual Orientation)
G (Gender)
GI (Gender Identity)
E (Expression)
S (Sex)
SC (Sex Characteristics)

What is Sexual Orientation?

Romantic and/or sexual attractions a person feels for others, generally labeled based on the gender relationship between the person and the people they are attracted to.
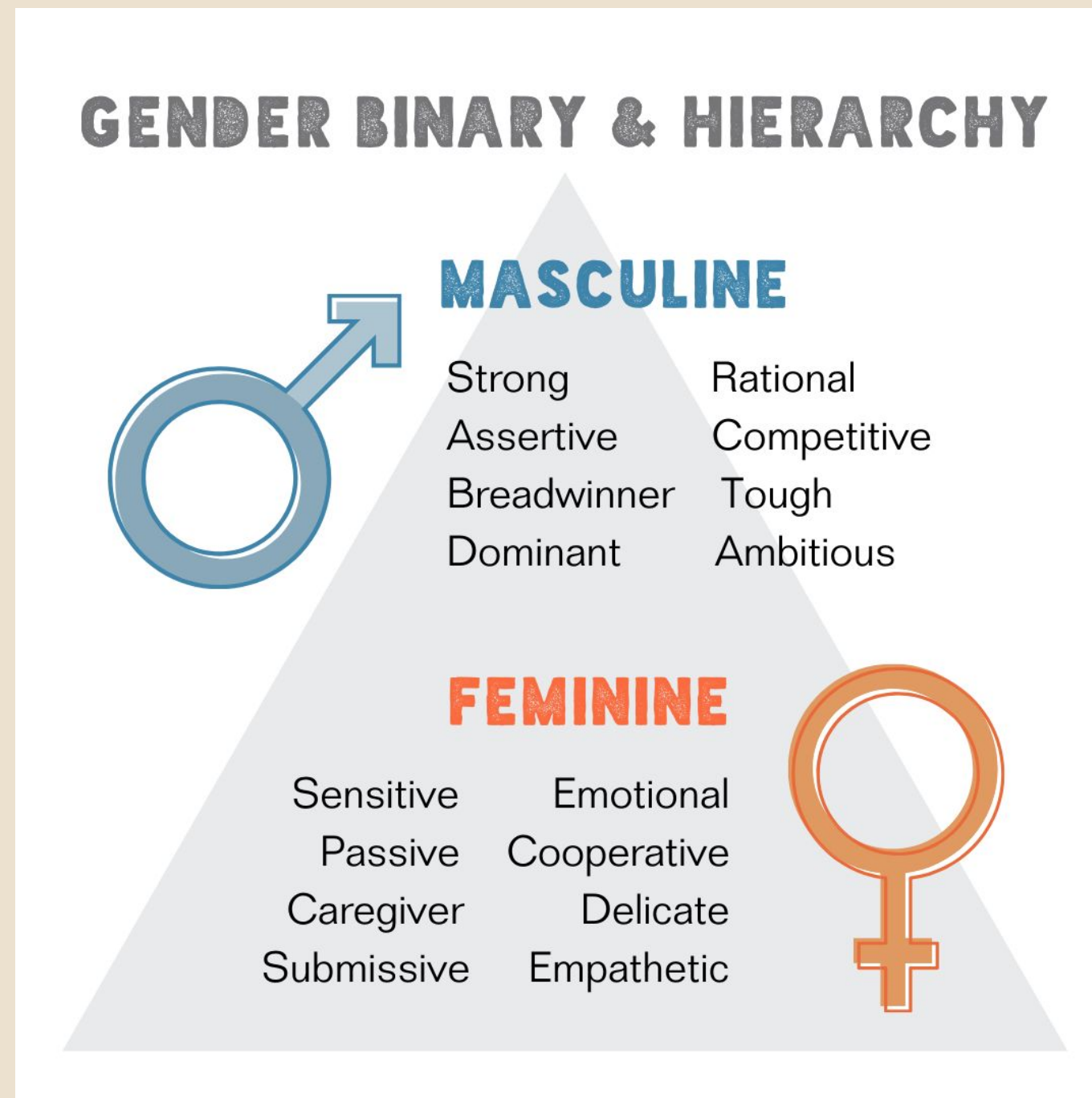
Terms to remember: **Homosexual, Heterosexual, Bisexual, Pansexual, Asexual, Demisexual**

What is Gender?

Socio-cultural systems and beliefs labeling a person based on a binary spectrum of characteristics perceived as masculine or feminine.

Terms to remember:

Gender Roles,

Gender Binary

GENDER BINARY & HIERARCHY

MASCULINE

Strong	Rational
Assertive	Competitive
Breadwinner	Tough
Dominant	Ambitious

FEMININE

Sensitive	Emotional
Passive	Cooperative
Caregiver	Delicate
Submissive	Empathetic

What is Gender Identity?

A personal sense of one's own gender, or a lack thereof. An internal perception/ knowledge based on how much a person aligns or doesn't align with their understood gender options.

Terms to remember: **Cisgender, Transgender, Genderqueer, Non-binary**

What is Gender Expression?

Gender Expression is how one chooses to express their gender and/or be perceived as masculine, feminine, androgynous, or none of the above. Gender performance may or may not be connected to one's gender identity, and may be shown through clothing, makeup, hairstyle, body art, jewelry, accessories, speech, inflection, and attitude.

