Unite, Inspire, Lead
Our Students, Our Union, Our Future

Valuing Diversity

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NEA Strategic Goal and NEA Organizational Priority

• NEA Strategic Goal
  – Strategic Goal 2: Empowered Educators for Successful Students

• NEA Organizational Priority
  – Early Career Educators
  – Institutional Racism/Racial Justice in Education
COMPETENCY: ADVOCACY

- **NEA Leadership Competency progression level(s).**
  - Level 1: Foundational
  - Level 2: Mobilizing & Power Building

- **NEA Leadership Competency themes.**
  - Interprets and acts on social justice initiatives
Our Diverse Community:

Living, Working, and Learning Together
Training Modules

• Understanding Diversity
• Developing Cultural Identity
• Reacting to Differences
• Valuing Diversity
Community Norms

Stay engaged → Don’t check-out
Speak your truth → Say what’s in your heart
Experience discomfort → Connect with your feelings
Expect/accept non-closure → Agree to disagree

Adapted from Singleton & Lipton, *Courageous Conversations About Race*, 2006.
Community Norms -continued

- Maintain confidentiality
  - What is said here, stays here

- All participate
  - No one dominates

- Honor time
  - Use the parking lot for off-track topics

Adapted from Singleton & Lipton, *Courageous Conversations About Race*, 2006.
Definition of Diversity

- Diversity is the sum of the many ways that people are alike and different, both individually and as groups.

- **Note**: Any characteristic of a person could be used to form an identity group when that person is joined with, or associated with, other people who share that same characteristic.
Module 4:
Valuing Diversity
Objectives of Module

• Define “diversity competence” and explore its various stages
• Identify how the lack of diversity competence offends individuals/groups
• Explore methods to enhance communication when we have been offended
• Develop action plans to apply diversity principles in our own environments
Definition: Diversity Competence Scale

- The diversity competence scale is the range of reactions to the many ways in which people are alike and different.

- These reactions include:
  - Rejection
  - Understanding
  - Tolerance
  - Fully Appreciating
  - Denial
Diversity Competence Scale

Positive

Low < Diversity Competence > High

Negative
Diversity Competence Scale

Denial      Rejection      Tolerance      Understanding      Fully Appreciating

LOW       <      DIVERSITY COMPETENCE       >      HIGH

Positive

Negative

ENVIRONMENT

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• A person may be at different levels on the competence scale
• It progresses along a continuum.
• It is a process.
• It includes actively removing barriers.
• Achieving diversity competence requires:
  • confrontation
  • communication
  • commitment
  • accountability
Hot!!!!!!!!!!!!!!! Buttons!!!!!
Identifying Our Hot Buttons

• On a “post-it“ describe something that people say or do that pushes a Hot Button
• Identify which dimension of diversity it relates to then…
• Post on appropriate chart
Responding When I Am Offended:

• Be clear about my own intentions.
• Assure the other person that my intentions are good.
• Be specific.
• Use “I” statements.
• Acknowledge my defensiveness.
• Clarify what I expect.
• Look for common ground.
Key Points of Hot Buttons

• Hot Buttons are often triggered during communication.
• Most people have Hot Buttons.
• Many Hot buttons relate to group identity or experience.
• Hot Buttons statements can be intentional or unintentional.
• All parties must share responsibility
• Open communication is the key to resolving Hot Buttons
• Decreasing Hot Buttons increases Diversity Competence
What Can I Do?
Session Outcomes

• The content from this session can be used in the following ways in your current position/role:
  – To assess your diversity competence as it relates to all dimensions of diversity
  – To confront biases and beliefs about others
  – To hold yourself accountable for change
ADV 401  Valuing Diversity

• Please complete the evaluation for this breakout session!
• Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment