

1

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PURPOSE OF THE TRAINING

Define	Identify	Understand
Define concepts such as Diversity, Equity and Inclusion	Identify benefits from embedding concepts into your everyday personal and work life	Understand the benefits of diversity, inclusion and equity to our lived experiences

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Slide 2

S(0 Interested to understand more about what is listed with "facilitate"? Locating in power of authenticity at work or other work from center for positive organizations (or elsewhere?) Or relating to fact that it impacts how we live our life?

Spraker, Rachel (ras7c), 2022-02-01T15:27:02.007

MSG(0 0 mention something about the living/work/life, a lot of our attendees are likely staff, understand differently with peers at work.

two places data suggest most likely with difference is study at work.

Mata, Sly G. (gdh2ny), 2022-03-07T14:44:58.236

ACKNOWLEDGMENT



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INTRODUCTION

- Sly Mata, MPSA
 - Director of Diversity Education;
 - Division for Diversity, Equity and Inclusion
- Research interests:
 - Diversity, inclusion, equity, finance affordability and tuition policy
 - PhD Candidate (University of Houston)
 - Mata@virginia.edu



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IN THE WORDS OF JAY-Z

“ALLOW ME TO RE-INTRODUCE MYSELF...”

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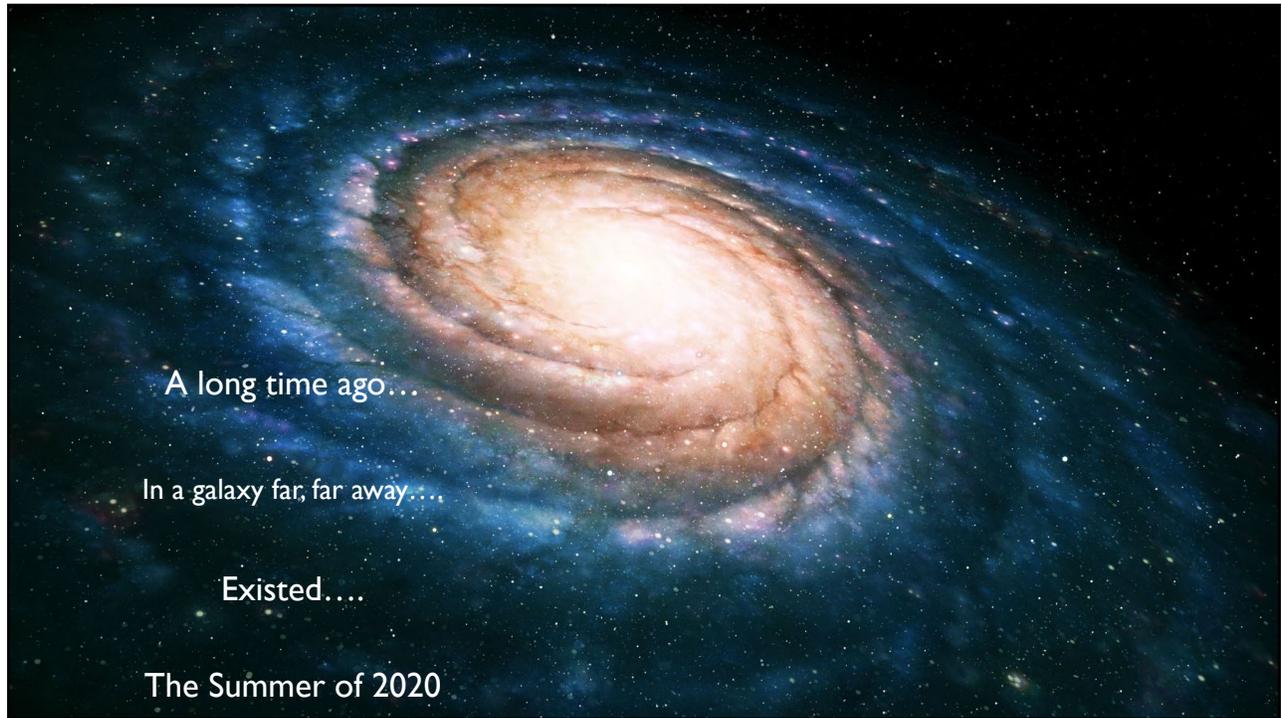
RE-INTRODUCTION

