
Diversity

How can we meet face to face?

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Michigan Hands & Voices



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Objectives

1. Identify the need for diversity training
2. Understand the process of presenting a diversity training to your organization through observing two sample diversity training exercises.
3. Increase cultural diversity awareness, attitude, knowledge, and skills within our organizations and the communities served.

About Us

Michigan chapter of Hands & Voices since 2012.

- 85 Guide By Your Side families visited in 2018.
- 30 ASTra families helped in 2018.
- 800 families attended 30 events in 2018
- New! DHH Guide program



Expanding our reach

More referrals = more family diversity in race, culture, income, language, education.



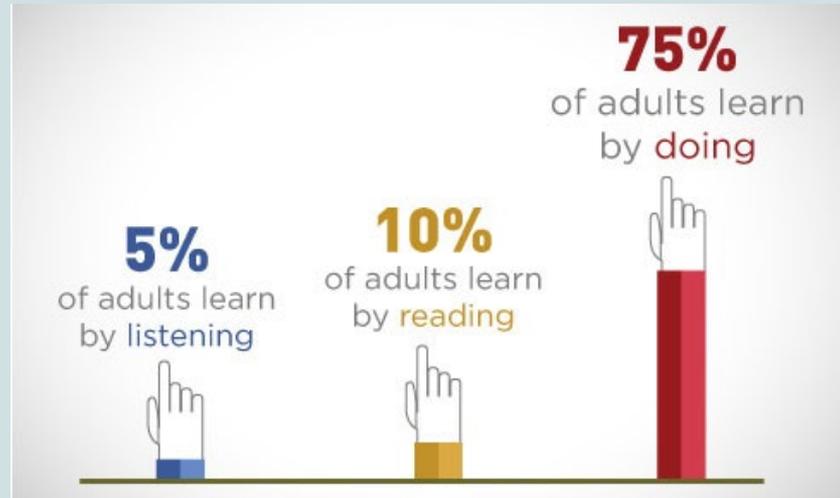


Supplement to JCIH 2007 Position Statement: Principles and Guidelines for Early Intervention After Confirmation That a Child is Deaf or Hard of Hearing

Goal #5: All Children who are D/HH and their families from **culturally diverse background and/or from non -English-speaking homes** have access to culturally competent services with provision of the same quality and quality of information given to families from the majority culture.

“An additional aspect of diversity is the significant portion of families who have **limited levels of literacy, parental education, and/or family income** .”

Simulations: Tools to help us deeply understand.



"Without DEVIATION FROM THE NORM, progress is not possible." Frank Zappa



Whatever makes
you uncomfortable
is your biggest
opportunity for
growth.

-Bryant McGill

What is privilege?

A special right, advantage, or immunity granted or available only to a particular person or group of people.





Privilege Walk

Line up in the middle of the room.

Confidential.

Respect one another.

Only have to respond to the descriptions you are comfortable with.

Are female.....take 5 steps backward
Are Caucasian.....take 1 step forward
Everyone else.....take 2 steps backward
Use a Video phone system to communicate.....take 5 steps back
Own a car.....take 1 step forward for each car
Attended a private secondary school.....take 2 steps forward
Have a chronic disease or disability.....take 2 steps backward
Have a parent who graduated from college.....take 1 step forward
Are ethnically part of an Indigenous group (i.e. American Indian or Aborigine)...take 4 steps back
Have parents who belong to a country club.....take 3 steps forward
Do you need Captioning for accessibility.....take 5 steps backward
Were born outside the US.....take 2 steps backward
Speak English as a 2nd language.....take 2 steps backward
Are over 55.....take 1 step backward
Took a vacation in the last year.....take 2 steps forward
Are able to take a step, forward or back.....take 3 steps forward



Target/Non Target Activity

One side of the line: TARGET group.

Other side of the line: NONTARGET group.

1. A CULTURAL or ETHNIC group will be announced.
2. If you identify with that group, cross the line into the TARGET group.
3. You must SELF-IDENTIFY.
4. Keep eye contact with other group at all times.

No talking. No laughing.



Vegetarians

-hippies -fakers -hypocrites -hyper-sensitive -(over-sensitive) think that everything should adjust to them



People from the Country

-dumb -hick -uneducated -speak with a tweak -all have gun racks in their trucks -huge families -racists -dip or chew tobacco



Tattooed or Body Pierced

-trashy -head-bangers -druggies -sexually deviant -smokers -low class



Wealthy People

-spoiled snobs -racist & superficial -lazy/have no work ethic -treat everyone like they work for them -they expect to buy their way out



People with learning disabilities or ADD

-really just lazy -stupid -have no social skills -hyper -on medication -just don't study -are failing out of school -blame everything that happens to them on their disability



On Medicaid

-lazy bums -sit around and eat Cheetos -don't try -don't want to work -
irresponsible



Black People

-loud and obnoxious-evangelical Christians-criminals -violent -very emotional -all come from single parent homes-have poor role models-on scholarship-racists -lazy -% on welfare



Confident Women

-aggressive -man haters -over compensate, assuming that everyone around them is looking down -lesbians -think they are a man and need to be in charge -feminist -want to run everything and tell everyone what their business should be



Latin American

Latin Americans-thieves -loud and hang out in cliques-speak Spanish in front of others to make them feel uncomfortable -good dressers-good dancers-come from large families-woman are promiscuous sex objects men are love Gods

Privilege: an invisible package of unearned assets which I can count on cashing in on each day, but about which I was “meant” to remain oblivious.

In fact, Privilege is an invisible weightless backpack of special provisions, assurances, tools, maps, guides, codebooks, passports, visas, clothes, compass, emergency gear and blank checks.



Implicit Bias: Attitudes/stereotypes that affect our understanding, actions, decisions unconsciously.





Source of Activities

Diversity Activities Resource Guide <https://bit.ly/2JkjMWA>

Ask your local Department of Health and Human Services for referrals to facilitators

We've barely begun

“Check yourself at the door.”

Check each other.

Keep “going there.”





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