

# DEI Branch Coordinators Peer Group November 21, 2023

Charmen Goehring, Chair  
Carmen Hobbs, Advisor  
Dr. Lata Murti, Advisor



# Who We Are

- Charmen Goehring- Mother, daughter, sister, Gigi, friend, special education teacher, equity liaison at work, traveler, ally.
- Carmen Hobbs—Retired Nurse Consultant with experience writing public policy at the State level, ensuring that vulnerable populations have access to equitable healthcare. I enjoy baking, traveling, gardening, and spending time in nature.
- Dr. Lata Murti- Professor, consultant, poet, radio host, community collaborator, mother, daughter, wife, dog mom.



# Community Agreements

- Be present. Bring your full self.
- Let go of perfection. Expect discomfort and dissonance.
- Challenge ideas, not people.
- Listen for understanding.
- Be aware of your impact, not just your intentions.
- Observe patterns of participation. Create space, share space.
- Stories stay. Lessons leave.

# Agenda

- Welcome (5 min)
- Our plan (5 min)
- Cultural humility and our branches (10 min)
- Moving DEI forward-environmental scan (5 min)
- Questions? (5 min)

("Office hours" if needed afterwards for individual situations, concerns, etc.  
Everyone is dismissed unless they have a specific issue they want to discuss.)

# Building Organizational Understanding of DEI

Stepping back to create a strategic plan

Focus on cultural humility

Continued support for branch DEI coordinators

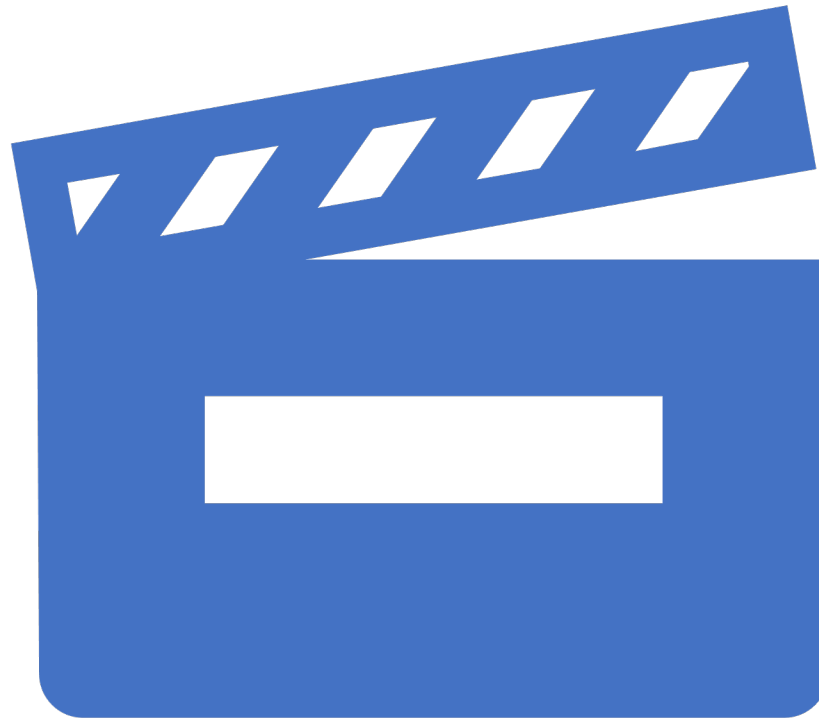
"Selling" DEI from the top down

# Where do our branches fall?

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 need 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.

# Cultural humility explained by those who coined the phrase

[video](#)





Cultural Humility	Cultural Competency
You're the expert	I'm the expert
Cultural Humility is a lifelong process.	Cultural Competency is an end product
Cultural Humility a subjective set of practices.	Cultural Competency implies an objective set of best practices



## Cultural Competence

- knowing the background of cultures
- Attitude: feeling as if you know everything there is to know
- knowing a culture's values
- self-awareness
- concrete, finite set of facts
- impartial

## Cultural Humility

- critical self-reflection
- ongoing learning, understanding, curiosity
- Attitude: being vulnerable, humble, knowing that you do not have all the answers
- a lifetime commitment
- love, passion, empathy, equality
- reducing negative power relations

- working with difference
- addressing inequalities
- working collaboratively
- bringing our own stories to the situation

# Moving DEI forward in California

[Environmental Scan](#)



# Questions?

