

Diversity, Equity and Inclusion – National, State and Local

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Identity Wheel from American Library Association



Cultural Illiteracy Led to US Failure, by Baktash Ahadi, Washington Post

What is happening in this picture on the streets of Kandahar, Afghanistan?

How might this be an example of cultural illiteracy?



The AAUW National DEI Toolkit: <https://www.aauw.org/?s=DEI>

Key Terms and Concepts

DEI Toolkit

AAUW and AAUW Florida Webinars

Plug 'n Play DEI Programming

Diversity Structure and Planning

Getting Started with Difficult Conversations

Dimensions of Diversity and Identity

AAUW Florida DEI Dialogues

The Second Saturday of every month at 10 AM

October 9 Implicit Bias
November 13 Microaggressions
December 11 Topics to be determined
January 8
February 12
March 12

<https://us02web.zoom.us/j/86480920656?pwd=cXpwUk1iYy9QTVJEYWVMOGZnZGM3Zz09>

AAUW Vero Beach Relevant Book Review Breakfasts

All programs held at IRSC Campus Richardson Center, 6155 College Lane



December 6, 9:30 – 11:00 AM

Courageous Conversations about Race, by Glenn E. Singleton

Dr. Deborah Taylor-Long PhD, Coordinator of Equity, Family, and Community Engagement of Indian River School District, will discuss the need for candid conversations about race, so educators can understand why achievement inequity exists and learn to develop curricula that promote true educational equity and excellence.

Feb 07, 2022, 9:30 – 11:00 AM

The Doctors Blackwell, by Janice P. Nimura

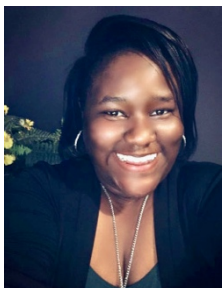
Dr. Juliet Lomax-Homier, Regional Campus Dean, Ft. Pierce Campus of FSU College of Medicine and a former OB-GYN, will discuss the story of the first female physicians in the United States.



Mar 07, 2022, 9:30 - 11:00 AM

Woman Evolve, by Sara Jakes Roberts

Lekesha Weems, one of the first IRSC AAUW Student Club members, will discuss how women should not hold onto their past; how they should blossom into the women they can become, erasing limits and challenging norms of what it means to be a modern woman, pursuing dreams without fear or guilt.



How Inclusive is Our Organization?

Organizational Inclusiveness¹

Who becomes an insider and who remains an outsider?

Closed / Homogeneous	Neutral / Individualistic	Welcoming / Assimilative	Seeking / Inclusiveness
People get to be insiders mostly by being groomed and invited. Like-minded people of similar backgrounds (similar identity-group memberships) are often chosen as insiders because they are a comfortable “fit.”	The route to becoming an insider is open but not well-marked. Individuals have to figure out for themselves how the insider culture works and how to fit in.	Newcomers are welcomed and current insiders readily help them learn the ropes. Still, fitting in with the current culture is still key.	Current insiders actively recruit newcomers and value diversity. Insiders are willing to change themselves and the culture to make room for new people with diverse perspectives, ideas and ways of working together.

Where does our organization fall?

What training or resources
does our organization need
to understand more
about Diversity, Equity and Inclusion?

What does our organization need to do
to become more inclusive?

¹ Adapted from Sierra Club and Diversity Matters



Social Justice Workgroup

<https://www.indianrivercares.org/social-justice-workgroup>

Our programs are currently held the 2nd Tuesday of each month
from 11 am-Noon via Zoom.

To be added to our invite list, please contact kelleylaura@yahoo.com

Who We Are

Members of the Indian River CARES coalition, a group of local non-profit leaders, first joined together in the summer of 2020 to draft a Unified Statement of Support for Racial Justice Reform in Indian River County in response to the May murder of George Floyd.

Like many organizations across the nation, this was but a first step. We decided to form a Workgroup with a commitment to meet monthly to examine how we might be able to focus our energies on strengthening the mission of Indian River CARES: to Connect, Advocate, Renew, Educate and Strategize with an emphasis on Education.

