

EFDI STAFF TRAINING

DIVERSITY, EQUITY, AND INCLUSION AT FULBRIGHT

Schedule

10:00 – 10:20	Welcome Remarks, Introductions, and Warm-Up
10:20 – 10:40	Input: Diversity and the Fulbright Program
11:40 – 11:00	Questions and Discussion
11:00 – 11:45	Inclusive Communication and Microaggressions
11:45 – 12:00	Q&A

Fulbright Finland Foundation

- Inari Ahokas, Program Assistant
- Pia Arola, Executive Assistant/PA to the CEO
- Emilia Holopainen, Program Coordinator
- Emmi Jelekäinen, Program Specialist
- Maija Kettunen, Communication and Events Coordinator
- Karoliina Kokko, Senior Program Manager
- Mirka McIntire, Manager, Teacher Exchange and Education Programs
- Heidi Tiainen, Program and Events Assistant
- Mihkel Vaim, Program Assistant
- Leasa Weimer, PHD, Assistant Director of Strategic Partnerships and Initiatives
- Terhi Mölsä, CEO

Fulbright Sweden

- Eric Jönsson, Executive Director
- Monica Dahlén, Executive Assistant and Program Officer
- Maria Carle, Program Officer and Education Adviser

Fulbright Norway

- Rena Levin, Program Officer
- Kevin McGuinness, Financial Officer

Fulbright Iceland

- Belinda Theriault, Executive Director

part ONE

DIVERSITY AND THE
FULBRIGHT PROGRAM



**DIVERSITY IS BEING INVITED TO THE PARTY, INCLUSION IS
BEING ASKED TO DANCE**

ECA Mission Statement

To increase *mutual understanding* between the people of the United States and the people of other countries by means of educational and cultural exchange that assist in the development of peaceful relations.

The Fulbright Program

is designed to increase *mutual understanding between the people of the United States and the people of other countries*. The Fulbright Program provides participants - chosen for their academic merit and leadership potential - with the opportunity to study, teach and conduct research, exchange ideas and contribute to finding solutions to shared international concerns.

The Fulbright Program

“Educational exchange can turn nations into people, contributing as no other form of communication can to the humanizing of international relations. *Man’s capacity for decent behavior seems to vary directly with his perception of others as individual humans with human motives and feelings,* whereas his capacity for barbarism seems related to his perception of an adversary in abstract terms, as the embodiment, that is, of some evil design or ideology” (Senator J. William Fulbright)

ECA Diversity Statement

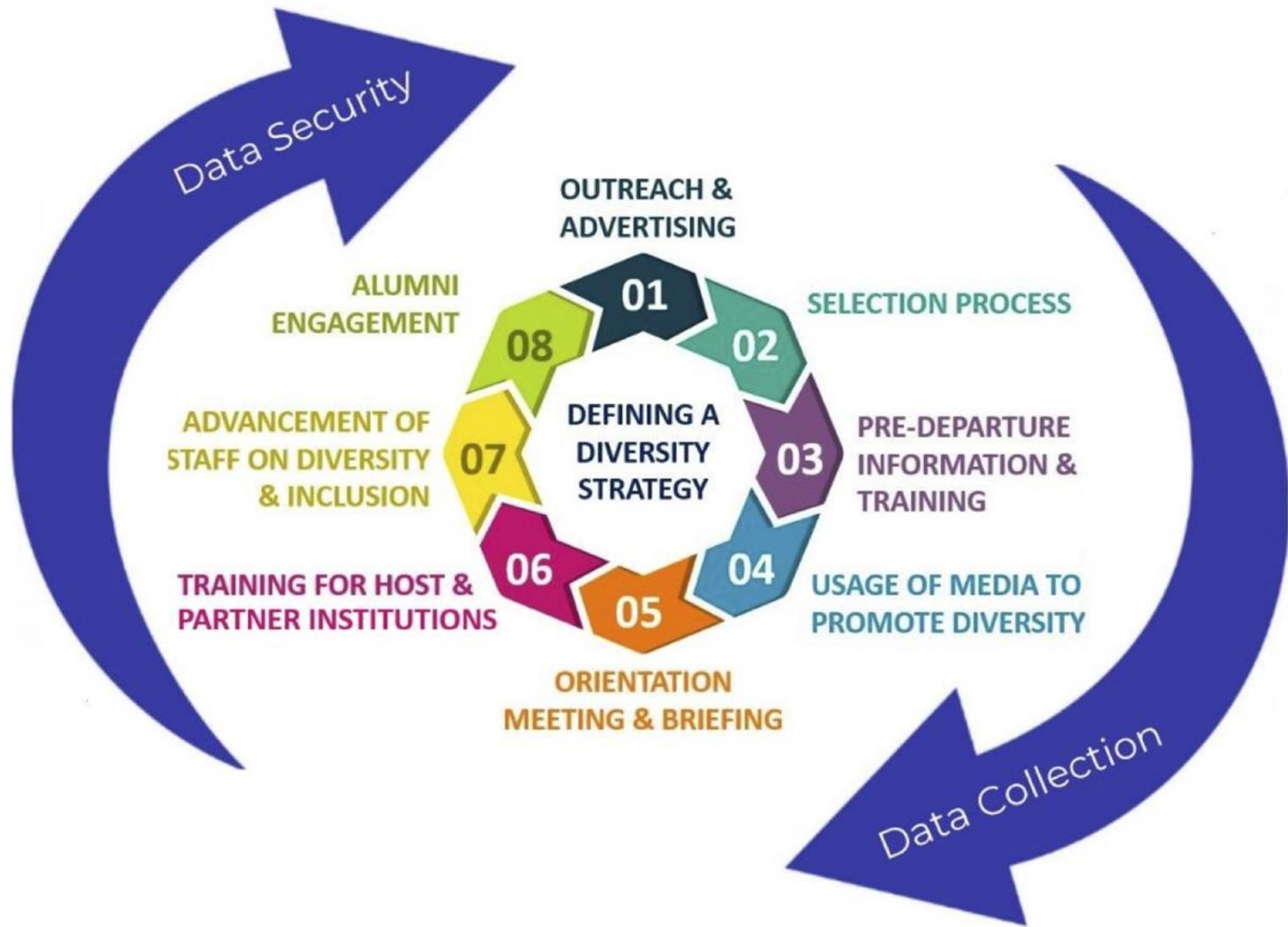
Opportunities are open to people regardless of their race, color, national origin, sex, age, religion, geographic location, socioeconomic status identity, disability, sexual orientation or gender. The Bureau is committed to fairness, equity and inclusion.



