



DIVERSITY CONNECTS
CONNECTING PEOPLE — EMBRACING DIFFERENCES

Welcome!



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SOME OF OUR WORKSHOPS

Diversity Basics

Intercultural Competences

Anti-Racism

Anti Bias / Break the Bias



FOR A WORLD WHERE DIVERSITY IS
IS RECOGNIZED AND VALUED AS STRENGTH.



MINA MANGAL

- ▶ Born in Afghanistan
- ▶ Refugee Experience
- ▶ Mom of 2 children
- ▶ Founder

WHAT DOES DEIB STAND FOR?



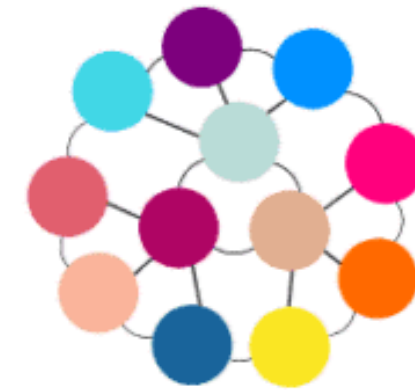
DIVERSITY



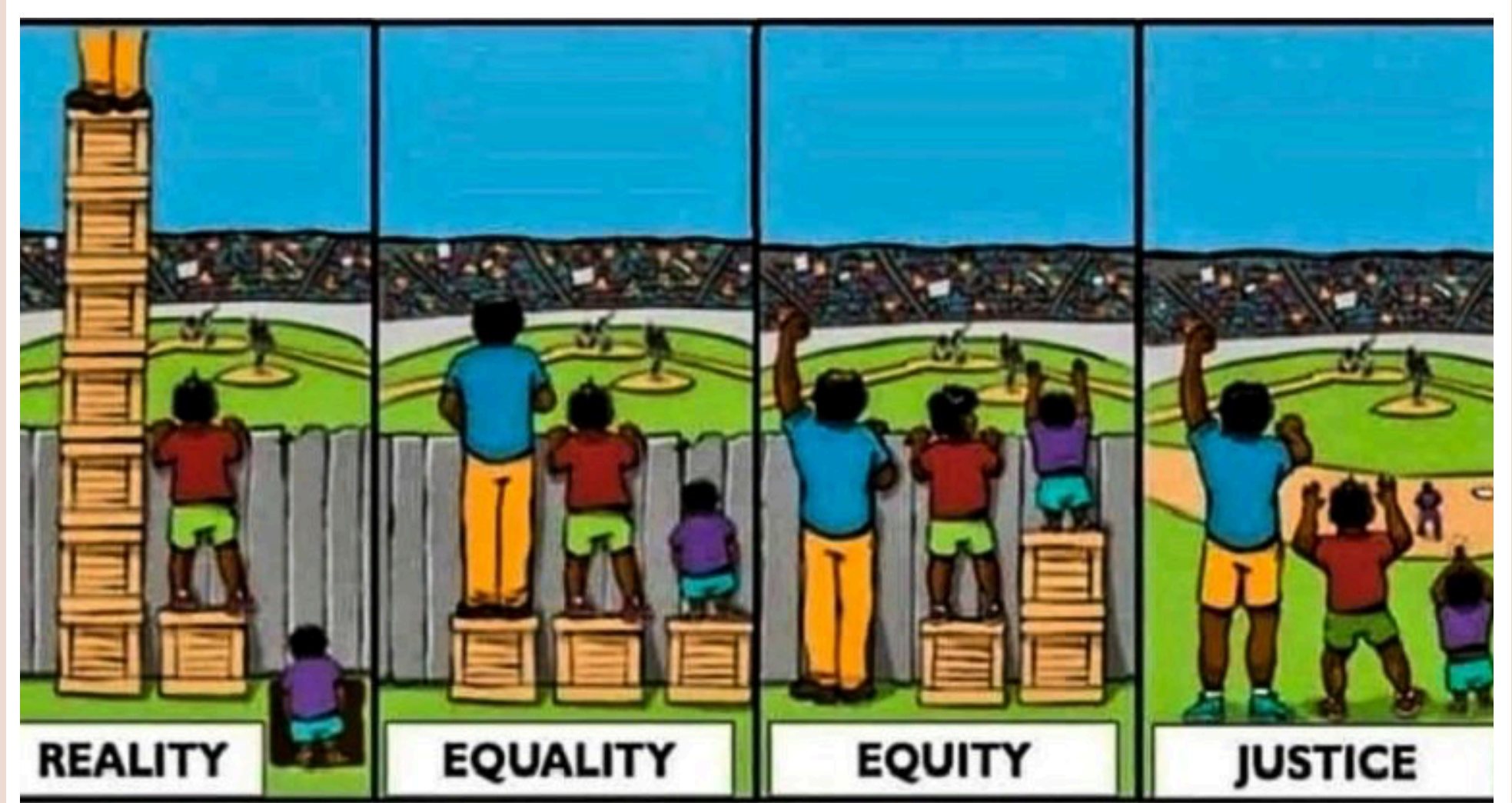
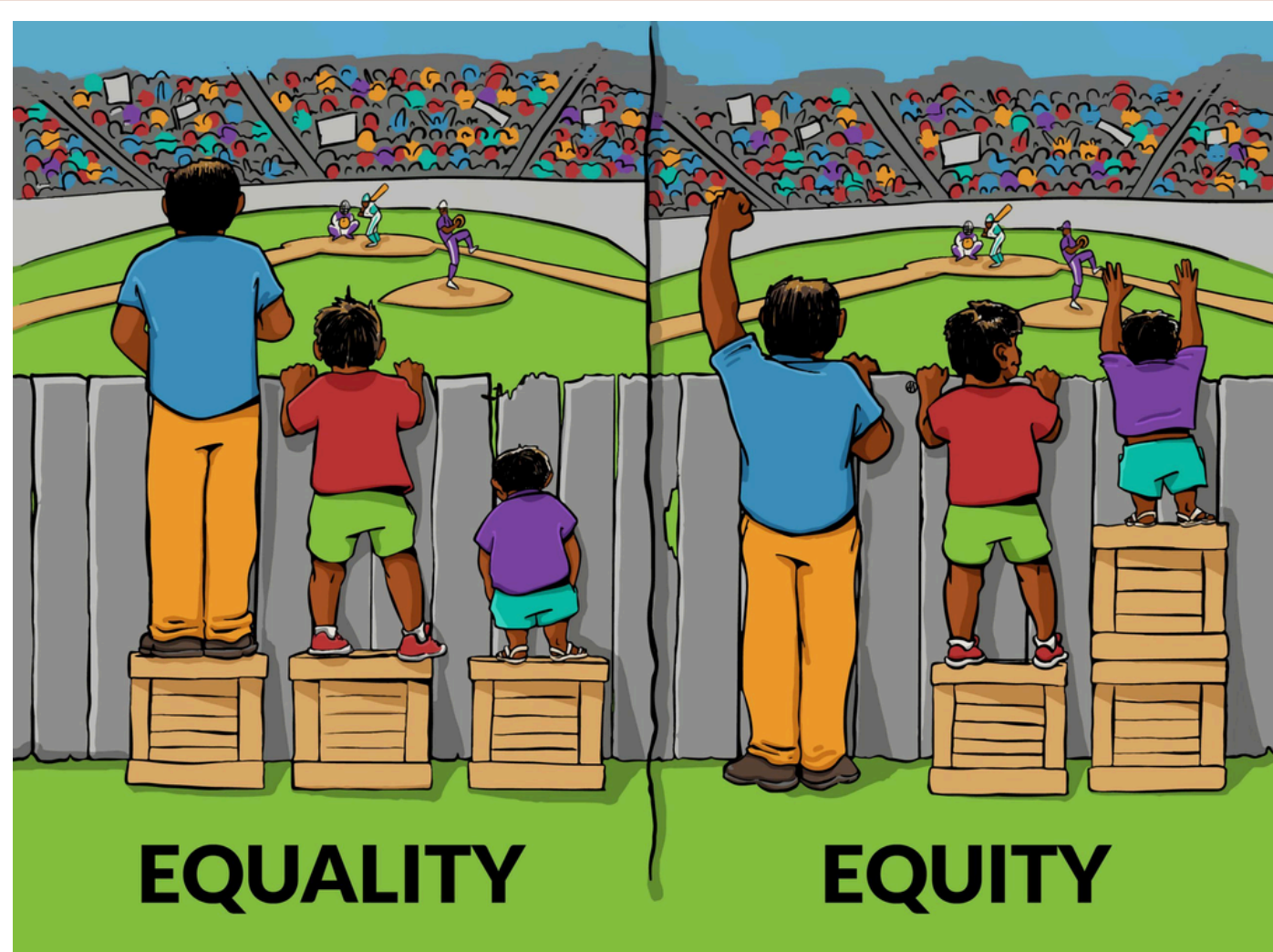
EQUITY



