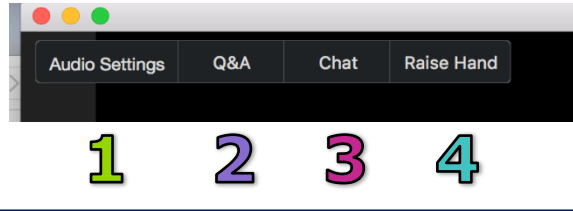




Welcome to our new webinar space!

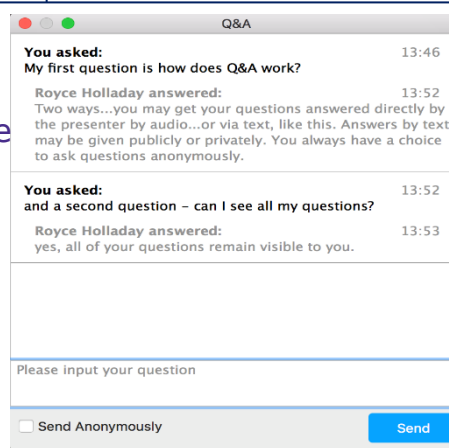
You have four controls:

1 You can check your Audio (speaker) volume, *mics are only used by presenters, in general*

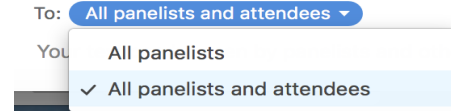


4
Or raise your hand!

2 You can ask questions directly to the presenter or host



3 You can chat with each other





Equity, Diversity, and Inclusion: Patterns not Problems

Glenda Eoyang, PhD
Executive Director
Human Systems Dynamics Institute
geoyang@hdsinstitute.org

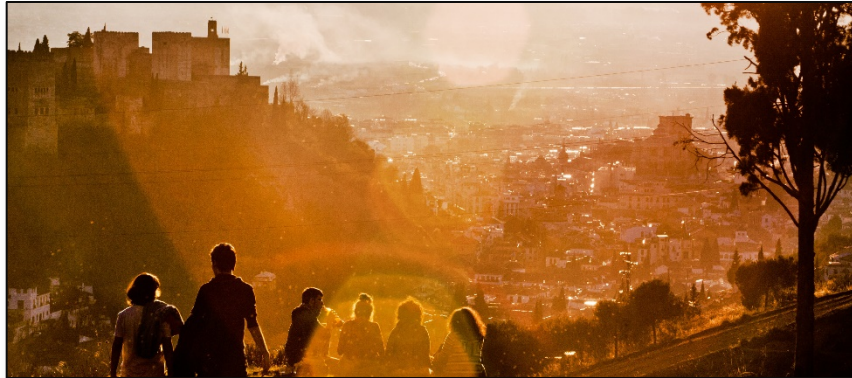
June 7, 2018

Nothing Is Intractable.



Equity, Diversity, and Inclusion

- ▶ WHAT is a pattern of equity, diversity, and inclusion?
- ▶ SO WHAT are my choices?
- ▶ NOW WHAT will create the pattern everywhere and all the time?





WHAT is a pattern of equity, diversity, and inclusion?



Conference on Multiculturalism



- ▶ International conference on Multiculturalism
- ▶ 150 participants
- ▶ 18 to 30 years old
- ▶ Countries, genders, cultures, faiths, economics, educations, and . . .



Don't ask us
to Talk
about
Culture



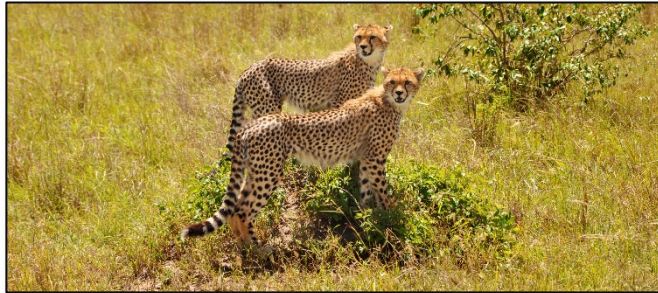
So, what do you want to talk about?

- ▶ **Equity:** How can we all show up with equal voice and influence when we are together?
- ▶ **Diversity:** How can you know me (and I know you) as a unique individual?
- ▶ **Inclusion:** How can we work together to create the world we want to live in?



Like any complex system . . .

