

BIOPHILIA INC.

HOW TO RECOGNIZE & PRACTICE INCLUSION

Indigenous Acknowledgement

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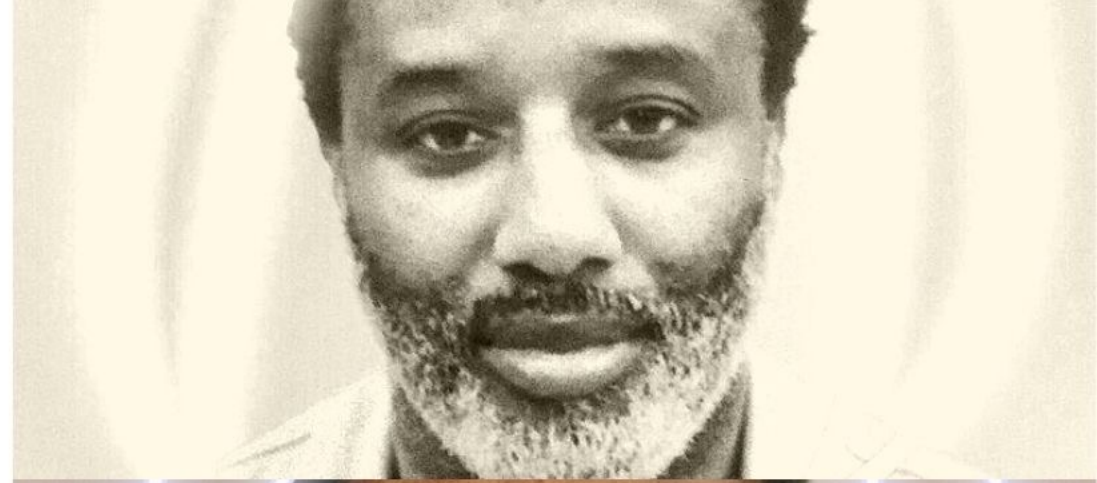
LUCI TAPAHONSO, POET
LAUREATE, NAVAJO NATION

The past determines what our present is
or our future will be. I don't think
there is really a separation of the
three.

03

**Mohammed
Soriano-
Bilal
(he/him)**

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Learning Objectives

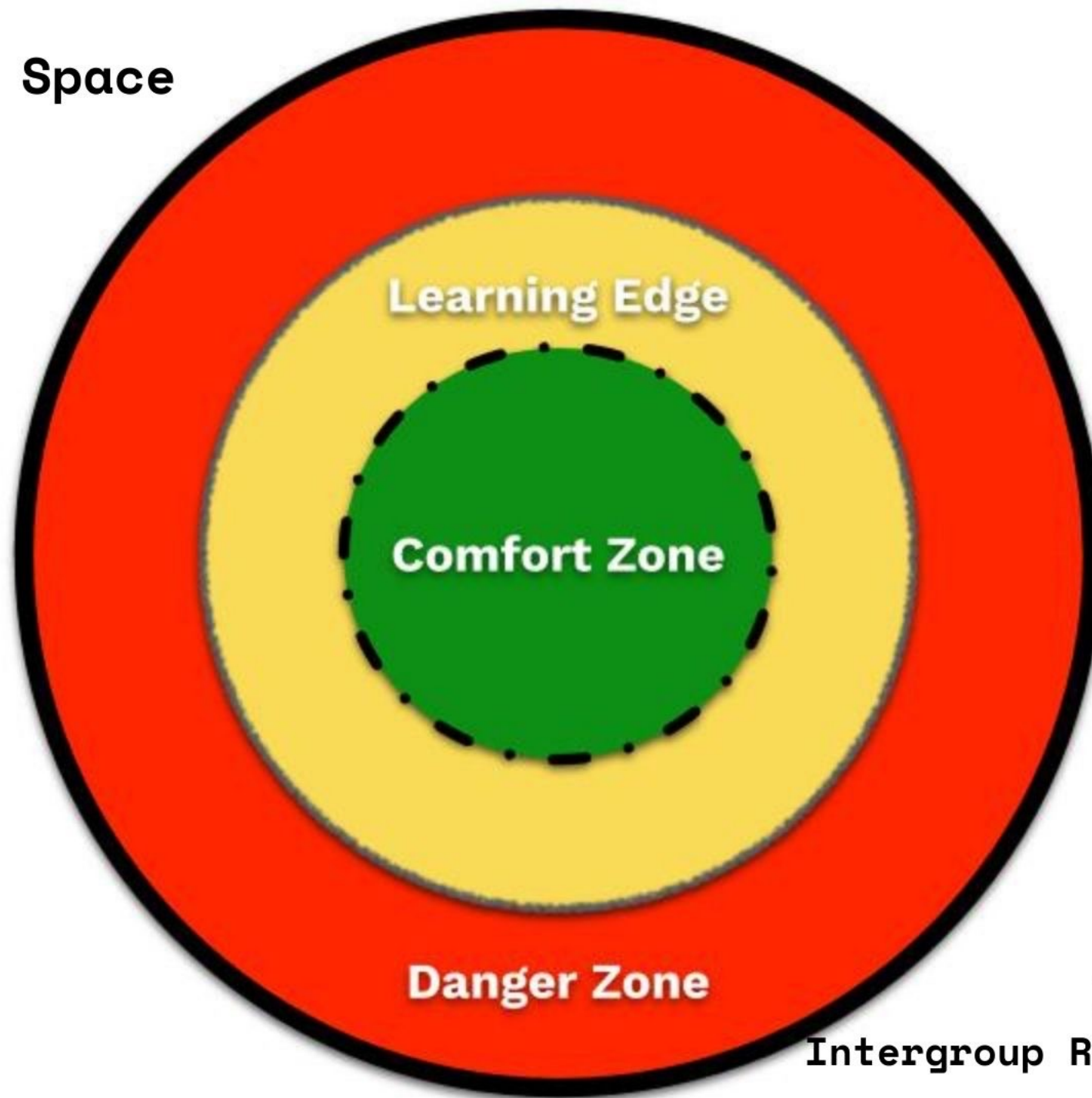
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KEY EXPLORATIONS

