



LCW Consortium | March 4, 2022 Presented By: Yesenia Z. Carrillo

Diversity – Looks at Who We Are (cont.)

External Dimension:

- Class
- Income
- Geographic location
- Appearance
- Marital status
- Parental status
- Veteran status

- Personal habitsReligion
- Work experience
- Immigration Status
- COVID vaccine Status

· Educational background

· Recreational habits

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Diversity – Looks at Who We Are (cont.)

Organizational Dimension:

- Internal structures/hierarchies
- Management/labor status
- Academic/classified
- Tenure/non-tenured/adjunct
- College/district office
- Staff/student

- District/community
- Work location (main campus/secondary campus)
- Exempt/Non-Exempt



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Diversity – Describes Reality

- California generally
- Community colleges specifically





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EEO in California Community Colleges

"Each district employer shall commit to sustained action to devise recruiting, training and advancement opportunities that will result in equal employment opportunities for all qualified applicants and employees"

*EC 87101(c).

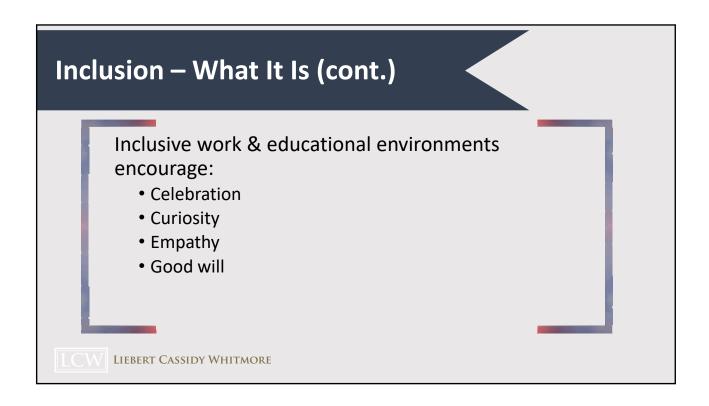






















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Cultural Competence – Components

- Awareness consciousness of one's own attitudes and biases as well as the socio-political issues that confront culturally different individuals
- Knowledge accumulation of factual information about different cultural groups
- Skills integration of awareness competencies to positively impact people from culturally distinct groups
- Attitude belief that differences are valuable and change is necessary and positive

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Cultural Competence

- The ability to interact effectively with people of different cultures and socio-economic backgrounds
- Goes beyond knowledge/sensitivity
- Describes individual and institutional capacity
- A process













