SRE ISN'T FOR EVERYONE, BUT IT COULD BE
ASHE DRYDEN
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SO WE’RE ON THE SAME PAGE

ASSUMPTIONS
YOU UNDERSTAND WHY DIVERSITY AND INCLUSION ARE IMPORTANT
YOU RECOGNIZE
WE HAVE A PROBLEM
YOU WANT TO DO SOMETHING ABOUT IT
BUT FIRST
A PRIMER
DIVERSITY IS REPRESENTATION
GENDER. RACE & ETHNICITY. SEXUALITY. AGE. PHYSICAL & MENTAL HEALTH. APPEARANCE. ABILITY. LANGUAGE. EDUCATION. SOCIO-ECONOMIC LEVEL. NATIONALITY. NEUROTYPE. RELIGION. LEGAL STATUS & COUNTRY OF ORIGIN. PARENTS & CAREGIVERS. TRAUMA SURVIVORS. SUBSTANCE MISUSE. […]
IDENTITY IS INTERSECTIONAL
(It colors our experiences & the way others treat us)
INCLUSION IS BELONGING
ARE PEOPLE SURPRISED OR HOSTILE WHEN SEEING ME?
DO I GET THE SAME OPPORTUNITIES & RECOGNITION?
CAN I BE MY WHOLE SELF?
LET'S TALK HERD IMMUNITY
AIM FOR INOCULATION
LEVEL ONE: YOU
ASSUME NOTHING
BROADEN
LISTEN
LISTEN and believe them
LEARN
SELF-CORRECT
I'M SORRY, I REALIZE THAT WAS WRONG.
LEVEL TWO:
FRIENDS
SUBTLY EDUCATE
WHAT YOU MIGHT NOT HAVE CONSIDERED IS THAT . . .
ENCOURAGE
LEVEL THREE:
COLLEAGUES
SPEAK UP
AHMER WAS OFFENDED BY THAT.
Ahmer was offended by that.
I AM OFFENDED BY THIS.
THIS DOESN'T REFLECT THE VALUES WE ESPOUSE.
LEVEL FOUR: EMPLOYER
VOLUNTEER
LEARN FROM THE MISTAKES OF OTHERS
DOES THIS HAPPEN HERE?
HOW DO WE PROTECT AGAINST THIS?
LEVEL FIVE: COMMUNITY
BE AN EXAMPLE
SHARE THE SPACE
YOU WILL MESS UP
YOU WILL MESS UP
don’t let that scare you into inaction
YOU WILL MESS UP

don’t let that scare you into inaction

and don’t be a jerk about it
OH NO, NOT AUDIENCE PARTICIPATION

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