SHIFTING DIVERSITY

with Joseph Lewis and Timothy Huelsman
Beyond Visible Diversity

1. Invisible Diversity Exercise
2. Success & Failure
3. Diversity Shift Exercise
4. Q&A
Invisible Diversity Exercise

Move to Left Side of Room

Move to Right Side of Room
Success and Failure Reflection

Outline 3 Successes and 3 Failures

At least 1 personal and 1 professional failure
Diversity Shift Exercise

Take a colored chip from the table

Move to table with same colored chip

Now shift:
- Red: Orientation
- Blue: Gender
- Green: Race
- Orange: Ability
Diversity Shift Exercise

We have varying degrees of unearned advantage or privilege, also called accumulated advantage.

The chips, currency of life, are unique for each person, the intersectionality even if similar diverse elements exist create unique challenges.

For each advantage, we may have a disadvantage, which means we may need to give some chips to others in some cases, and be willing to take in others.
Any Questions