- ▶ Open to the unseen and unexpected
- ▶ Sensitive and responsive to any relevant difference
- ▶ Massively entangled and interdependent
- ▶ Created by every interaction in every moment
- ▶ Known by its patterns



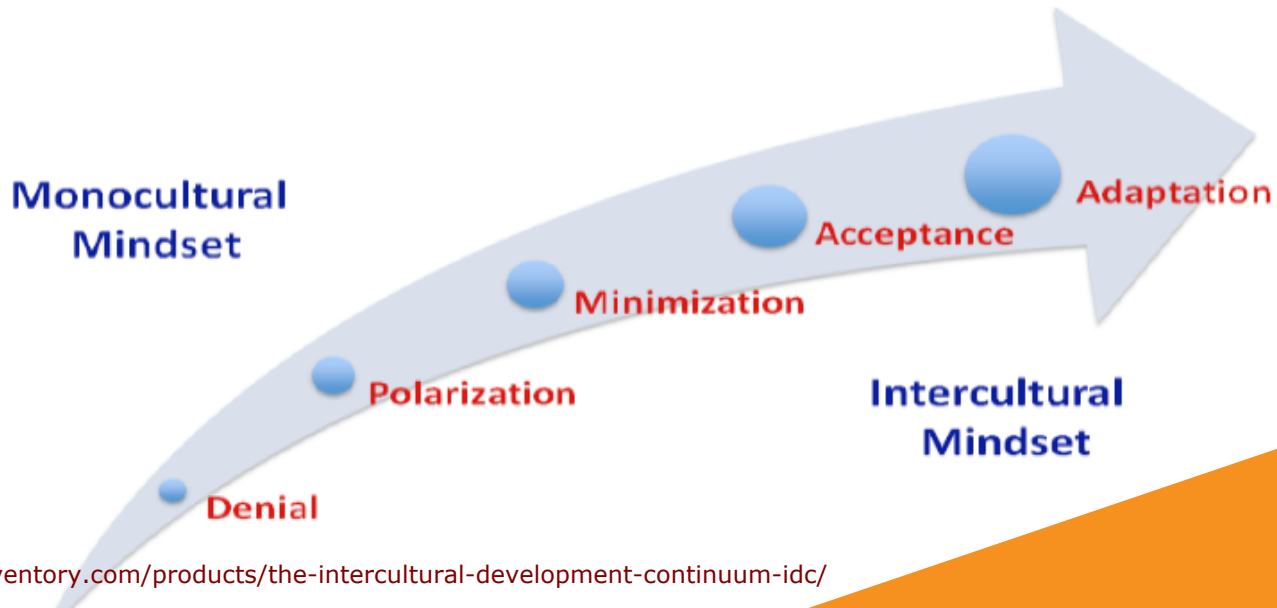


SO WHAT are my choices for equity,
diversity, and inclusion?



Intercultural Development Inventory

Intercultural Development Continuum



<https://idiinventory.com/products/the-intercultural-development-continuum-idx/>



Intercultural Development Inventory

- ▶ Denial: Maintains a distance from other cultural groups and expresses little interest in learning about diverse communities
- ▶ Polarization: Views cultural differences from an evaluative (us versus them) perspective
- ▶ Minimization: Highlights commonalities in both basic needs and universal values and principles
- ▶ Acceptance: Recognizes and appreciates patterns of cultural difference and commonality in their own and other cultures
- ▶ Adaptation: Enables deep cultural bridging across diverse communities using an increased repertoire of cultural frameworks and practices in navigating cultural commonalities and differences



WHAT?

- ▶ What are differences that make a difference?
- ▶ What connections are possible?
- ▶ What do we have in common?
- ▶ What question could I ask to find out more?
- ▶ What do I notice about physical, verbal, emotional patterns?
- ▶ What am I feeling?
- ▶ What am I excited about? Afraid of?
- ▶ What . . . ?





SO WHAT?

- ▶ So what is our reason for being together?
- ▶ So what will increase comfort and ease? Challenge in the most generative way?
- ▶ So what do they need from me? What do I need from them?
- ▶ So what have I tried before?
- ▶ So what have I learned before?
- ▶ So what pattern do I want to encourage?
- ▶ So what . . . ?





NOW WHAT?

- ▶ Now what will I ask/share?
- ▶ Now what will give me feedback and cues for what's next?
- ▶ Now what are others doing in the space?
- ▶ Now what am I hearing?
- ▶ Now what is changing?
- ▶ Now what is staying the same?
- ▶ Now what . . . ?





NEXT WHAT?

- ▶ What are differences that make a difference?
- ▶ What connections are possible?
- ▶ What do we have in common?
- ▶ What question could I ask to find out more?
- ▶ What do I notice about physical, verbal, emotional patterns?
- ▶ What am I feeling?
- ▶ What am I excited about? Afraid of?
- ▶ What . . . ?





NOW WHAT will create the pattern
everywhere and all the time??



Inquiry



- ▶ Turn judgment into curiosity
- ▶ Turn conflict into shared exploration
- ▶ Turn defensiveness into self-reflection
- ▶ Turn assumptions into questions



Today we have explored . . .

- ▶ WHAT is a pattern of equity, diversity, and inclusion?
- ▶ SO WHAT are my choices?
- ▶ NOW WHAT will create the pattern everywhere and all the time?





Join us for upcoming webinars:

Quarterly Virtual Mini-Conference

June 21

Summer break!

(skip July)

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HSD Professional
Certification

Sep – Nov
Dec – Mar

Atlanta, USA
Horsham, England

Public Adaptive Action Labs

June: Leadership

Online

Aug: Diversity Equity
Inclusion

Online

Sep: Networks

Online



*Thank
You!*