



# GRACI HARKEMA

EMBRACING DIVERSITY,  
OVERCOMING BIAS &  
RISING IN INCLUSION

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# WHAT WE HAVE BEEN EXPERIENCING IN SOCIETY?



## GOAL OF DIVERSITY & INCLUSION

TO INCREASE PERFORMANCE,  
SERVICES, VALUE, AND REVENUE  
BY INCLUDING TEAMS OF  
DIFFERENT BACKGROUNDS,  
PERSPECTIVES, AND EXPERIENCES  
IN ORDER TO ATTRACT AND  
RETAIN THE LIKE WITH OUR  
WORKFORCE AND STAKEHOLDERS.



WHAT IS DIVERSITY?  
WHAT IS INCLUSION?

# DIVERSITY IS EVERYTHING THAT ENCOMPASSES US

OUR DIVERSITY OF THOUGHT, EXPERIENCE,  
BACKGROUND, PERSPECTIVES, TALENT, SKILL, ECT.

# INCLUSION IS ENSURING WE HAVE A SEAT AND A VOICE AT THE TABLE

Inclusion is being  
included, being  
valued, being seen  
and being heard.

If our environment  
doesn't have  
inclusion, then our  
diversity doesn't  
matter.

# INCLUSION IN THE WORKPLACE

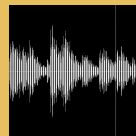


Video: “Inclusion Starts with I”

<https://vimeo.com/285049500>




How does it feel to be embraced for who you are?



Team performance  
increases by 50% when  
everyone feels included

*The science of inclusion:  
How can we leverage the  
brain to build smarter  
teams, Cox, Davis, Rock,  
Inge, Grant*

Two women are standing side-by-side, holding a large white rectangular sign. The woman on the left has long dark hair and is wearing a dark blue top. The woman on the right has long brown hair and is also wearing a dark blue top. They are both looking towards the sign. The background is a plain, light-colored wall.

It's the awkwardness when  
I get mistaken for someone else  
of the ~~same~~ ethnicity ...

# INCLUSION IN THE WORKPLACE

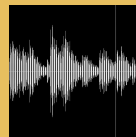


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# UNCONSCIOUS BIAS



Video

<https://vimeo.com/308309275?ref=em-share>



How we react to our bias determines next steps



“Biases are the stories we make up about others before we know who they actually are.”

–Verna Myers



We all have bias



Bias from experiences, stereotypes, opinions, rumors, institutional norms



# UNCONSCIOUS BIAS



What did you  
think of the  
video?



We all have bias.  
How we react to  
our bias  
determines next  
steps



“Biases are the  
stories we make up  
about others before  
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– Verna Myers



How can we be  
more intentional  
about our biases?





All we have to do is take one  
step towards our discomfort.

Growth comes from discomfort.



“PEOPLE ARE HARD TO HATE CLOSE UP,  
MOVE IN.”

-BRENÉ BROWN

# PRIVILEGE & ALLYSHIP

We all have different aspects of privilege or access based on our identities.

White privilege doesn't mean you have a privileged life because you are white.

White privilege means your skin color doesn't present as a barrier to access for opportunities.

Use your privilege as a platform, a voice, and empowerment for others.

If you see something, say something.

Your words are powerful.

# HOW TO BE AN ALLY?

- BE PRESENT
- SHOW SUPPORT
- LISTEN, SEEK TO UNDERSTAND
- MEET PEOPLE WHERE THEY ARE
- CHECK IN ON MENTAL HEALTH AND WELL-BEING OF OTHERS
- ACTIVELY LISTEN TO STORIES ABOUT BIAS OR MISTREATMENT
- IF YOU SEE SOMETHING, SAY SOMETHING TO CONFRONT IT
- ACKNOWLEDGE OR GIVE CREDIT TO OTHERS FOR THEIR IDEAS AND WORK
- TAKE A PUBLIC STAND TO SUPPORT EQUALITY
- MENTOR OR SPONSOR SOMEONE WITH LESS PRIVILEGE

# IDENTITY

ON YOUR NOTE CARD, WRITE 5  
ATTRIBUTES OF YOUR IDENTITY

I.E., PARENTAL STATUS, RELIGIOUS  
AFFILIATION, PERSONALITY TRAITS...