Terms to remember: **Masculine/Feminine, Gender Non-Conforming, Androgyny, Passing**

What is Sex and Sex Characteristics?

The classification of a person as having female, male and/or intersex sex characteristics. While infants are usually assigned the sex of male or female at birth based on the appearance of their external anatomy alone, a person's sex is a combination of a range of bodily sex characteristics such as chromosomes, gonads, sex hormones, and genitals.

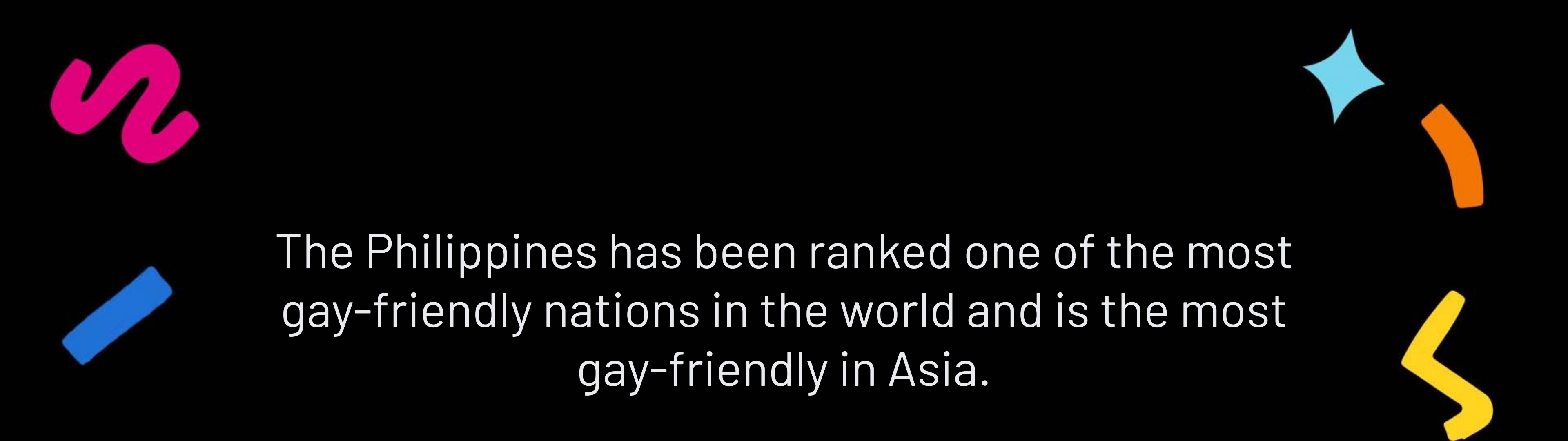Terms to remember: **Assigned sex at birth, Intersex**

The Genderbread Person
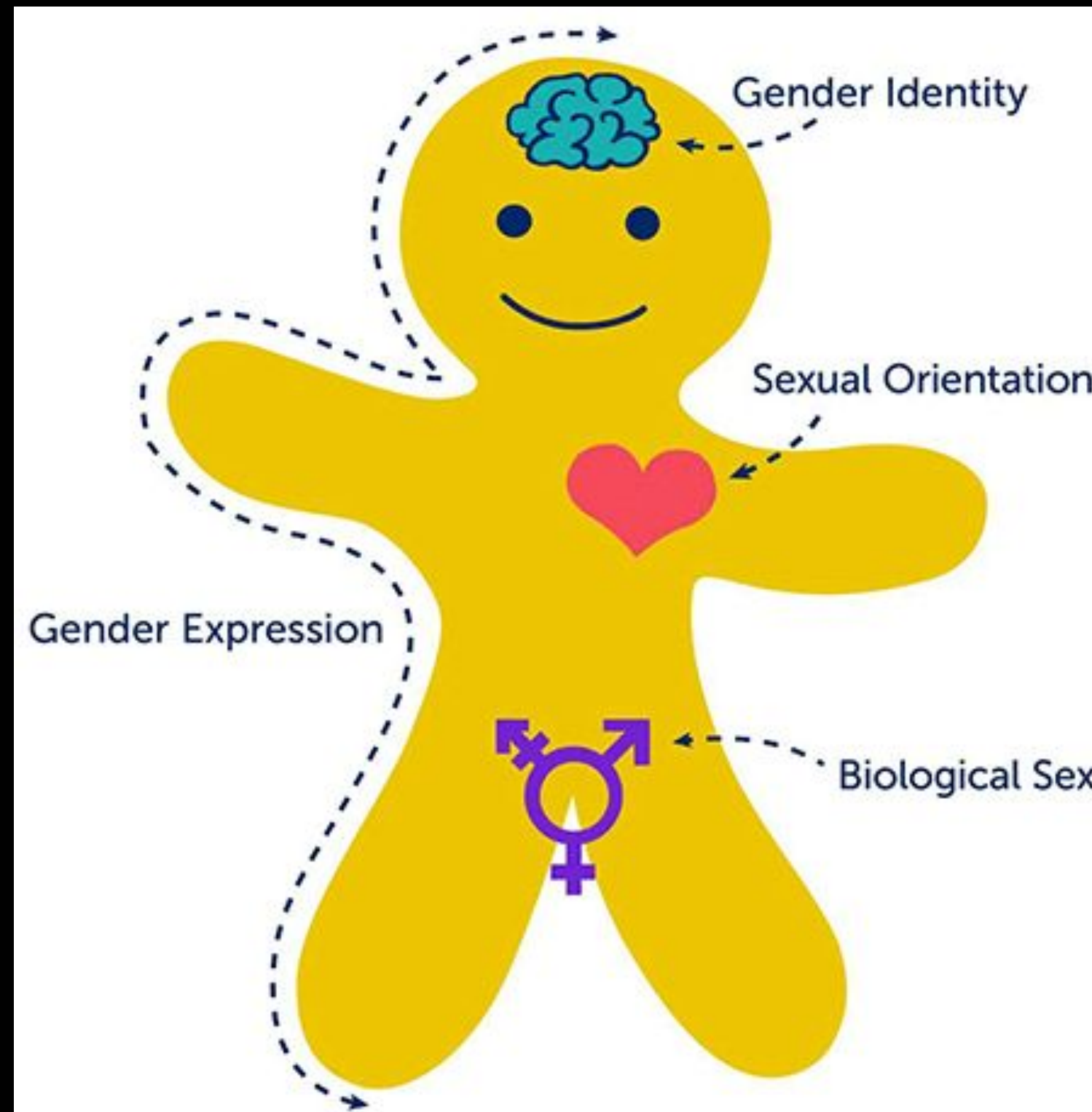
Why is there resistance from the LGBTQIA+ Community?