- Increase clarity thinking through issues of Bias, Prejudice, Discrimination and Oppression
- Increased understanding of social identity and Allyship
- Understand Cultural Humility as a path toward inclusive leadership

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Brave & Safe Space



**ENGAGEENT
ECOSYSTEM**

DIVERSITY

INCLUSION

BELONGING

EQUITY

Social Identity

07



A person's sense of who they are based on group membership.

PHOTO BY SLAYTINA FROM PEXELS

Immigration Status	Race	Belief	Tribal Affiliation
Ethnicity	Disability	Nationality	Marital Status
Politics	Socioeconomic Status	Citizenship	Parenting Status
Religion	Language	Education	Profession
Body Size/Type	Gender	Sexual Orientation	Age

Understanding Bias

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EXPLICIT

Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

IMPLICIT

Bias that results from the tendency to process information based on nonconscious associations and feelings, even when these are contrary to one's conscious or declared beliefs.

STEREOTYPES

A widely held but fixed and oversimplified image or idea of a particular type of person or thing.

IMPLICIT ASSOCIATION TEST



Micro- Aggressions

- ◆ Hostile, derogatory, or negative slights and insults to marginalized individuals and groups
- ◆ Intentional or Unintentional
- ◆ Verbal, Behavioral, or Environmental

Chester M Pierce, PhD, psychiatrist, Harvard University



Emotional Tax

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KEY EXPLORATIONS

Emotional Tax is when people feel they must be on guard to protect against bias. These harmful experiences are essentially the feeling of being different based on gender, race, ethnicity, etc. that results in an associated impact on one's health, wellbeing or ability to thrive.