# EXCLUSION VS. AUTHENTICITY



CROSSING OUT IDENTITIES IS THE FEELING OF  
EXCLUSION  
WE CAN'T BE OUR AUTHENTIC SELVES WHEN WE CAN  
ONLY ACCESS PARTS OF OURSELVES



READING OUR 5 IDENTITIES PLACES US IN THE  
STATE OF AUTHENTICITY

# AUTHENTICITY

WE ARE ABLE TO BE OUR BEST SELVES, WHEN WE ARE ABLE  
TO BE OUR AUTHENTIC SELVES

AUTHENTICITY HAPPENS WHEN WE EMBRACE ASPECTS OF  
OURSELVES AND OTHERS

# EQUITABLE SOLUTIONS

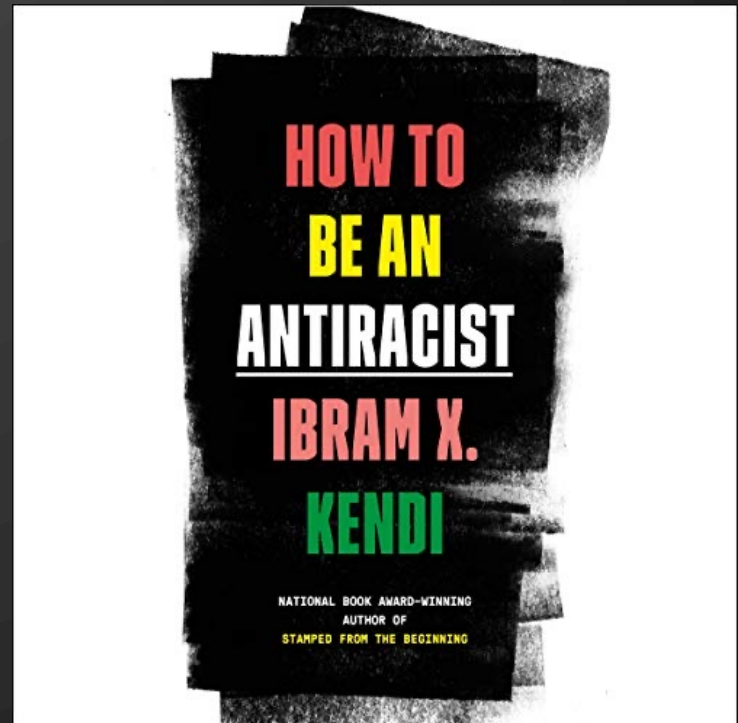
Ending systemic injustices requires systemic solutions.

We all have a part increasing equity and inclusion in our world.

- What is one action step you are committed to doing with the city to help increase equity and inclusion?
- What is one action step you are committed to doing in your personal life to help increase equity and inclusion?

# BOOKS FOR CONTINUED LEARNING

- UNCOMFORTABLE CONVERSATIONS WITH A BLACK MAN  
BY EMMANUEL ACHO
- HOW TO BE AN ANTIRACIST  
BY IBRAM X. KENDI
- HOW TO BE AN INCLUSIVE LEADER  
BY JENNIFER BROWN
- I'M STILL HERE:  
BLACK DIGNITY IN A WORLD MADE FOR WHITENESS  
BY AUSTIN CHANNING BROWN
- SHOWING UP  
BY RAY ARATA



# MOVIES FOR CONTINUED LEARNING

- THE HATE U GIVE
- CRASH
- FRUITVALE STATION
- WHEN THEY SEE US
- I AM SAM
- PARIS IS BURNING
- 13<sup>TH</sup>
- MILK
- WONDER



# PODCASTS FOR CONTINUED LEARNING

- NPR - CODE SWITCH
- BRENÉ BROWN - UNLOCKING US
- JENNIFER BROWN - THE WILL TO CHANGE
- SCENE ON RADIO - SEEING WHITE
- SMALL DOSES WITH AMANDA SEALES



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