There is resistance because the society is continuously being shaped and molded **to conform to heteronormativity** and **gender binary** therefore **it ridicules, makes fun, mocks, discriminates, oppresses, and criminalizes the LGBTQIA+ community.**

Reuters

There are 65 countries that have laws that criminalize homosexuality.

The Philippines has been ranked one of the most gay-friendly nations in the world and is the most gay-friendly in Asia.

In a survey of 39 countries (only 17 of which had a majority accepting homosexuality), the Philippines was the 10th most gay-friendly.

What is Prejudice?

Prejudice is referring to **internally held biases.** These are preconceived opinions and emotions that live inside our heads—rent free, about certain individuals or groups.

Examples: "Gay relationships are deviant and unnatural", "It's just a phase", "HIV/AIDS is a gay disease", "Disabled people are less capable and intelligent"

What is Stigma?

Stigma refers refers to the collective negative attitudes, beliefs, or stereotypes associated with certain characteristics, traits, or conditions.

Examples: Labelling based on perceived differences
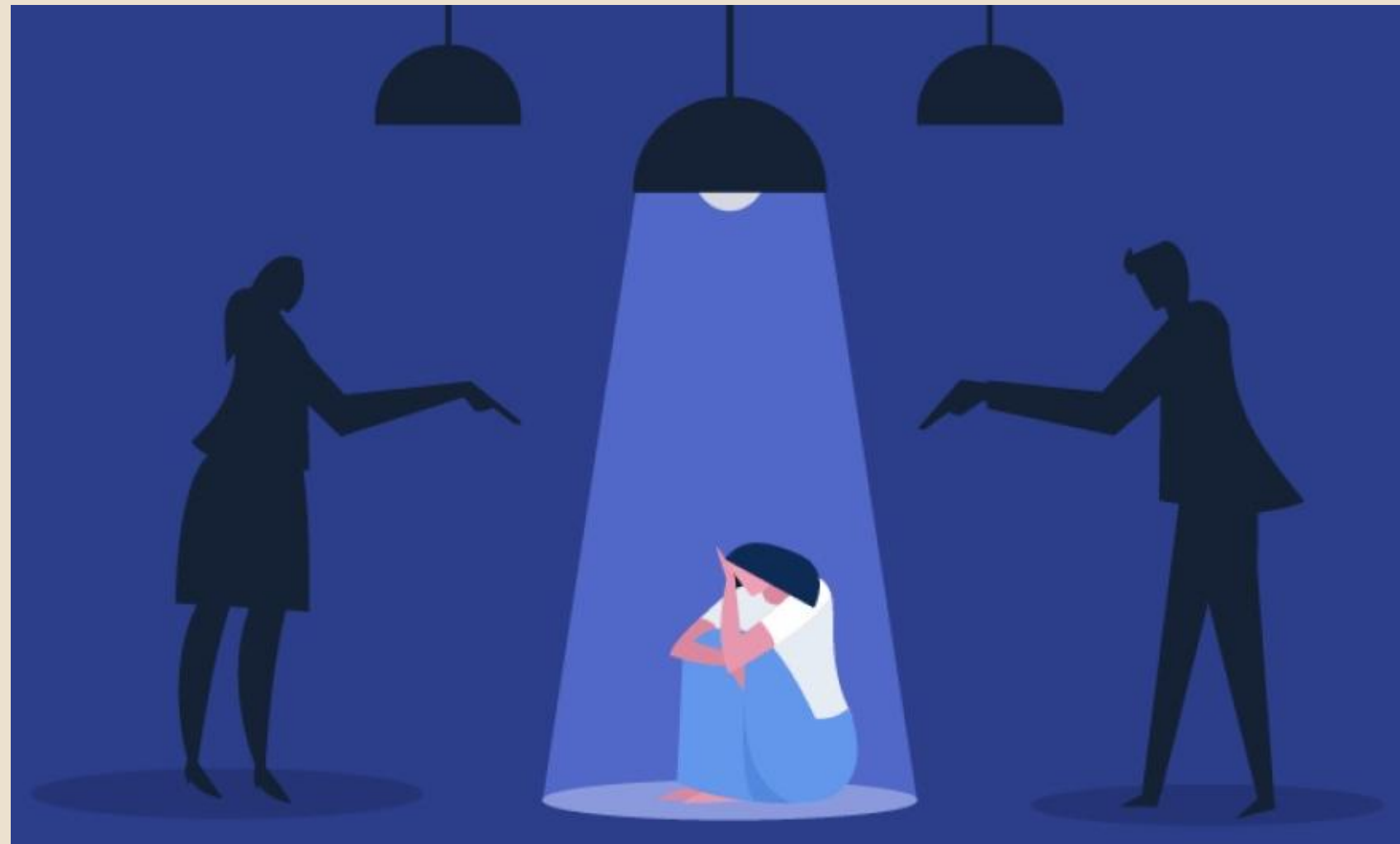
What are Microaggressions?