- Silvester Galvan Mata Jr. but I've been "Sly" since 2009
- Phoenix native
- Arizona State University, Texas A&M alum
- Pronouns are: he, him and his
- Identify as a Black man (Biracial origins)
- Former low income; always first gen
- Music snob
- Momma's boy
- Brother, Uncle, Son, Vinyl album collector, Scholar

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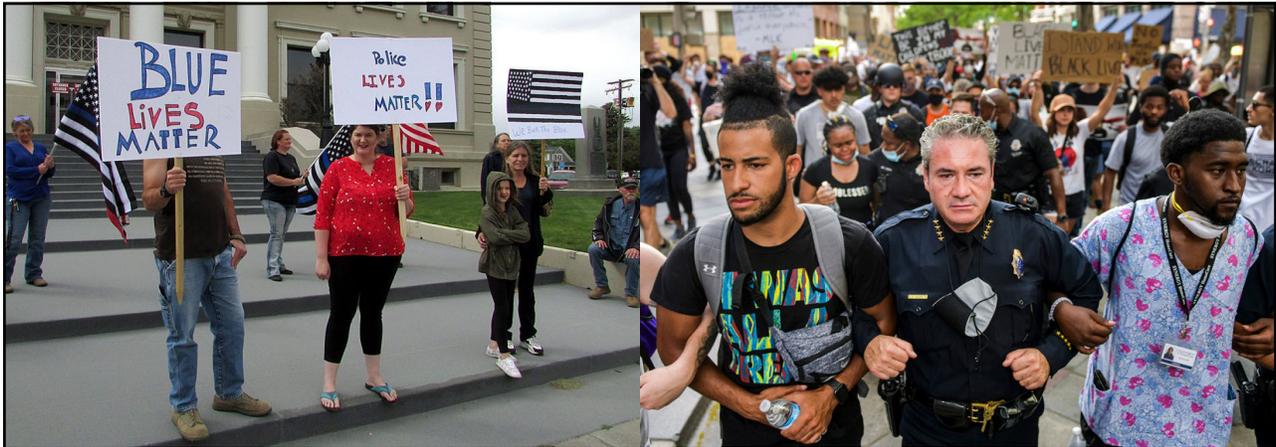
8



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Two side-by-side photographs. The left photo shows Breonna Taylor in a blue police uniform, smiling, holding a certificate and a bouquet of yellow flowers. Behind her are the American flag and a Louisville Police Department seal. The right photo shows George Floyd in a dark hoodie, looking forward with a serious expression. Below the photos is a light gray banner with the names "BREONNA TAYLOR" and "• George Floyd" in black text. The bottom of the slide features a wooden floor texture.

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ACTION IN THE STREETS....

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MOVEMENTS....