EQUALITY



EQUITY





[Source: Gardenswartz & Rowe, *Diverse Teams at Work* (2nd Edition, SHRM, 2003)]



BOTTOM LINE...
diversity and inclusion drive results

(Source: Praxair.com)

Strong culture	Weak culture
Values are widely accepted	Values are embraced by only a handful of people within the organization
Culture provides a consistent message of what matters	Culture provides conflicting messages about what matters
Employees can tell the history of the organization	Employees have little knowledge about the history of the organization
Employees strongly identify with the culture	Employees have little concern for their organizational cultural identity

Source: Dessler, G. (2013). *Human Resource management 13-ed*, Pearson.

Time for your questions!

And for discussion!



1. What are the values I want the Fulbright program to be associated with?
2. How do I see myself in contributing to our organizational vision and promoting these values that we want the Fulbright program to be associated with?
3. Which local resources could I activate that could assist my commission in realizing this vision?
4. ...
5. ...
6. ...

EFDI STAFF TRAINING

FOSTERING DIVERSITY, INCLUSION, AND EQUITY WITHIN FULBRIGHT

part TWO

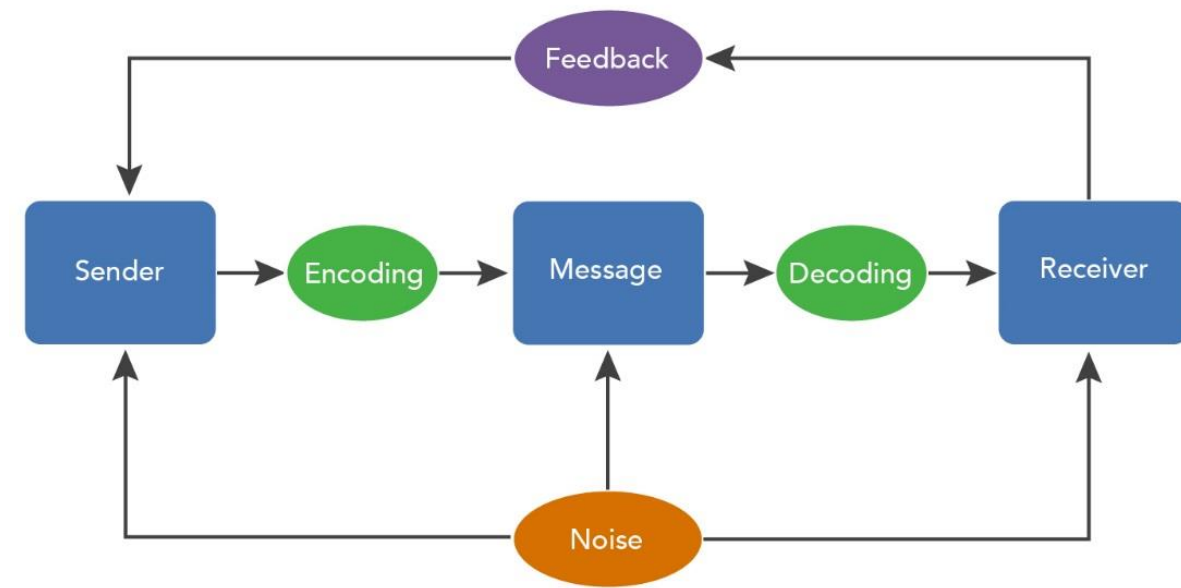
INCLUSIVE COMMUNICATION AND MICROAGGRESSIONS

C.S.I. - Three Avenues Towards Inclusion

Communication and community: what type of community do we want to build with our team and our partners?

Sustainability: how do we make diversity, equity, and inclusion central to our day-to-day work?

Institutionalization: can we make a joint pledge to integrate diversity into our organizational structure and office culture?



BASIC RULES OF COMMUNICATIONS

- It is (almost) impossible not to communicate
- There are verbal and non-verbal forms of communication
- Each type of communication entails a content and relationship aspect
- In communication we experience ourselves through the interpretation of the reaction of the message's receiver (Feedback)
- We can communicate digitally and in person
- Communication can be asymmetrical and/or complementary

POLITICAL CORRECTNESS

is used to describe language, policies, or measures that are intended to avoid offense or disadvantage to members of particular groups in society

INCLUSIVE LANGUAGE

Inclusive language is language that is free from words, phrases or tones that reflect prejudiced, stereotyped or discriminatory views of particular people or groups. It is also language that doesn't deliberately or inadvertently exclude people from being seen as part of a group.

It tries to change deeply embedded habits, to consider the implications of words and phrases that have long gone unchallenged, to dig deep into empathy and imagine an experience not our own.

INCLUSIVE LANGUAGE