Microaggressions are **small comments and actions** that demean or dismiss someone based on their gender, race, or other aspects of their identity.

Examples: "Sayang ka naman, naging bakla ka.", "No Homo", "Tranny/Shemale", "Which one of you is the guy?", "Saan mo tinatago keps mo?"

What is Discrimination?

Discrimination is the **externalization of prejudice.** That means that it is what happens when those internal biases are acted upon in the real world.

Examples: "I'm sorry, I don't rent to homosexuals", "We don't cater to gay couples", Denying entry to establishments and comfort rooms

What is Oppression?

Oppression is **the systemic weight of prejudice and discrimination** on the people it affects. Oppression is when prejudice and discrimination are supported and encouraged by the world around you. It is when you are either harmed or not helped by **government, community, or society** at large because of your identity.

What about it now?

PREJUDICE

OPPRESSION

MICROAGGRESSION

LGBTQIA+ STRUGGLES

DISCRIMINATION

STIGMA

What can we do?

We need to **break the cycle.**

1. Beat prejudice, microaggressions, and stigma through **self-examination.**

SBC it!
DEFAULTS

2. Beat discrimination by **standing up and intervening. Speak up** when you see it and address it for what it is.

SBC it!
AFFECT

3. Beat oppression **through activism**, by organizing and mobilizing, by **building allies** and working together to combat laws, systems, and structures that normalize hate and discrimination.

SBC it!
NORMS

What is Gender Sensitivity?

Gender sensitivity is the awareness and consideration of the diverse roles, needs, and rights of people of all genders, promoting equity and challenging stereotypes and discrimination.

On Coming Out

General Rule: It is not required. Don't force someone to come out. Just let them be.

On Labels

General Rule: If they want to be called as such term, respect it and use it accordingly.

On LGBTQ-Inclusive Language

INSTEAD OF SAYING....	PLEASE SAY...
Birth sex, natal sex	Assigned sex, sex assigned at birth
Born a girl, born female, born a boy, born male	Assigned female at birth (AFAB), assigned male at birth (AMAB)
Hermaphrodite, Tranny, Transvestite,	LGBTQ+, LGBTQIA+, Transgender people, Transgender man/woman, Intersex, Genderqueer, Queer
Ladies and Gentlemen, Husband, Wife, Mother, Father	Hi everyone! Partner, Parent

SBC it!
NORMS, PRIMING

On Pronouns and Honorifics

General Rule: Don't assume. Instead, ask politely.

Subjective	Objective	Possessive	Reflexive
She	Her	Hers	Herself
He	Him	His	Himself
They	Them	Theirs	Themself
Ze	Hir	Hirs	Hirself
Xe	Xem	Xirs	Xemself
Ver	Vir	Vis	Verself
Te	Tem	Ter	Temself
Ey	Em	Eir	Emself

On Lived names

General Rule: Avoid deadnaming a transgender person. Use what lived name they are using for themselves.

Exception: Legal documents such as birth certificates, contracts, passports

HELLO
my name is

On Registration Forms

General Rule: Avoid using the term Sex and Gender unless required by the funder. Use 'Gender Identity' instead.

About You

Self-identification is important, and we understand that we each have our own understanding of the words used to describe our own experiences. So that we can best honor your identity and experiences, please describe how you identify in the free response box AND select (as many as you want) from the list below.