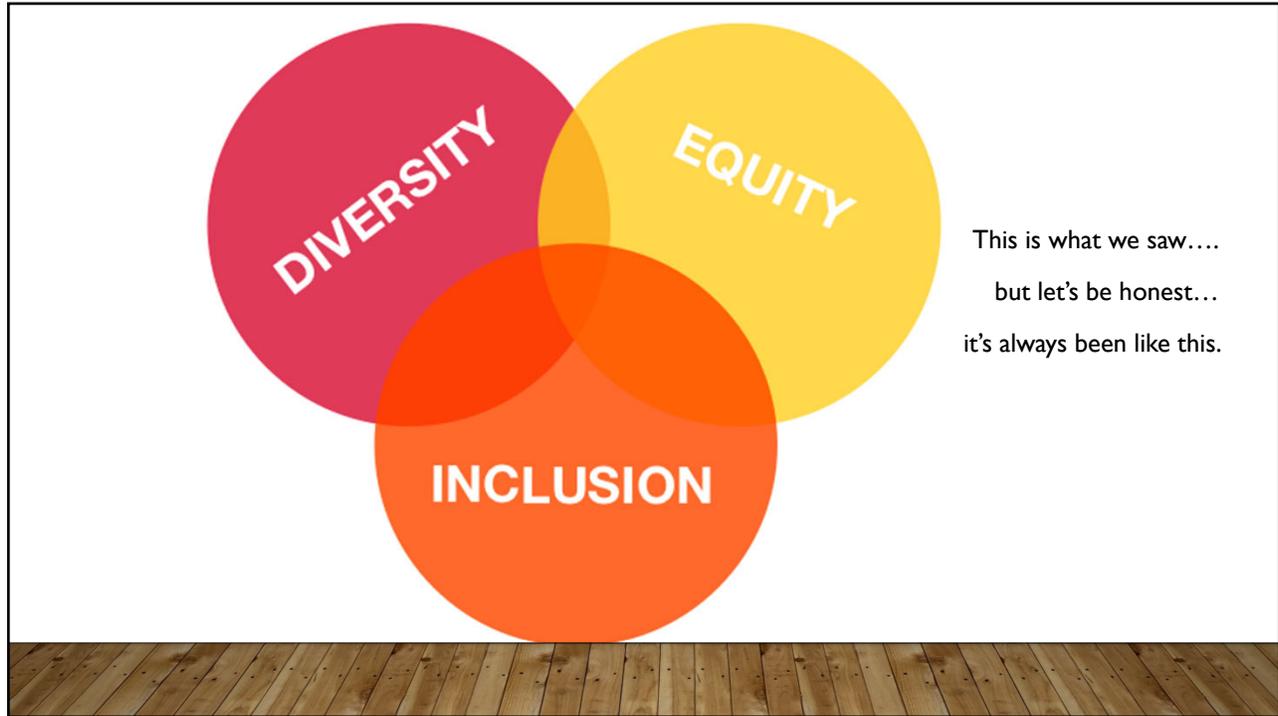
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AND YOU MAY HAVE HEARD THE FOLLOWING WORDS BEING USED

- Black lives matter
- Blue Lives matter
- All Lives Matter
- Systematic Racism
- Defund the police
- Militarization of police
- Civil Rights Violation
- Peaceful protest
- Inclusion
- Increased training
- Ally (allyship)
- Denounce
- Marches
- “But he resisted...”
- “Just follow the rules...”
- “A turning point...”
- “Was shot and killed...”
- Race
- Gender
- Equality
- Diversity
- Privilege

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THE VARIOUS DEFINITIONS OF DIVERSITY

- Diversity:
 - The act of being diverse
 - A point or respect in which things differ
 - The ways we are different; the condition of having unique characteristics
 - Any dimension that can be used to differentiate groups and people from another

- How does University of Virginia define diversity?

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MSG(0)

UNIVERSITY OF VIRGINIA DEFINES DIVERSITY AS...



- The University of Virginia defines diversity as the full spectrum of human attributes, perspectives, identities, backgrounds, disciplines

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LET'S UNPACK
THAT A LITTLE
MORE....

