

RMPBS DEI Training Phase 1: Baseline Setting/Capacity and Coalition Building

Prior to training, as an organization we must capture a baseline of knowledge. We will ask employees to participate in the survey below. The results of the survey will help guide specific knowledge areas that may require additional resources, speakers or topics.

All Station Survey:

Define what diversity means to you and within public media?

Define what inclusion means to you and within public media?

Define what it means to be equitable within public media?

Do you know how to critically analyze information with an equitable lens?

Do you know how to communicate with communities that you are not necessarily a part of? If yes, please explain.

Do you feel that you are an expert in your field? If yes, why?

Do I feel defensive when a person of color says "white people"?

Do I feel angry when people tell me that I benefit from white privilege?

When a person of color talks about race, do I feel defensive when they are describing things that I do or think, as racist?

Do I feel angry or annoyed by the above questions?

Do I have a history of embracing or growing up in racism that I feel ashamed of and so I need to show people that I am not racist anymore?

Does saying "not all white people" or similar phrases make me feel better, when someone calls white people out for something?

Do I expect an apology when I feel like I have been unfairly accused of racism?

Do I feel better when I say, hear, or read "it's okay to be white"?

Do I try to convince people of color that they are wrong about racism, by pointing out people from their racial group who agree with me?

Do I feel the need to talk about how hard my ancestors had it, when they immigrated or explain my own hardships when a person of color talks about being oppressed?

Do I think that racism would go away if people stop talking about it?

Does being told that something I say, think, do, or otherwise value as racist make me want to shut down, leave, or express my discomfort/displeasure in some way?

Do I feel the need to state that I have friends/family who are people of color when someone accuses me of racism?

Do I feel the need to prove that I am not racist?

Do I feel that my opinions and perspectives about race should be given equal weight to that of a person of color, that I have something unique and important to contribute to the race conversation, and/or that it is unfair to be told to listen more than I speak?

Do I feel the need to defend myself on any of the above points?

Do you know what White Privilege means?

Do you know what being a White Savior means?

Do you know what intersectionality means?

Please tell us why it's important to acknowledge and use correct pronouns for people.

Does it make you uncomfortable to use pronouns that are outside of the gender binary?

Is there anything you would like to learn about but have always been nervous to ask for training on?

After the survey is completed the following terminology and suggested reading/listening is distributed. A group of employees will be selected for the initial training group. The training group will receive the list of terminology and suggested reading/listening materials.

An understanding of the following terminology:

Bias: A form of prejudice that results from our tendency and needs to classify individuals into categories.

Color Blind: The belief that everyone should be treated “equally” without respect to societal, economic, historical, racial or other differences. No differences are seen or acknowledged; “everyone is the same”

Cultural Appropriation: The non-consensual/misappropriation use of cultural elements for commodification or profit purposes – including symbols, art, language, customs, etc. — often without understanding, acknowledgment, or respect for its value in the original culture.

Discrimination: The unequal treatment of members of various groups, based on conscious or unconscious prejudice, which favor one group over others on differences of race, gender, economic class, sexual orientation, physical ability, religion, language, age, national identity, religion, and other categories.

Equity: The fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist in the provision of adequate opportunities to all groups.

Implicit Bias: Negative associations expressed automatically that people unknowingly hold and that affect our understanding, actions, and decisions; also known as unconscious or hidden bias.

Inclusion: The act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued as a fully participating member. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

Institutional Racism: Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes and opportunities for different groups based on racial discrimination.

Intersectionality: A social construct that recognized the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, etc.

Microaggression: The verbal, nonverbal, and environmental slights, snubs, insults, or belittlement, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon discriminatory belief systems.

Oppression: The systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry and social prejudice in a complex web of relationships

Privilege: Exclusive access or availability to material and immaterial resources based on the membership to a dominant social group and structures.

Social Justice: Social justice constitutes a form of activism, based on principles of equity and inclusion that encompasses a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and society as a whole.

System of Oppression: Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.