In your own words, what is your gender identity? *

Select the term(s) with which you most identify, even if the same as above. *

☐ Agender   ☐ Cisgender (non-trans) Man   ☐ Cisgender (non-trans) Woman

☐ Gender Non-conforming ☐ Gender Variant   ☐ Genderqueer

☐ Intersex   ☐ Non-binary   ☐ Not Listed

☐ Transgender Man   ☐ Transgender Woman

SBC it!
PRIMING

On Gender-Neutral Bathrooms

General Rule: Let someone use the bathroom they are most comfortable with. Just let someone pee peacefully and comfortably.
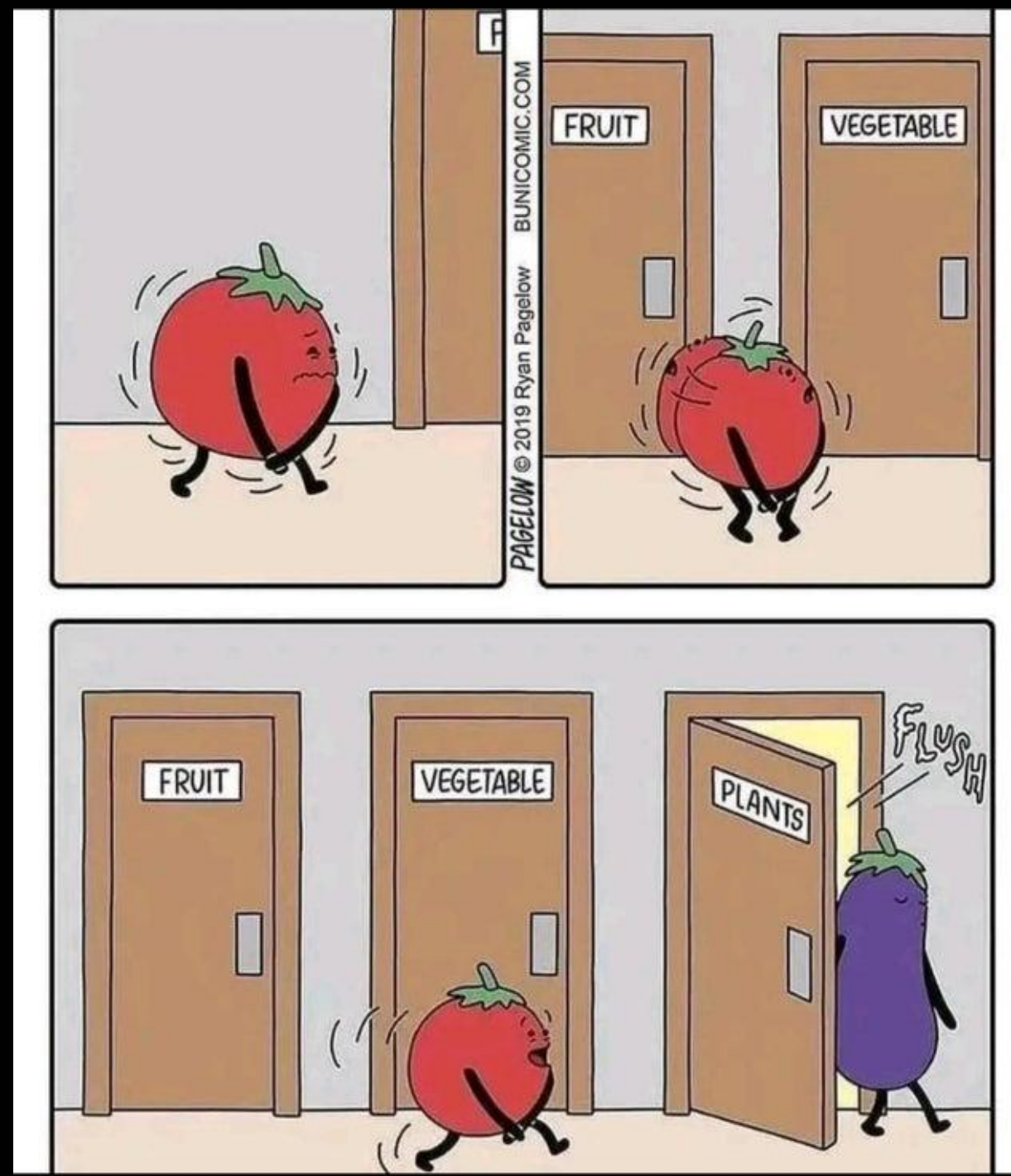
On Room Assignments

General Rule: Politely ask the person if they're comfortable sharing a room/bed with someone else.

On Civil Union

General Rule: Avoid the term marriage. Use Civil Union instead, because what we want is legal recognition.

On Dealing with PLHIV

General Rule: It is a crime to share someone's HIV status without their consent. Disclosure requires trust.

On Using the Pride Flag

General Rule: Red comes first.

Feels like a lot of work?

The fight continues.

Pass the SOGIESC Equality Bill now!

"Who in their right mind wants to put up with this?"

A Mental Health 101 for Human Rights Defenders

What is Mental Health?

Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community. Mental health is a basic human right and more than the absence of mental disorders.
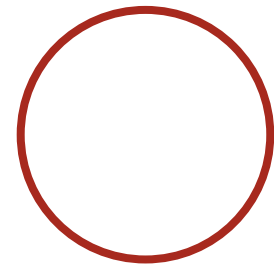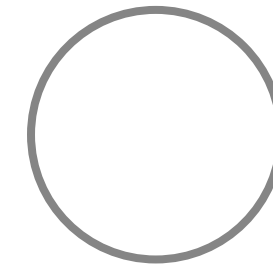
The Mental Health Continuum
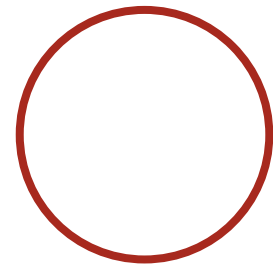
THRIVING

We're feeling good, balanced and able to cope with the challenges that come our way.