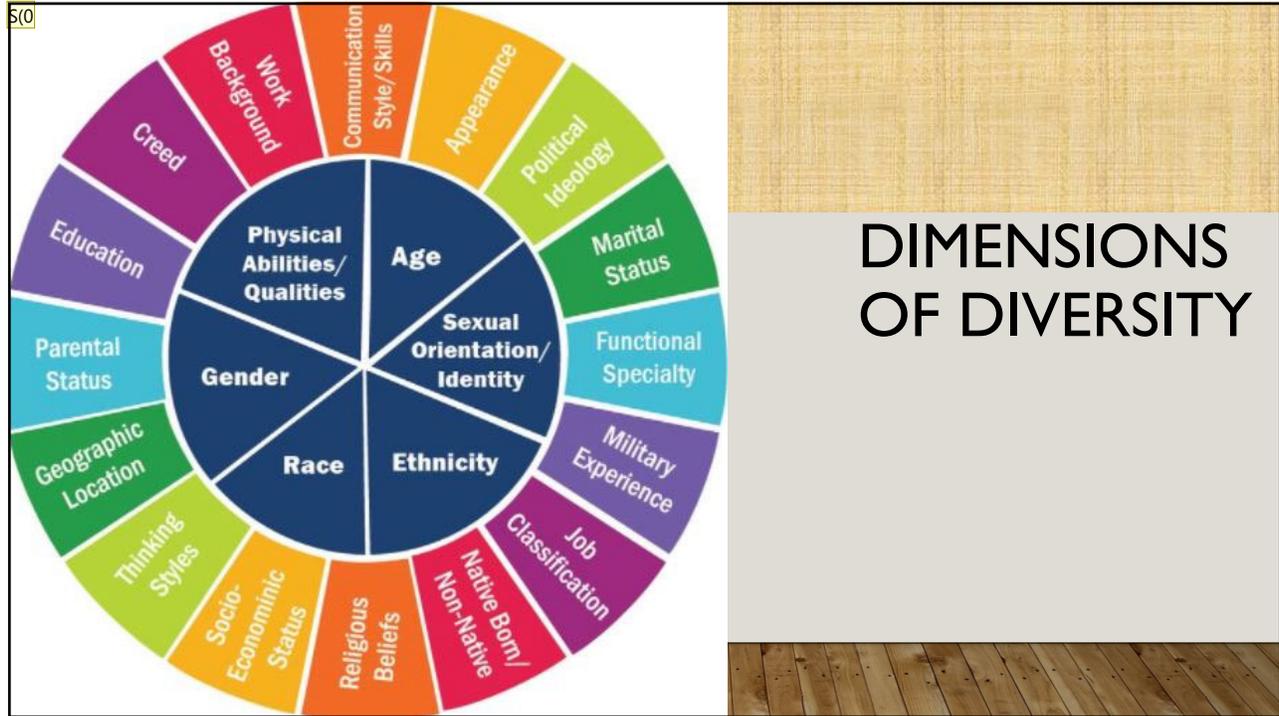
The University of Virginia defines diversity as the full spectrum of human attributes (honest, hardworking, resilient, etc.), perspectives (viewpoints, domestic and/or international lens), identities (ethnic, first generation, LTBGQ+, disability, etc.), backgrounds, and disciplines (science, education, health, medicine, etc.)

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Slide 19

MSG(0 is this a case of reframing? providing the frame that this is one example?

Mata, Sly G. (gdh2ny), 2022-05-18T19:39:58.295



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PLEASE REMEMBER

Diversity is not shorthand for race alone, or an inherent or static quality.

Diversity is contextual, full spectrum of ways in which we differ, identities can shift over time, etc.

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Slide 21

S(0 somewhere in the talking points should it be explicit that it is not short hand for race alone, or an inherent or static quality. diversity is contextual, full spectrum of ways in which we differ, identities can shift over time, etc.

Spraker, Rachel (ras7c), 2022-02-01T15:30:24.570

MSG(0 0 [@Spraker, Rachel (ras7c)]: good idea. I like the idea of placing a slide with that text after this slide and before a transition into inclusion. It could serve as a "final point" on diversity

Mata, Sly G. (gdh2ny), 2022-02-11T16:39:12.424



A QUICK ACTIVITY

- Find a blank piece of paper and a pen or pencil.

- On one side in large writing, write “What they see”
 - Identify a diverse (cultural) identity that has been placed on you by others based on their perception of you

- On the other side in large writing, write “What I see”
 - Identify a diverse (cultural) identity that you identify with

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IN SMALL GROUPS DISCUSS THE FOLLOWING:

How does it feel when others try to place an identity on you?

Is it challenging fighting others' perceptions of you?

How does it feel when you identify diverse aspects of yourself?

What emotions (pride, courage, etc.) do you experience in identifying your diverse selves?