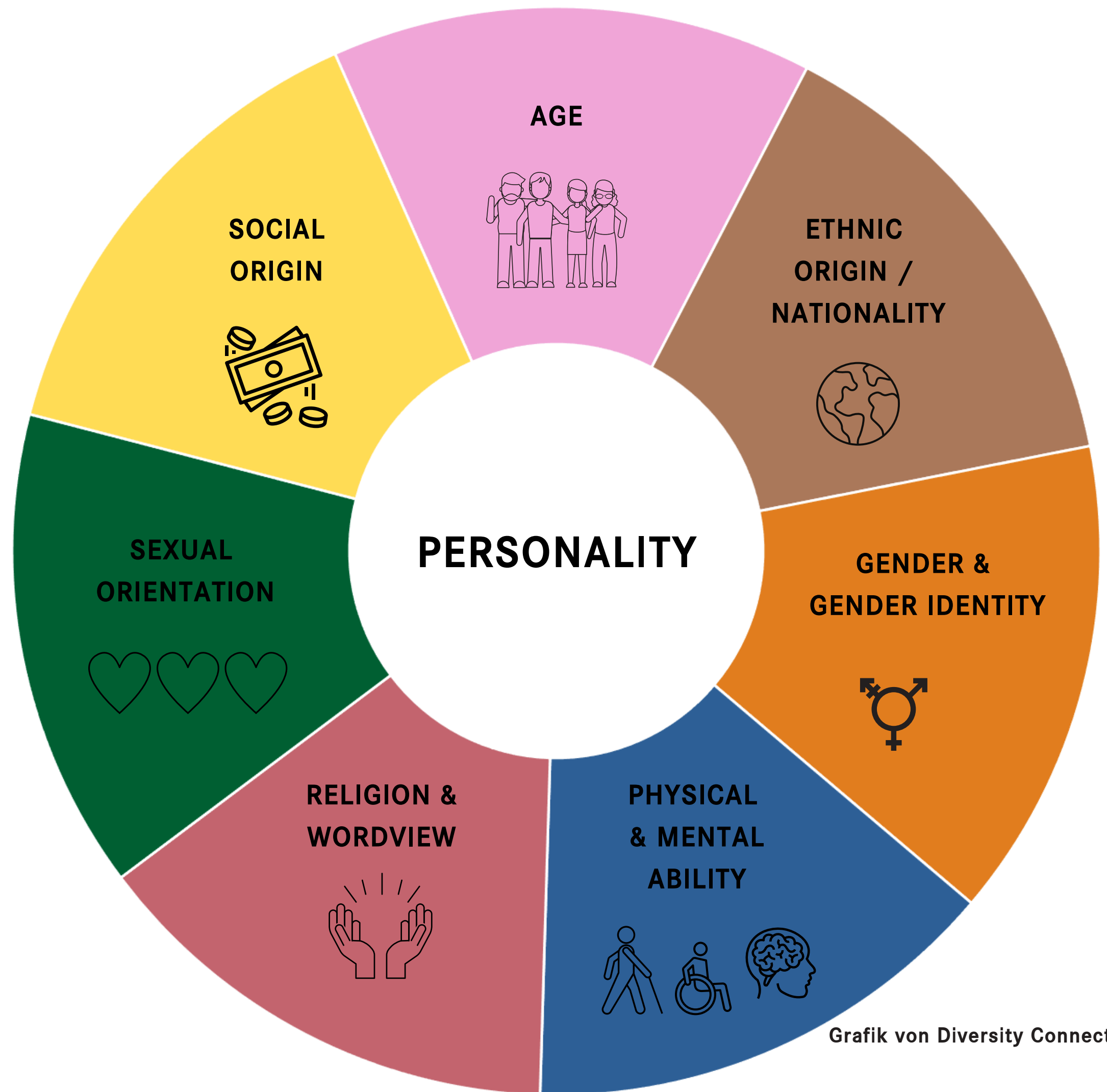
INCLUSION

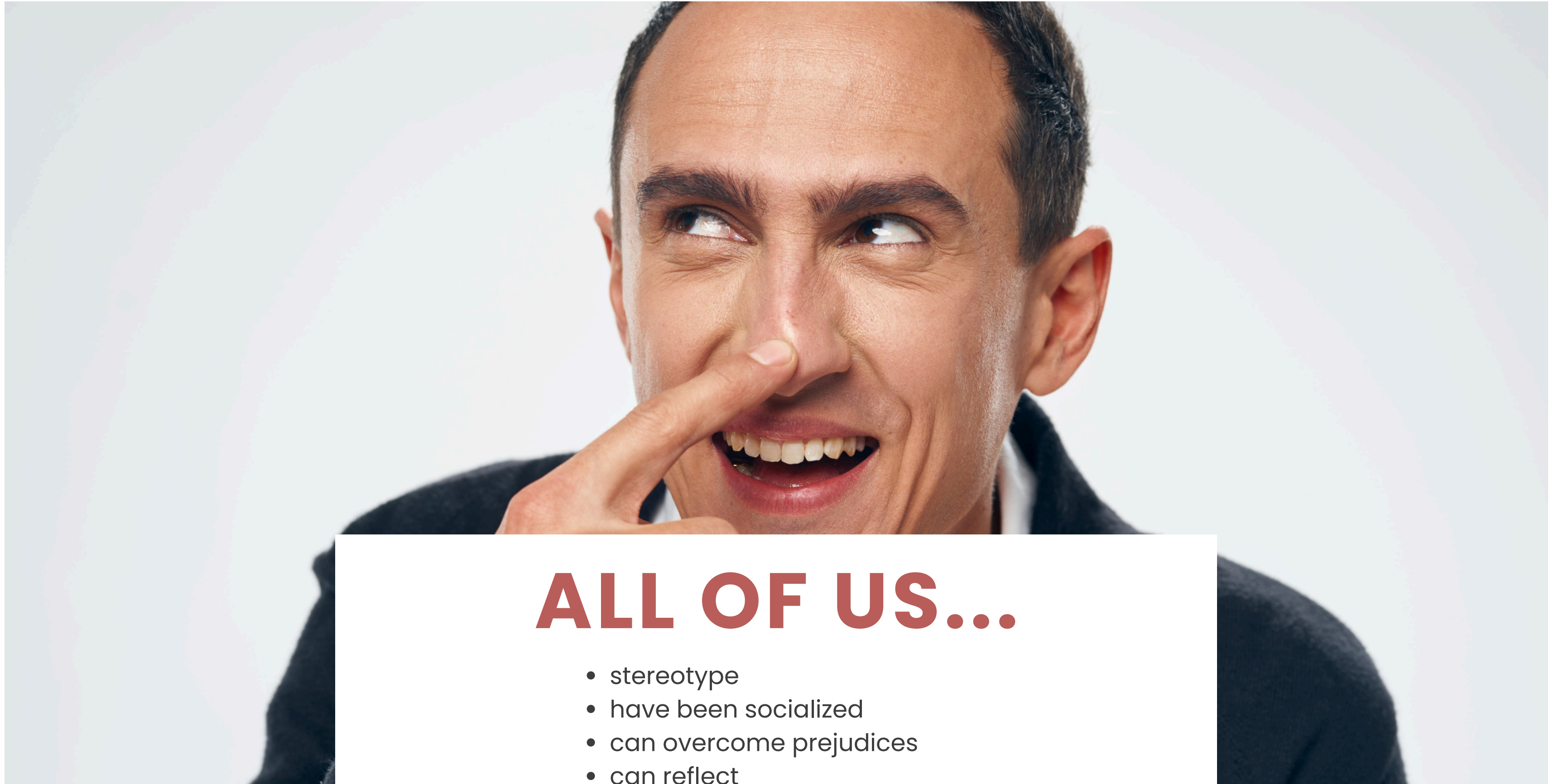


BELONGING



DIVERSITY PRIMARY DIMENSIONS





ALL OF US...

- stereotype
- have been socialized
- can overcome prejudices
- can reflect
- can work on it

CATEGORIZING

- Perception component
- Classification into groups
- No assessment



STEREOTYPING

- Cognitive component
- Recall of knowledge
- True or false
- Positive or negative



PREJUDICE

- Emotional component
- Negative evaluation
- No action



DISCRIMINATION

- Action component
- Not positive
- Unequal treatment
 - 3 levels



FORMS OF DISCRIMINATION



▶ **DIRECT & INDIRECT**

▶ **3 LEVELS**
Individual
Structural
Institutional

▶ **INTERSECTIONAL DISCRIMINATION**
A person has various characteristics
for discrimination

