

The How and Why of DEI

THE INTERNAL WORK OF DIVERSITY, EQUITY, AND
INCLUSION

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DBHDS SYMPOSIUM 2021



Goals

- AFFIRM THE NEED FOR DEI WORK
- EXPLORE AND UNDERSTAND BARRIERS
- ENVISION NEXT STEPS



Why DEI

- SYSTEMIC INJUSTICE AFFECTS THE MOST VULNERABLE VIRGINIANS
- THE COVID-19 PANDEMIC EXACERBATES RISK AND VULNERABILITY
- WE CAN'T SERVE ALL IF ALL DON'T HAVE COMPARABLE ACCESS



Setting the Stage

- DIVERSITY: EVERYONE IS PRESENT
- EQUITY: EVERYONE HAS COMPARABLE ACCESS TO INFORMATION AND RESOURCES
- INCLUSION: EVERYONE HAS A MEANINGFUL SAY AND FEELS CONNECTED TO THE VISION



<p>OPPRESSION classism, racism, sexism, heterosexism</p>	<p>PRIVILEGE benefits attached to your group</p>
<p>INTERNALIZED INFERIORITY self-hate</p>	<p>INTERNALIZED SUPERIORITY entitlement</p>

FROM: DISMANTLING RACISM



The Truth

- OPPRESSIVE SYSTEMS ARE A PART OF THE FABRIC OF OUR LIVES; IGNORING THEM DOES NOT MAKE THEM GO AWAY
- OUR PRIVILEGES ENTANGLE US IN THESE SYSTEMS
- DISMANTLING THESE SYSTEMS IS HARD WORK



Oppressive Systems are Alive and Well

- EDUCATION SYSTEMS
- HEALTHCARE AND BEHAVIORAL HEALTHCARE
- HOUSING AND TRANSPORTATION
- MANAGED CARE
- PUBLIC POLICY AND LEGISLATION
- CRIMINAL JUSTICE



Agency Level Questions

- WHO ARE THE PEOPLE WE PRIVILEGE AS A SYSTEM?
- WHO MAKES THE DECISIONS AND WHO DEALS WITH THE CONSEQUENCES?
- WHAT IS THE CULTURAL REALITY UPON WHICH WE BASE WHAT IS APPROPRIATE AND RIGHT?



Who is harmed when we
DON'T change the status quo?



Individual Level Questions

- WHAT DO I GAIN WHEN I MAINTAIN THE STATUS QUO?
- WHAT FEARS DO I HAVE ABOUT ROCKING THE BOAT?
- WHAT AM I AFRAID TO LOSE?
- DO I NEED TO PRACTICE DE-CENTERING MY OWN NEEDS AND VIEWPOINT?



Change is not Easy

- EVERYONE WON'T BE HAPPY, BUT EVERYONE CAN BE HEARD
- DEI DEMANDS WE TAKE A STAND
- EMBRACE THE MESS



Practices

- BUILDING CAPACITY FOR CULTURAL COMPETENCY
- DO YOUR RESEARCH
- PERSPECTIVE TAKING
- TRUTH TELLING AND PERSONAL TRUTHS
- LEVERAGING PRIVILEGE IN SERVICE OF EQUITY AND INCLUSION
- HUMILITY AND CALLING IN
- ADVOCACY AND ATTENTION TO PUBLIC POLICY



Resources

- [HTTPS://WWW.TD.ORG/DIVERSITY-INCLUSION-RESOURCES](https://www.td.org/diversity-inclusion-resources)
- [WWW.DISMANTLINGRACISM.ORG](http://www.dismantlingracism.org)
- [HTTPS://HR.MIT.EDU/DIVERSITY-EQUITY-INCLUSION/RESOURCES](https://hr.mit.edu/diversity-equity-inclusion/resources)
- [HTTPS://WWW.SAMHSA.GOV/BEHAVIORAL-HEALTH-EQUITY](https://www.samhsa.gov/behavioral-health-equity)
- [HTTPS://EQUITYINMENTALHEALTH.ORG/](https://equityinmentalhealth.org/)



Questions?

THANK YOU!

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