



PRESENTERS NOTES

2022 SPARX Conference

Virtual Keynote: *Enhancing Awareness in an Evolving Society!*

A Courageous Conversation with: Keva White, LSW

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INTRODUCTION:

It is essential for leaders to infuse diversity, equity and inclusion (DEI) best-practices into their organizational culture.

Enhancing awareness, more specifically, cultural awareness and sensitivity of your employees is key to building and sustaining strong cross-cultural relationships.

THE LAW OF CERTAINTY:

A mental framework for our discussion this afternoon.

My Definition: *"Things that happen in society, with certainty, beyond human control, that effects all of us!"*

Everything is subject to change, that is for certain!

Certain aspects of life are constantly changing!

Especially our social structures: agricultural, industrial, technological, informational... demographical!

SOCIETAL SHIFTS:

Time magazine article (1990): *Beyond The Melting Pot* - written 32 years ago!
Predicted shifts in the population make up in America.

Demographic shifts will certainly change the landscape of any society, and the United States is not exempt from this reality!

BIPOC (*Black, Indigenous, People of Color*) members are not seeking to **"replace"** anyone, the changes we are seeing are a result of an ever-evolving society!

FACTS AND STATS:

In San Jose California, when "*Beyond the Melton Pot*" was written... bearers of the Vietnamese surname Nguyen (Win) outnumber the Joneses in the telephone directory **14** columns to **8**.

SHARED LANGUAGE OF UNDERSTANDING:

DIVERSITY = Having a heterogeneous mix of identities. "Diversity = Different"

The Dichotomy of Diversity: *organizations strive to hire people for their difference, then turn around and treat people differently, based upon the very nature of their difference!*

INCLUSION = The identities of all employees are respected and valued.

EQUALITY vs. EQUITY: Equality promotes a social justice mindset; equity promotes a distributive justice mindset.

PERFORMATIVE= a point in time **reaction** to a racial or social injustice by an organization, community or individual.

PROGRESSIVE = sustained **proactive** measures to intentionally respond to a social or racial injustice by an organization, community or individual.

DEVELOPMENTAL MODEL OF INTERCULTURAL SENSITIVITY (DMIS):

Developed by American Sociologist Milton J. Bennett, founder of the Intercultural Development Research Institute (IDRI).

DMIS outlines six stages individuals will go through along their personal journey to become culturally competent.

Ethno-centric Stages: denial, defense, minimization.

Ethnocentrism assumes that the worldview of one's own culture is central to all reality.

DEVELOPMENTAL MODEL OF INTERCULTURAL SENSITIVITY (DMIS):

Ethno-relative Stages: acceptance, adaptation, integration.

Ethno-relativism supposes that cultures can only be understood relative to one another, and that particular behavior can only be understood within a cultural context.

Moving along the continuum of the DMIS is in proportion to one's level of awareness (of difference) and empathy threshold to connect with people from different cultural backgrounds.

KEY TAKEAWAYS:

The social landscape of America is constantly changing with certainty.

Awareness & acceptance of our changing world is key to sustaining racial and social harmony.

Developing a social conscious takes time and effort.

We must not confuse charity with justice!

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