MANAGING

We're having to do some work to keep things balanced , cope in healthy ways and meet the demands of work. But overall, we're making it work.

STRUGGLING

Emotional struggles are impacting our work. While our instinct might be just to suck it up and push through the pain, it's important to acknowledge that we're struggling, find ways to take care of ourselves and reach out for help if we need it.
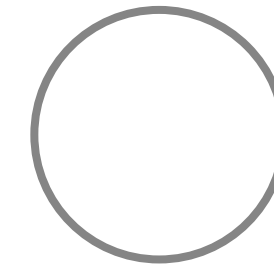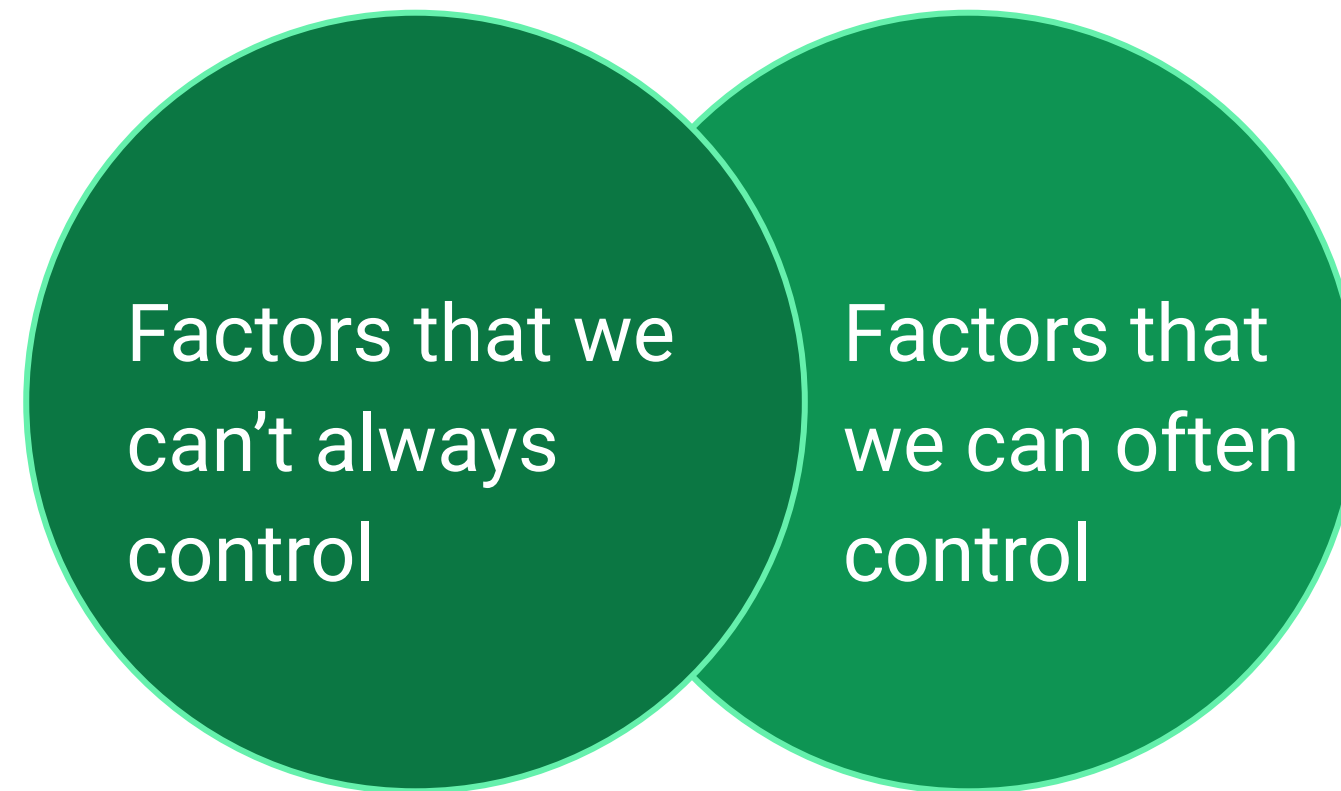
DISTRESS

Mental health challenges are really interfering with our quality of life and ability to get things done.

What impacts our mental health?

- Genetics
- Upbringing/early life experiences
- Past trauma or difficult experiences
- Medical history
- Other people's perception of us
- Other people's treatment or mistreatment of us
- Access to quality mental health care

Factors that we can't always control

Factors that we can often control

- Our perceptions of mental health and help-seeking
- Coping strategies
- Self-esteem and sense of purpose
- Self-care routines including nutrition, sleep, exercise
- Stress levels and how we manage stress and anxiety
- Relationships with friends, colleagues, and family members (support network)
- Willingness to talk openly about our thoughts and feelings

Mental Health Challenges for HRDs

SELF-CARE AS A POLITICAL STRATEGY

"Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare."