THE CONSEQUENCES OF DISCRIMINATION



Self-fulfilling prophecy



Fear of stereotyping



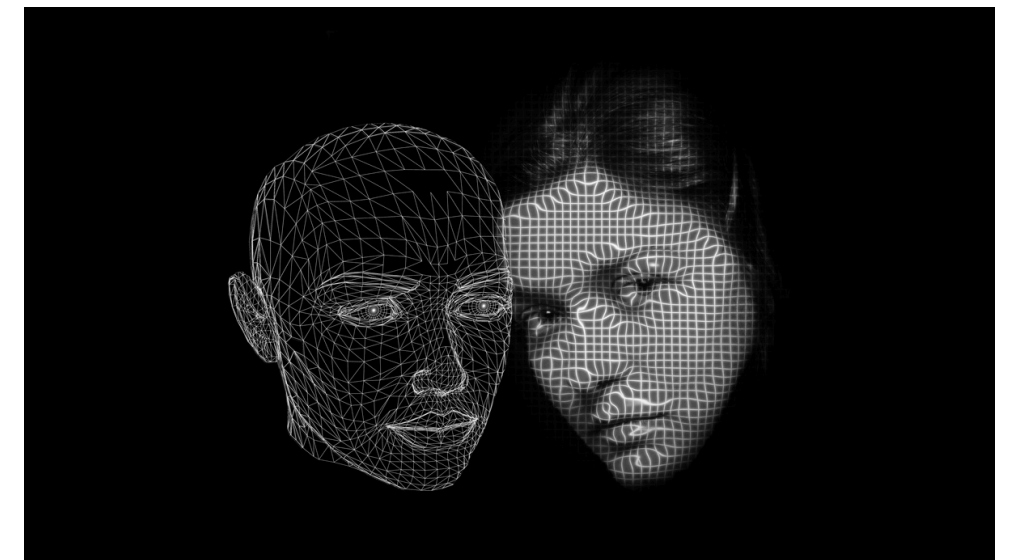
Resignation



Physical / mental illnesses

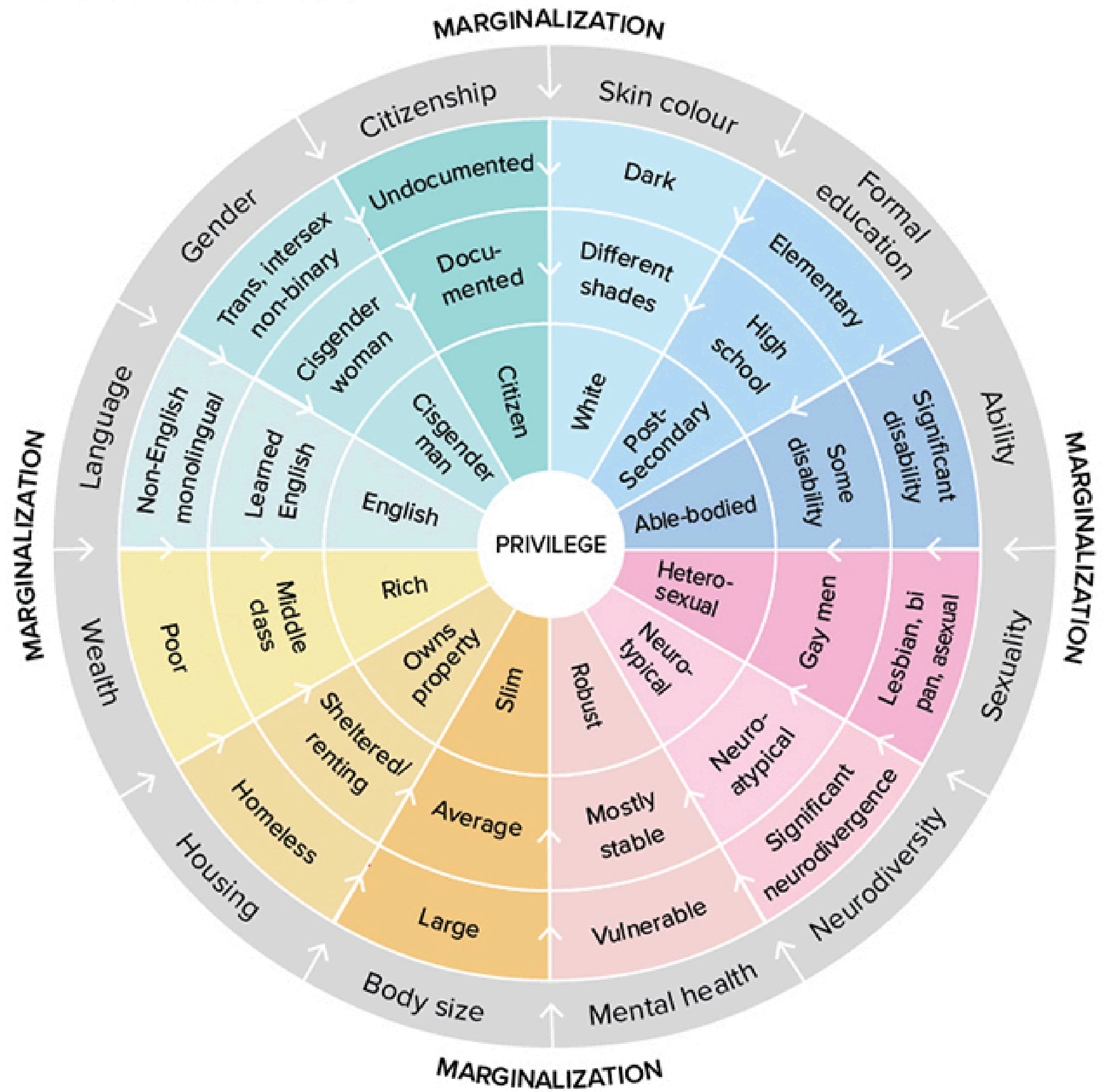


Customization



Loss of identity


THE WHEEL OF POWER



Allyship is the status or role of a person who advocates and actively works for the inclusion of a marginalized or politicized group, in all aspects of society, not as a member of that group but in solidarity with its struggle and point of view.

OXFORD DICTIONARY

ALLYSHIP



**POWER
IN
KINDNESS**

HOW TO BE AN ALLY



REFLECTING AND RECOGNIZING PRIVILEGES

- Critical reflection
 - Develop awareness of inequality of opportunity
- Recognize privileges (opportunities, access to resources)