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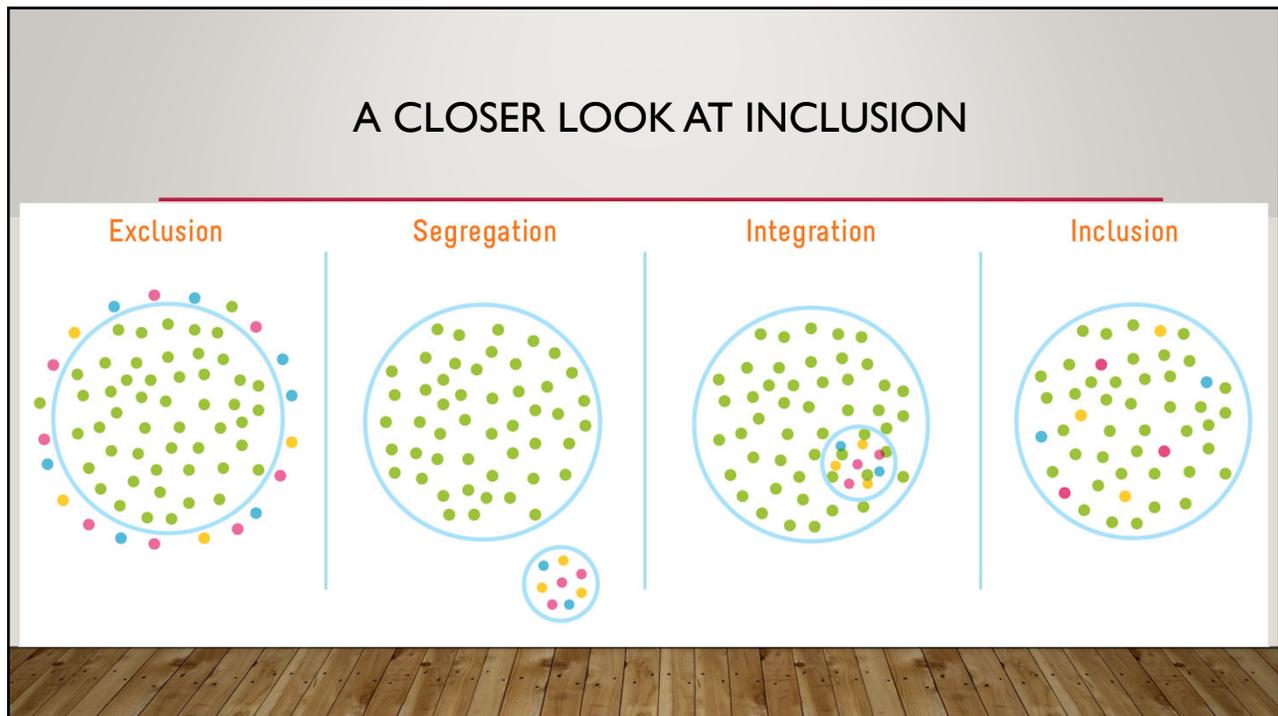


INCLUSION (AS DEFINED BY UVA)

S0

- Active, intentional, ongoing process to build community well-being and belonging
- Support of inclusive efforts can be embedded in frameworks to help organizations with directions, goals and outcomes.
 - Example: The University of Virginia's Inclusive Excellence Framework

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Slide 25

S(0 Curious where this is going as some are not often confused but
Integration definitely is

Spraker, Rachel (ras7c), 2022-02-01T15:32:41.554

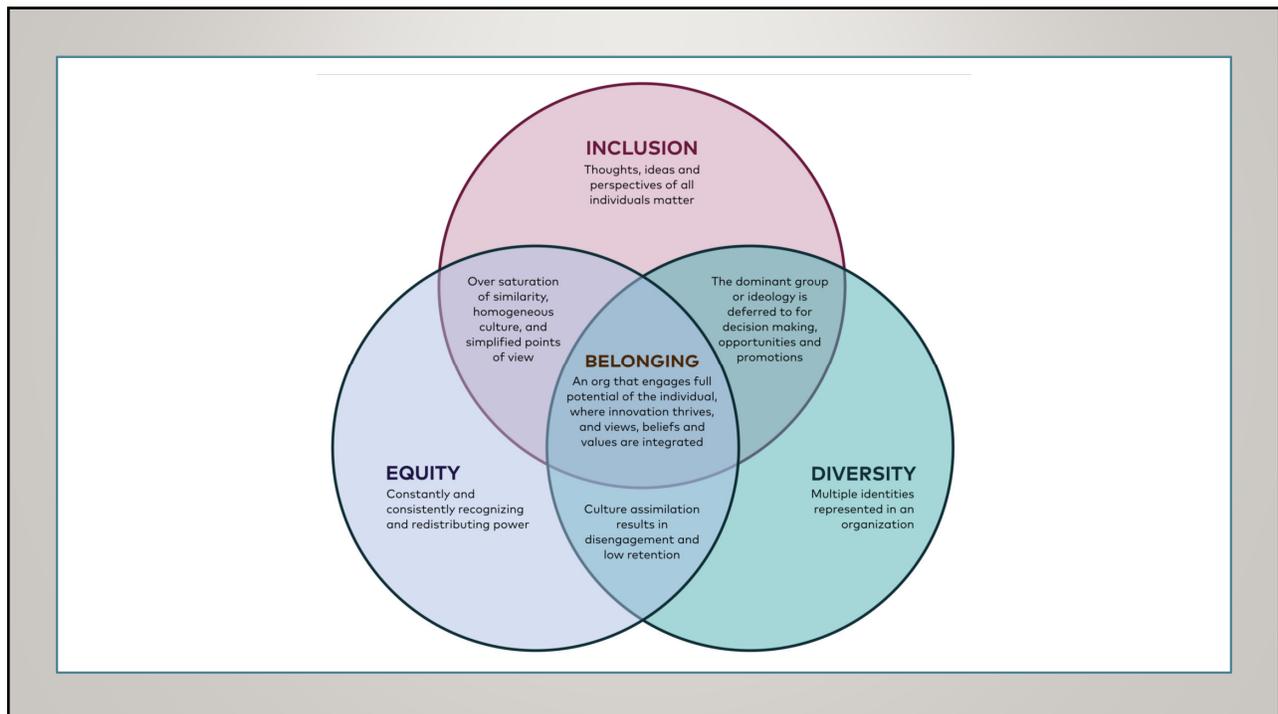
MSG(0 0 [@Spraker, Rachel (ras7c)]: Going to follow on our conversation
and include more of ACE's language on inclusion....and also
insert/highlight the Inclusive Excellence framework

Mata, Sly G. (gdh2ny), 2022-02-11T17:03:02.700

BREAKOUT

- What gets in the way of making our community a more inclusive environment?
- How do you want to make it real as a person and community member?

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WHAT HINDERS DEI EFFORTS?

- History
 - Does the environment have a history of intolerance?
 - Does the environment have few resources to assist the community?
 - Does the environment have a signage problem?
- People
 - People make a community, but does it make its policy?
 - Do people really care about diversity?
 - What notions do people place on diversity?
- Circumstances
 - What events have happened in the past that creates barriers for diversity?
 - What events need to happen for diversity to be reached?

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INCLUSION OPPORTUNITIES



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HOW CAN “YOU” EMBRACE DIVERSITY?

- **1. Everyone’s Narrative** - Consider your own life, and everything that has shaped your beliefs. Realize that each of the 7 billion people on this planet has their own narrative. Not one is the same.
- **2. Where are you coming from?** - When you find yourself thinking poorly of someone, stop and consider what influences have created your negative views of that individual.
- **3. Befriend all people** – If you know that you tend to avoid befriending certain types of people, go out of your way to find friends of all kinds.



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THANK YOU FOR ATTENDING!

- If you have any questions or comments, please do not hesitate to reach me at:

Mata@virginia.edu

- Please be on the lookout for a survey to assess the impact of this program!

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