Ways to Support our Mental Health:

Self-care means taking care of ourselves. Sleep, nutrition, exercise, mindfulness practices, recharging or doing something we enjoy. Our mental and physical health are connected, so the best self-care strategies support our minds and bodies.

SELF-CARE

Ways to Support our Mental Health:

Coping strategies are how we try to overcome, minimize or avoid mental health challenges. Some are healthy (seeing friends, mindfulness practices) others not (drug or alcohol misuse, self-injury). Mental health professionals can help with strategies.

COPING

Ways to Support our Mental Health:

We are not alone, and simply talking about our feelings can make them less overwhelming. Supporting friends who are struggling also boosts our mental health. So cultivate a strong support network, even if it's just one special person you can be honest with.
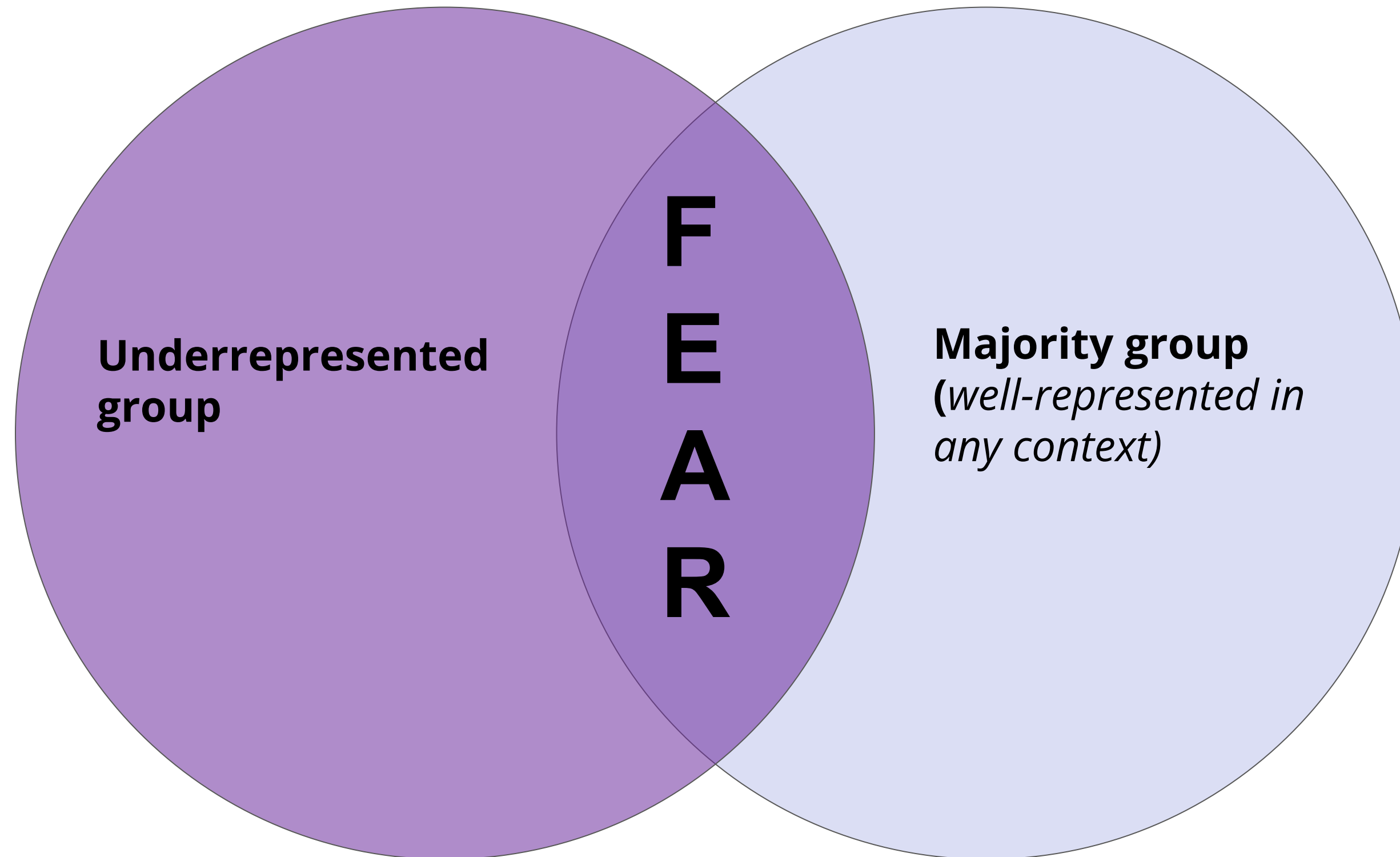
SUPPORT NETWORK

What is Allyship?

The action of working to end oppression through support of, and as an advocate with and for, a group other than one's own.

What keeps people from embracing DEI?

Underrepresented group

FEAR

Majority group (*well-represented in any context)*

Allyship is _____

Progress

Active

Practice

Lifting others

Uncomfortable

Not _____

Perfection

Passive

Performative

Fixing others

Convenient

Performative allyship

is the act of outwardly appearing to support and advocate for underrepresented groups while declining to take any major actions that address inequity.