Stereotype: A form of generalization rooted in blanket beliefs and false assumptions, a product of processes of categorization that can result in a prejudiced attitude, uncritical judgment, and intentional or unintentional discrimination. Stereotypes are typically negative, based on little information that does not recognize individualism and personal agency.

Tokenism: Presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself.

White Supremacy: A power system structured and maintained by persons who classify themselves as white, whether consciously or subconsciously determined; and who feel superior to those of other racial/ethnic identities.

Phase 2: Training Sessions. While we will not know the specific issues that arise until the surveys are completed, it is generally assumed the following topics would be covered in the first wave of DEI Training.

Training Session 1: Addressing Unconscious Bias 8 Weeks: Engrained cultural biases and stereotypes can lead employees and managers to display unconscious biases in the workplace. This training takes a look at some of these biases and the assumptions they are built upon. It also explains how to overcome these unconscious biases through micro-affirmations.

Training Hours: 1 hour per week for 8 weeks. 1 Hour Group Discussions: Each week group discussion around terminology and specifically identifying unconscious bias--how we enter the workplace and identifying tools to help foster an inclusive environment. The group training and discussion creates a sense of community, and holds the group accountable to each other. While work on unconscious bias is individual, our goal is to build a coalition of individuals that can speak to communities outside their own and raise the voices of the underrepresented, particularly in media.

Session Format: 15 minutes of presentation from guest speakers or Dr. Tara Jae.
45 minute group discussion/Q&A

In addition to the weekly sessions lead by Dr. Jae, individual sessions for support provided by Dr. Jae, and where appropriate, Kim Salvaggio.

Suggested Readings/Podcasts/Personal Tests

[Welcome to the Anti-Racism Movement - Here's What you've missed](#) - by Ijeoma Oluo

[Anti-Racist Checklist for whites](#) - by Robin DiAngelo (Adapted from Dr. John Raible)

[Seeing White](#) - by Scene on Radio*** Podcast that would be super helpful for a foundation

[White Fragility and the Rules of Engagement](#) - Robin DiAngelo

[White Privilege: Unpacking the invisible knapsack](#) - Peggy McIntosh

[Implicit Bias Test](#) - Harvard University***All the implicit bias tests are here

[Racism Defined](#) - By Dismantling Racism Works

[The subtle Linguistics of White Supremacy](#) - Yawo Brown

[Why We Need To Talk About Whiteness In Public Media](#) -- Minal Bopaiah

Training Session 2 LGTBQ- Beyond Pronouns 8 Weeks. Training takes a close look at issues LGBTQ employees and their coworkers face. It addresses the need for using the appropriate terminology, as well as how to foster a more inclusive and respectful work environment for everyone. Hear real stories that help demonstrate how the wrong approach can make work difficult for someone from the LGBTQ community.

Training Hours - Training Hours: 1 hour per week for 8 weeks. 1 Hour Group Discussions, plus additional 1 on 1 time with Dr. Jae as needed. Training sessions will include completing the tests and discussion.

Session Format: 15 minutes of presentation from guest speakers or Dr. Tara Jae.
45 minute group discussion/Q&A

In addition to the weekly sessions lead by Dr. Jae, individual sessions for support provided by Dr. Jae, and where appropriate, Kim Salvaggio.

Suggested Readings/Podcasts/Personal Tests

[Stigma against gay people can be deadly](#) - Dr. Khullar

[The lack of dedicated LGBTQ media is a disaster](#) - Katelyn Burns

[Sex isn't binary, and we should stop acting like it is](#) - Lisa Brusman

[7 Assumptions about non-binary folks may be hindering your trans allyship](#) - Sam Finch

[Nancy](#) - Podcast

Gender outlaws: next generation - Kate Bornstein** Book

They Them Their - Eris Young** Book

*All Trainings are lead by Dr. Tara Jae with support from Kim Salvaggio, however, additional story telling is provided by members of different communities as "guest speakers" to their authentic experiences.

Sessions are 15 minute of presentation, then 45 minutes of discussion.