What We Do

As a Workgroup, our efforts have been focused on meeting monthly via Zoom to educate ourselves and each other in **Community Conversations** on the issues of diversity, equity, inclusion, and justice. We have invited leaders in Indian River County and the Treasure Coast region to share what is currently being done, what is planned, and how we as community members can help.

We have identified these areas of current concentration:

- Criminal Justice
- Education
- Finance/Banking & Industry
- Health
- Real Estate/Housing

For more information on our work or how you can get involved contact the Workgroup Leadership Team:

- Laura Kelley kelleylaura@yahoo.com
- Crystal Morris crystal@iamonecaringadult.com
- Shanti Sanchez shantisanchez@gmail.com



Thank you to the Center for Spiritual Care for housing
the **Seeds of Change Lending Library**
for the Social Justice Workgroup, an initiative of Indian River CARES

**You can use this as a reading list
or borrow from the library at:
1550 24th Street, Vero Beach, FL 32960**

**To contact: 772-567-1233 or
centerspiritualcare@gmail.com**

Title	Author
All About Love	Bell Hooks
Americanah	Chimamanda Ngozi Adiche
A White Catholic's Guide to Racism and Privilege	Daniel P. Horan, O.F.M.
Becoming	Michelle Obama
Begin Again	Eddie S. Glaude Jr.
Black Girl Call Home	Jasmine Mans
Blind Spot	Banaji and Greenwald
Born a Crime	Trevor Noah
Bring the War Home	Kathleen Belew
Dixie's Daughters	Karen Cox
Dreams from My Father	Barack Obama
Embodied Spirits	Bryant -Johnson, Norman-McNaney, Taylor Stinson
Freshwater Road	Denise Nicholas
Just Mercy	Bryan Stevenson
Heavy	Kiese Laymon
Madam C.J. Walker's Gospel of Giving	Tyrone McKinley Freeman
Mama Bear	Shirley Smith
Maximum Insight	Bill Maxwell
Me and White Supremacy	Layla F. Saad
My Grandmother's Hands	Resmaa Menakem
Notes of a Native Son	James Baldwin
Our Time Is Now	Stacey Abrams
Passing	Nell Larsen
Queenie	Candice Carty-Williams
Sing Unburied Sing	Jesmyn Ward
Small Great Things	Jodi Picoult
So You Want to Talk About Race	Ijeoma Oluo
Stamped from the Beginning	Ibram X. Kendi
Stamped: Racism, Antiracism & You	Ibram X., Kendi & Jason Reynolds

Title	Author
The Color of Law The Fire is Upon Us The Hidden Wound The Invisible Thread The New Jim Crow The Spiritual Work of Racial Justice The Sum of Us The Vanishing Half The Warmth of Other Suns Waking Up White Was the Cat in the Hat Black White Fragility White Too Long	Richard Rothstein Nicholas Buccola Wendell Berry Laura Schroff & Alex Tresniowski Michelle Alexander Patrick St. Jean, S. J. Heather McGee Brit Bennett Isabel Wilderson Debby Irving Philip Nel Robin Diangelo Robert P. Jones

DEI MEDIA RECOMMENDATIONS

Dirty Computer (CD) 2018 Janelle Monae

Fresh Air (NPR) Terry Gross

3/23/21 with Pete Doctor & Kemp Powers "Soul," Disney film

Fresh Air (NPR) 3/24/21 Terry Gross with Reuben Miller, author "Halfway Home" life after incarceration.

Fresh Air (NPR) 12/28/20 Terry Gross with Clint Smith, poet "How we Reckon or Fail to w/Legacy of Slavery."

Onbeing.org Christa Tippet w/Mary Bateson, Margaret Meade's daughter, "Living as an Improvisational Act."

On the Media (WNYC) 2020 Brooke Gladstone podcast "Unlearning White Jesus"

The Experiment (podcast) 2/11/21 ep. Julia Longoria "56 yrs" participatory democracy began w/1965 voting law.