Examples:

- Releasing public statements about diversity during Pride Month but failing to provide gender-inclusive benefits for LGBTQIA members
- Participating in DEI trainings and events but refusing to speak up when witnessing microaggressions
- Speaking over underrepresented groups, i.e., self-appointed "spokesperson"

Proactive allyship

is the ongoing and intentional effort to actively support underrepresented individuals by taking meaningful and sustained actions to address inequity.

Examples:

- Advocating for gender-inclusive benefits and policies, and engaging in ongoing conversations about LGBBTQIA rights and representation.
- Addressing inappropriate comments or behaviors
- Centering the voices of underrepresented groups, putting primacy on their lived experience.

REMINDER

Allyship involves *understanding inequity* and taking concrete steps to *level the playing field*.

How do we practice allyship?

information about yourself and the people you interact/work with

1. DEEP CURIOSITY.

2. HONEST INTROSPECTION.

3. HUMBLE ACKNOWLEDGMENT.

about our own and others' diversity thumbprint.

"If you have a brain, you are biased."
- Poornima Luthra

We don't know or fully comprehend how someone else experiences life. Privilege check.

How do we practice allyship?

taking steps with the information you have/gathered

4. EMPATHETIC ENGAGEMENT.

Asking the right questions in the right tone.

5. AUTHENTIC CONVERSATIONS.

Requires honest and open conversations,
Requires psychological safety

6. VULNERABLE INTERACTIONS

Form a bias compass circle: a trusted, diverse group of colleagues with whom you're comfortable being vulnerable checking your biases

7. COURAGEOUS RESPONSIBILITIES

Making the most of your own sphere of influence. Be observant and take steps.

How do we practice allyship?

Individual

Our actions to educate ourselves, model good behavior, or change our mindset.

Interpersonal

Our actions to support, surface issues, or push for changes through our day-to-day interactions with others.
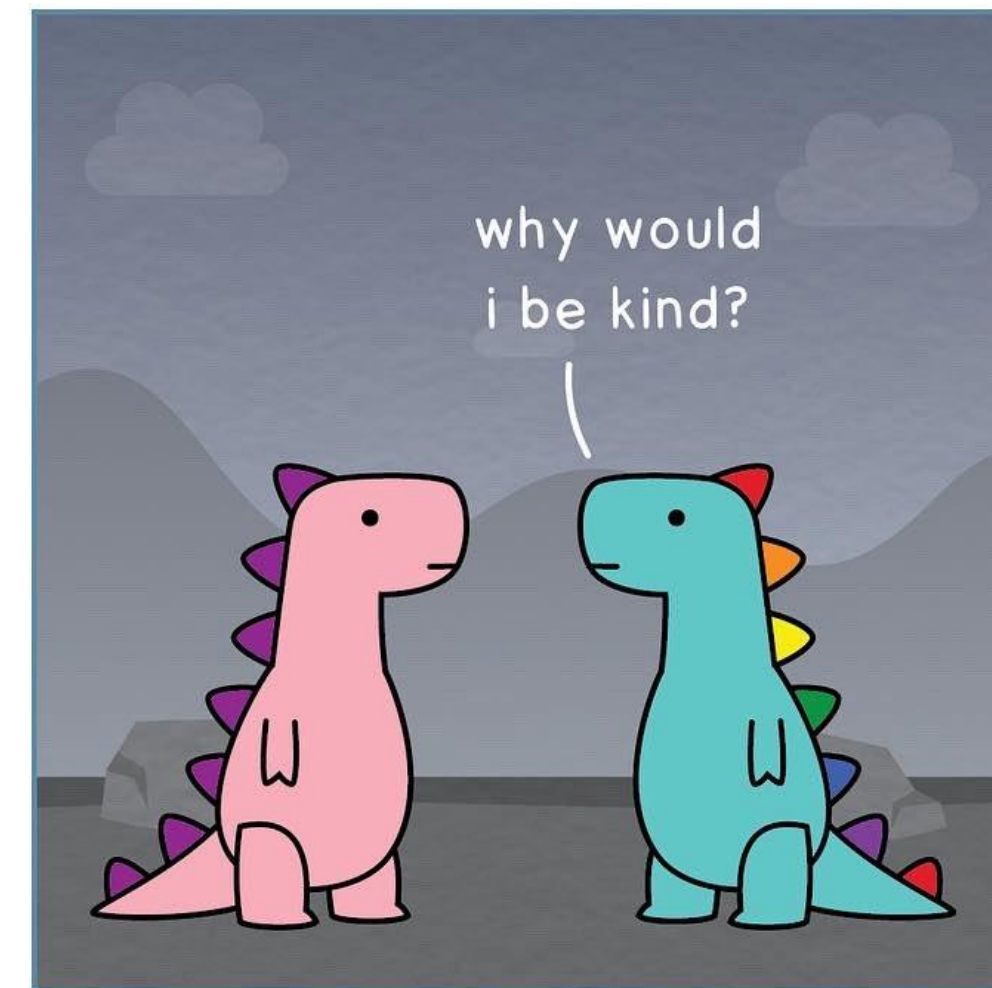
Structural

Our actions pushing for change in norms, policies, or systems.

> If you wanna be someone's ally but haven't been hit by stones being thrown at them, you are not standing close enough to them yet.

Be updated! Join our online community.

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