LISTEN AND SUPPORT

- Giving space
- Listening
- Acknowledging experiences

UNCONSCIOUS THINKING PATTERNS

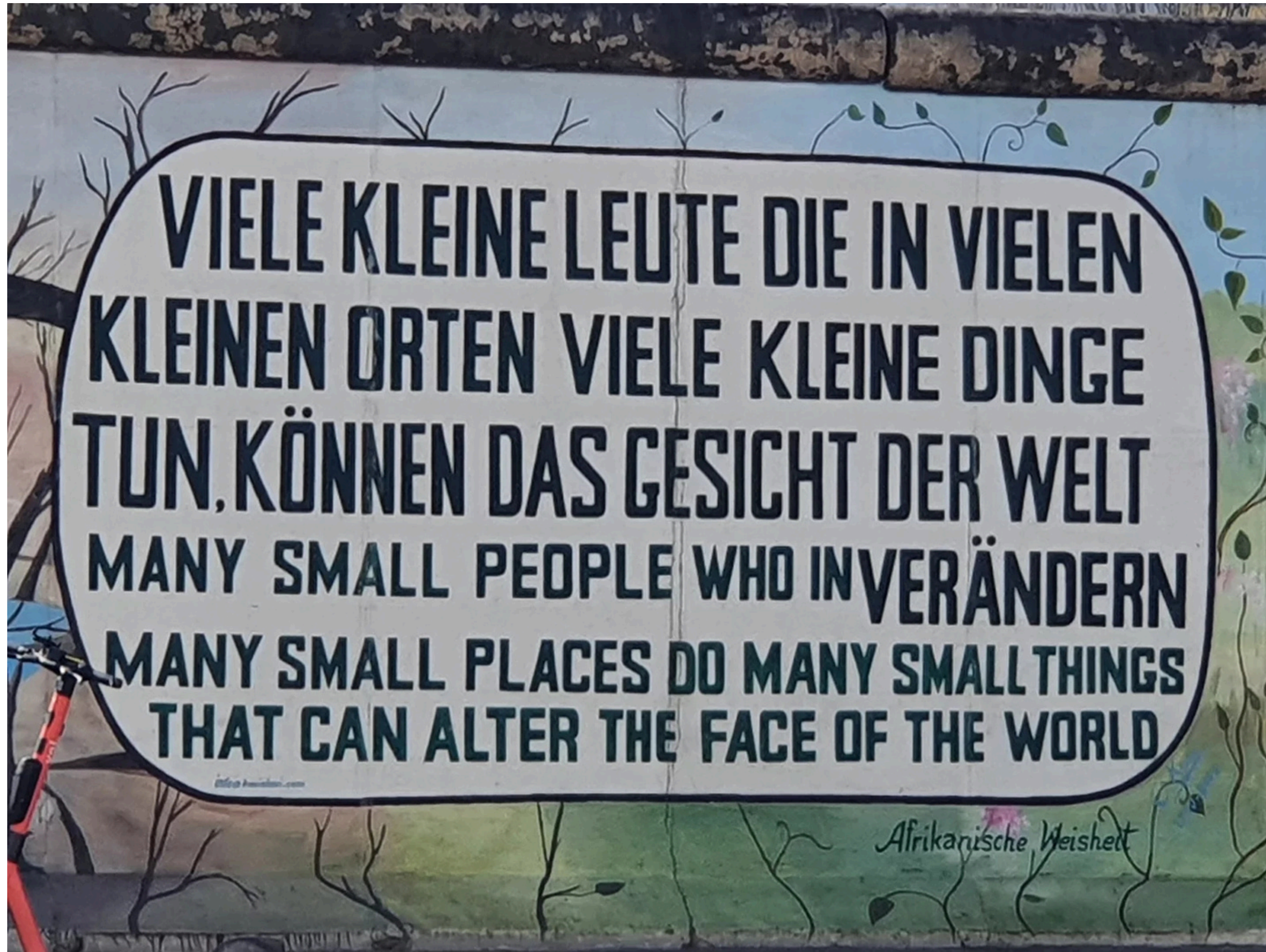
- Reflect on stereotypes, prejudices and behaviors
- Try to avoid them

STAND UP FOR JUSTICE

- Addressing discrimination
- Use your voice
- Standing up for the rights of all

FURTHER TRAINING AND COMMITMENT

- Inform independently and regularly
- Support initiatives for more diversity





DIVERSITY CONNECTS

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WEBSITE
DIVERSITY CONNECTS



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