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THE HOME SCHOOL GROUP, 1951

Employees who experience bias

More than 4X as likely to feel alienated at work

3X as likely to intend to leave their company within a year

2.6X as likely to have withheld ideas or solutions over the previous 6 months

Employees who experience belonging

56%

increase in job
performance

50%

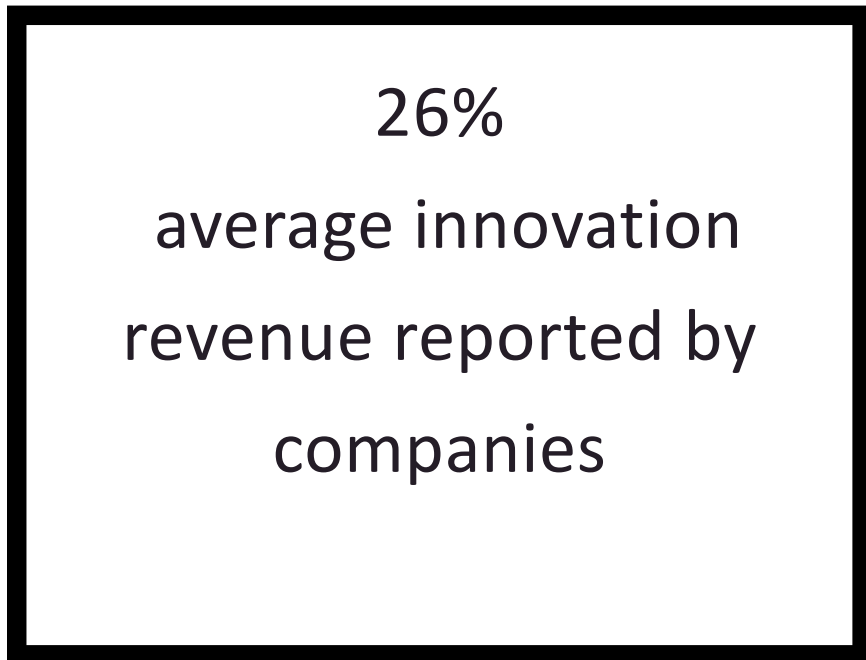
drop in turnover

75%

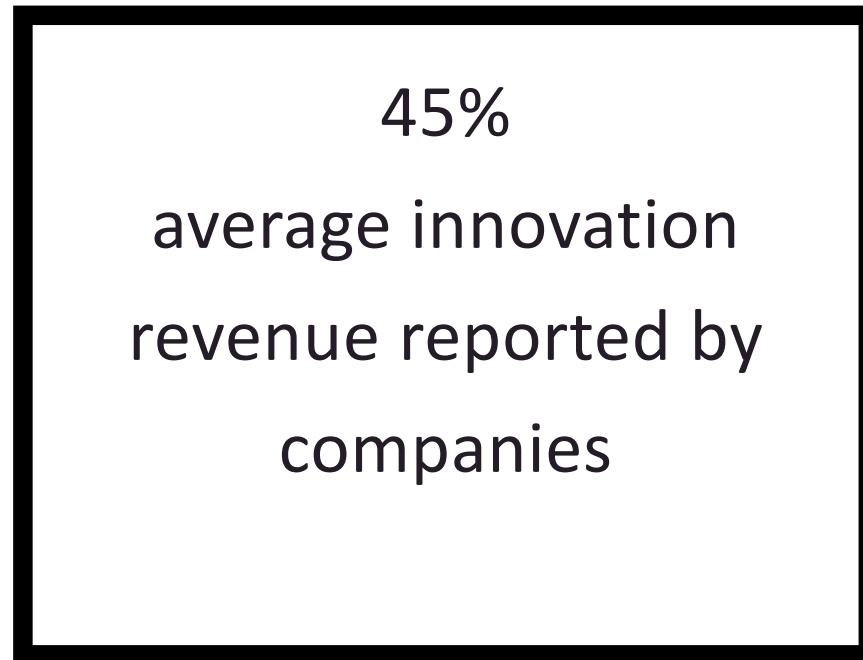
reduction in sick days

Companies with more diverse leadership teams report higher innovation revenue

COMPANIES WITH
BELOW-AVERAGE
DIVERSITY SCORES



COMPANIES WITH
ABOVE-AVERAGE
DIVERSITY SCORES



Breaking the Prejudice Habit

- ◆ **Observe**-- *when do your stereotypes and biases show up?*
- ◆ **Refute** and **replace** the stereotype
- ◆ Focus on specifics that **individuate** a person
- ◆ **Increase** intergroup contact

Patricia Devine, PhD, social psychologist,
UWisc, Madison



Cultural Humility

- ◆ Commitment and engagement in the **lifelong learning process** of staying **humble** and **curious** about cultural differences.
- ◆ Separating **intent** from **impact**
- ◆ **Accountability**



Dr Melanie Tervalon, MPH



**Understanding
Empathy as a
skill**

Photo by Scott Webb from Pexels



Photo by Scott Webb from Pexels

Ally Cycle

<p>APATHETIC</p> <p>No understanding of the issues</p>	<p>AWARE</p> <p>Knows basic concepts, not active on behalf of self or others</p>	<p>ACTIVE</p> <p>Well-informed, sharing and seeking diversity when asked/prompted</p>	<p>ADVOCATE</p> <p>Committed, routinely and proactively championing INCLUSION</p>	<p>ACCOMPLICE</p> <p>Committed, routinely & proactively championing EQUITY; risk-taker; follows lead of marginalized folx to rebuild the table</p>
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Micro-Inclusions

*Micro-inclusions are **small, symbolic, everyday actions** that convey to a person that they are **valued, respected** members of the group.*

Examples:

- Coffee/tea (virtual coffee/tea)
- Taking notes
- Check-ins
- Diversify images in the workplace

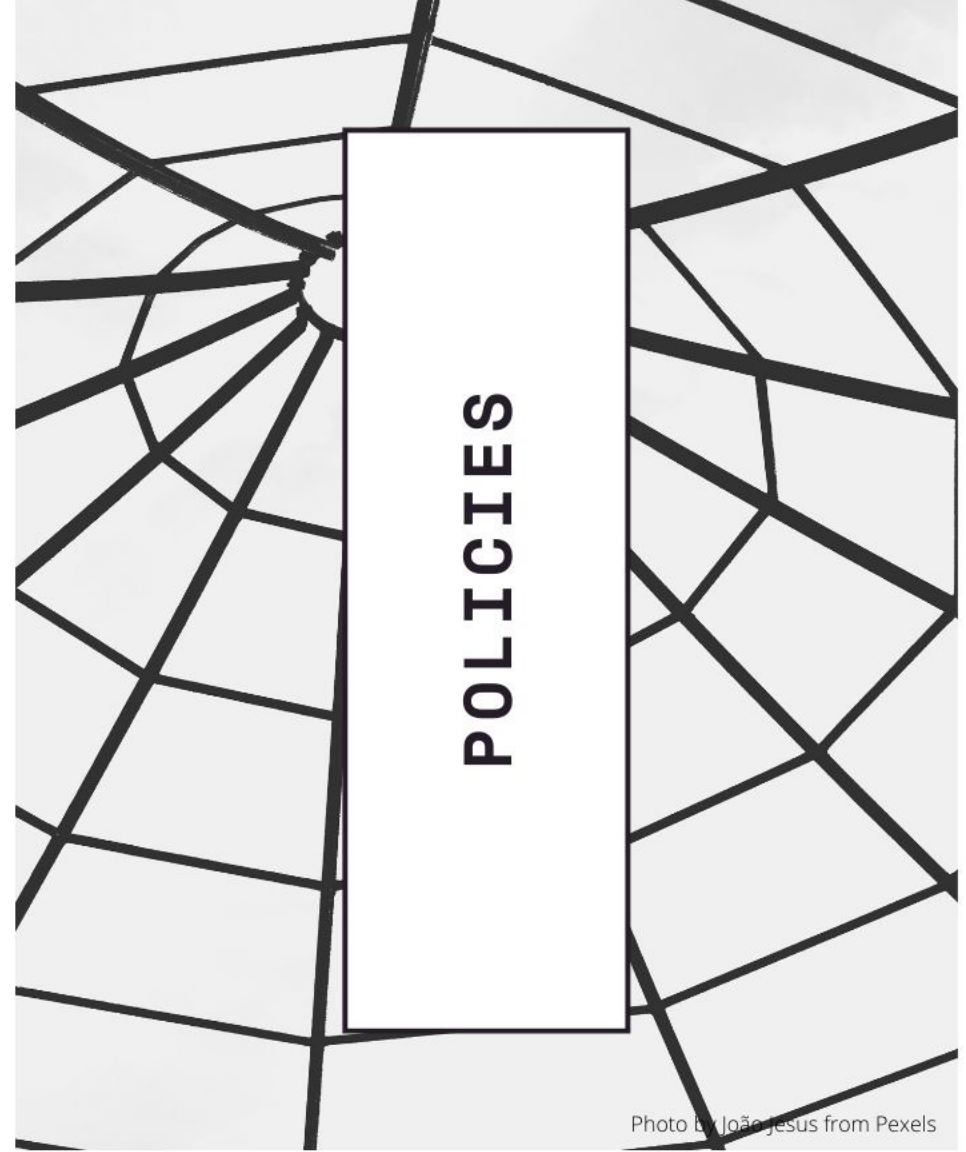
CONSCIOUSNESS &
POWER

BIAS

PREJUDICE

DIS -
CRIMINATION

OPPRESSION



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The wound is
the place where
the Light
enters you.



RUMI

Photo by Mitchell Luo from Pexels

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21 DAY RACIAL EQUITY CHALLENGE

<https://www.eddiemoorej.com/21daychallenge>

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