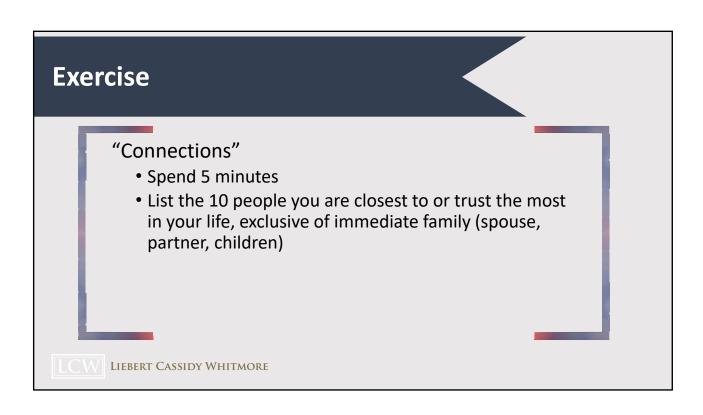








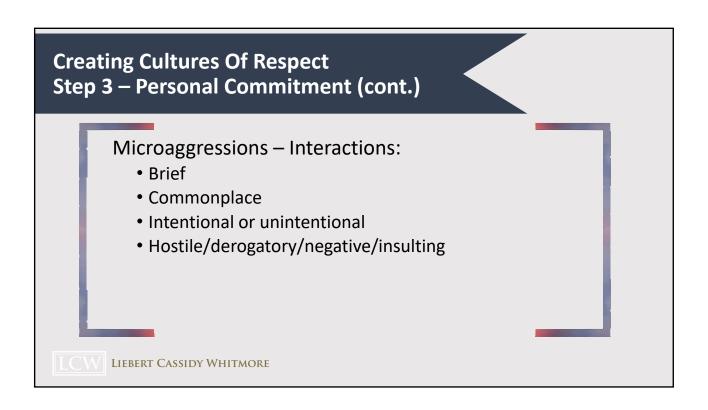


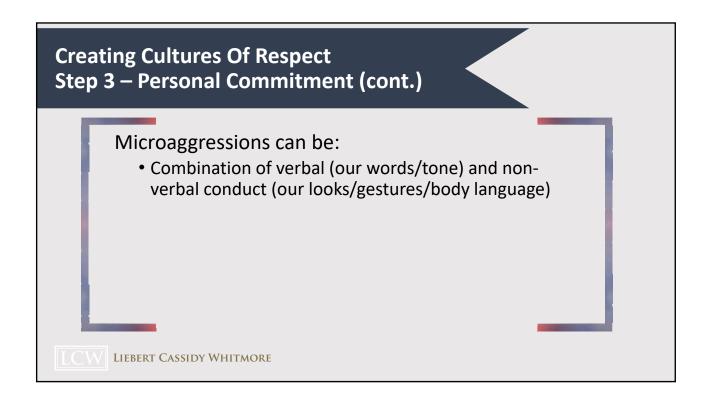






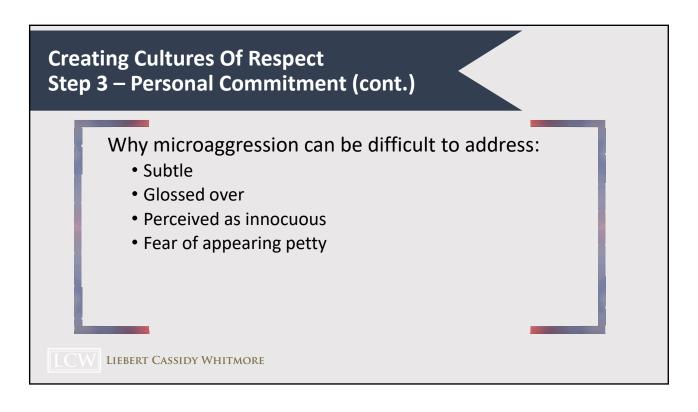


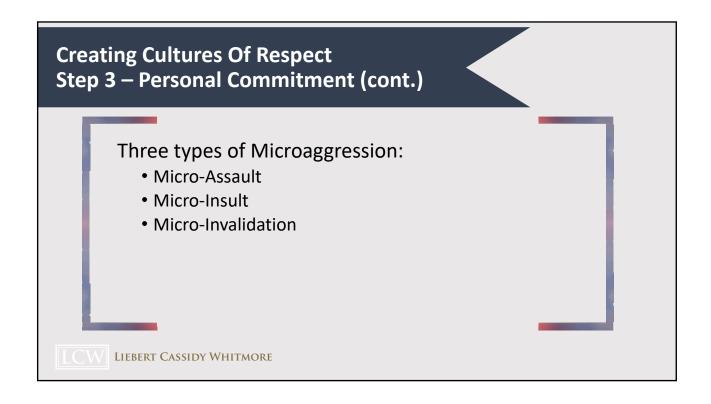














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Abandoning Microaggression – Individuals

- · Recognize that dismissive attitudes are harmful
- Engage in self-reflection to identify times that you may have been subtly or covertly aggressive in your personal and work life
- Participate in continuing education activities on the topic
- Avoid making assumptions and labeling individuals



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Abandoning Microaggressions – Institutions

- Foster inclusive environments
- Collaborate with groups and organizations who are committed to addressing issues of diversity and inclusion
- Offer training and opportunities for continuing education and diversity workshops



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Creating Cultures Of Respect Step 3 – Personal Commitment (cont.)

Micro-invalidation

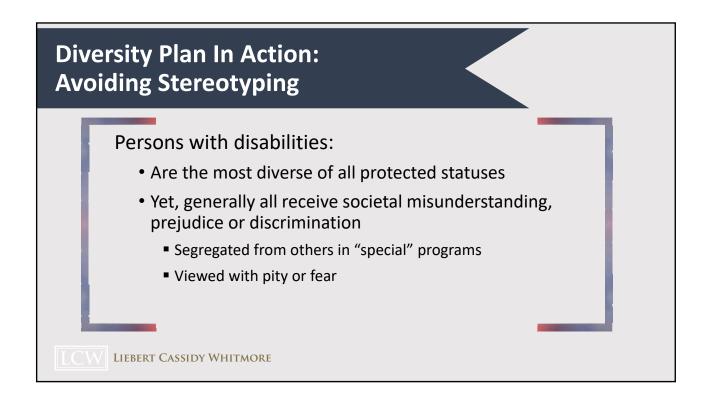
- Unintentional
- Intent often is to express opposition to bigotry
- Negate the experiences of historically disempowered groups
 - "I don't see color."
 - "Our neighbor is gay, but we love him!"
 - "Everyone can succeed in this country, if they work hard enough."
 - "I don't even think of you as disabled!"













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Diversity Plan In Action: People First Language

- Language perpetuates negative stereotypes:
 - "Handicapped" is archaic; do not use it
 - "Disabled person" indicates that the disability is all the person is
 - "Special needs" or "suffering from a disability" generates pity
- People First Language focuses on the person or the person's needs, not problems
- Communications, Policies and Procedures, CBAs



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Diversity Plan In Action: People First Language (cont.)

People First Language

- Has a disability
- · Accessible parking or room
- · Uses a wheelchair
- · Communicates with a device

Stereotyping Language

- · Is suffering from a disability
- Handicapped/disabled parking or room
- Wheelchair bound/confined
- Cannot speak/dumb





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Diversity Plan In Action: Etiquette Rules

- Speak directly to the person with the disability and not to a companion or
- If you offer assistance, wait for acceptance, and then listen for and take instruction
- Do not hang on or lean on a wheelchair
- Never pretend to understand a person with a speaking disability; ask clarifying questions
- Look at a person with a hearing disability while talking; don't block your
- Do not overly praise a person with a disability for completing routine tasks



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Creating Cultures Of Respect

Strategies for moving beyond conflict:

- · Get to know the people you work with and assist
- Appreciate contributions
- Facilitate productive outcomes
- Feel enriched by diverse environment
- Treat everyone as an individual and with respect



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Creating Cultures Of Respect Strategies for conflict resolution • Avoid being defensive • Accept perceptions of others

- Ask questions
- Don't trivialize
- Apologize