- don't presume anything, but ask respectful questions
- try to create an atmosphere that will invite people to be forthcoming
- always ask yourself which personal information is necessary for you to know in order to be able to do your work
- "Treat others the way you want to be treated" may be well intended, but potentially glosses over the very different experiences of marginalized groups vs. "the norm."

WHAT IS THE DIFFERENCE BETWEEN...?

REFUGEE

&

PERSON WITH A REFUGEE STATUS

WHAT IS THE DIFFERENCE BETWEEN...?

A DISABLED PERSON

&

A PERSON WITH A DISABILITY

WHAT IS THE DIFFERENCE BETWEEN...?

SOCIAL CLASS

&

SOCIO-ECONOMIC IDENTITY

INTERSECTIONALITY

is the study of intersections between different forms of oppression or discrimination.

Social, cultural and biological categories such as gender, sex, race, ability, sexual orientation, socioeconomic status, etc. interact on multiple and simultaneous levels and it is this interaction that contributes to social inequality, injustice and discrimination.

We must acknowledge the variety of difference that comes from within diverse populations of people.



[Source: Gardenswartz & Rowe, *Diverse Teams at Work* (2nd Edition, SHRM, 2003)]

MICROAGGRESSIONS

are defined as “brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial slights and insults that potentially have harmful or unpleasant psychological impact on the target person or group.” (Solorzano, Ceja, & Yosso, 2000)

ADDRESSING & ELIMINATING MICROAGGRESSIONS

**BE
AWARE**

- Identify warning signs that can lead to a potentially unsafe situation or crisis scenario.

OBSERVE

- Be aware of others' physical contact by being aware of your own space, and the space of the other person.

INTERRUPT

- Listen to your gut, if you feel uncomfortable or unsafe. Remove yourself from a situation.

MICROAGGRESSIONS

- Impacts the well-being and self-esteem of oppressed individuals/groups than traditional more overt acts of discrimination
- Invalidate group identity and or experiential reality
- Relegates them to inferior status and/or treatment
- Unlike other forms of discrimination, the perpetrator of a microaggression may or may not be aware of the harmful effects of their behavior.
- They accumulate. Hence, experiencing higher levels of microaggressions is linked to lower mental health.

HOW TO BE AN ALLY

- Believe the other person's experience
- Don't get defensive. If someone had a bad experience in your country and may react emotionally, try to open a conversation rather than shut down.
- Choose supportive language (ask people what they need) and create supportive environment (establish clear ground rules)
- Empower the other person by helping them to take action
- Speak up when you see or hear something offensive
- Learn about oppression

part THREE

QUESTIONS, ANSWERS,
OUTLOOKS