

Amazing Amazing Inclusion and Belonging Edutainment™ Experience

Glossary

Book of Learnings: A collection of insights gathered from a shared experience

Connecting Intention and Impact: Knowing that one's intention and the impact on the receiver do not operate independent of each other and need to be actively thought of together. A few principles of how intention and impact work together:

- A positive intention does not mitigate a negative impact
- People tend to pay more attention to impact rather than intention
- What we say and how we communicate are important. Language represents our thinking.
- Words have energy. Words create worlds.
- Developing emotional resilience and cultural humility are life-long processes. The more diverse people you interact with the better you can have your intentions aligned with the desired impact

Culture: A socially transmitted shared design for living and patterns for interpreting reality based on values and practices of a group of people who interact together over time

Cultural Appropriation vs Cultural Appreciation: Cultural appropriation is taking an aspect of a culture that is not your own and using it in a manner that is inappropriate, reckless, exploitive, or using it for personal interest or economic gain. Cultural appreciation is honoring an aspect of the culture in a manner that it was intended and with acknowledgement, respect and permission if necessary. For example, using a Native American talking stick in a group exercise as a tool of Indigenous democracy would be cultural appreciation. If you were not Native American and you made talking sticks to sell on Etsy, that would be cultural appropriation.

Cultural Myopia: The belief that our culture is appropriate to all situations and relevant to all other individuals. Being culturally myopic fosters an inability to see good in other cultures

Cultural Patterns: Behaviors, attitudes, and beliefs practiced by a critical mass of a cultural group

Ethnocentrism: The tendency to use our group as a norm or standard by which to assess and judge other groups

Generalization: An inference of conclusion derived from empirical data

Gestalt: A psychological theory that emphasizes that the whole of anything is greater than its parts. There are six individual principles commonly associated with Gestalt theory: similarity, continuation, closure, proximity, figure/ground, and symmetry and order (also called prägnanz)

Heisenberg's Uncertainty Principle: Articulated by German physicist it states that the very concepts of exact position and exact velocity together have no meaning in nature. Applied to human behavior suggests that we can never be 100% sure or certain of anything. To maintain a healthy relationship, we have to stay curious about the other and the nature of the interaction between us.

Holding Multiple Realities, Identities, and Perspectives: Understanding the influence of our social group identities on our behavior and thinking. Because of our brain function and socialization process, we tend to be drawn to experiences and individuals with whom we are familiar. Holding multiple realities, identities, and perspectives honors that in any given situation there are multiple ways of knowing and being.

Humanizing Language: Developing trusting relationships across differences is predicated on

experiencing and treating each other out of our core identity as humans. Language reflects our thinking and word create worlds. Defining people as an adjective or descriptor (illegals, illegitimate, marginalized, oppressors, crazy) dehumanizes them rather than speaks to their humanity. Humanizing language describes rather than defines. For example, use undocumented instead of illegals; child or children of [parent names] instead of illegitimate child or born out of wedlock; racial groups who have been historically marginalized or underrepresented racial groups instead of marginalized groups; white people who historically oppressed others or who were responsible for colonization or slavery; person who suffers from mental illness or addiction instead of schizophrenic or addict.

Inclusion: Creating conditions (policies, practices, procedures) that leverage differences to achieve a mission, goal, or business objective

Ism: A destructive belief or attitude that places superiority of one characteristic of a dimension of diversity over another characteristic. For example, white over BIPOC, men over cisgender, gay, transgender or non-binary identifying women, heterosexual over LGBTQ+, able-bodied over those with disabilities, neurotypical over neurodivergent

Levels of Human System: Within our identity, diversity cuts across all levels of human systems and intersects with the multiple identities that an individual possesses.

- **Individual/Intrapsychic:** Boundary is self-system (e.g., thoughts, feelings)
- **Interpersonal:** Boundary with an individual or with a group or subgroup (e.g., connecting with a spouse/partner, or with a family or with the children within a family)
- **Group:** Boundary is shared identity (e.g., racial identity or nation of origin, or religious affiliation)
- **Organizational/Institutional/Community:** Boundary is a systemic set of purposes, rules, practices, and traditions (e.g., work affiliation, religious affiliation, social group affiliation)
- **Societal:** Boundaries are the many facets of culture (e.g., language, norms, values, sanctions, politics, and acculturation).

Me to We Skills: Holding multiple realities, identities, and perspectives; connecting intention and impact; using social privilege for mutual benefit; moving from certainty to curiosity. For leaders: Making quality decisions in the midst of diversity tension

Moving from Certainty to Curiosity: Remaining curious about someone's else reality, assuming positive intent unless they provide you with evidence to the contrary, listening with the

goal of understanding rather than rebuttal, and challenging your own assumptions in order to expand your worldview.

Neurotypical: Term that refers to individuals who have brains that function in a similar way to most of their peers and develop social and organizational skills around the same rate as others.

Neurodivergent: Term that describes individuals who brain differences affect how their brains work. They have different strengths and challenges from people whose brain don't have those differences.

Power: Social power is a form of power found in society and politics characterized by the influence that an individual or an organization has in society achieved by wealth, status, or fame.

Privilege: A social process attached to group identity where unearned rights, rewards, benefits, access, opportunities, and advantages are received simply because of one's group identity and without regard to achievement.

Psychological Safety: Being able to express your full and authentic social group identity without fear of being bullied, harassed, humiliated, or discriminated against solely based on your identity characteristics.

Quality Decisions: Quality decisions are critical for effective solutions and strategies for building inclusive work and learning environments, especially for leaders who need to make quality decisions in the midst of diversity tension. Quality decisions are:

- Characterized by "triple loop" learning
 - Identifies Error and Problem Solves
 - Checks Assumptions and Validates Hypothesis
 - Predicts and Plans for Sociopolitical Implications
- Effective across diverse groups
- Focuses on impact while understanding intentions
- Long-term influence

Race: A pseudo-biological system of classifying people on the basis of shared genetic heritage of physical characteristics. A social construct embedded deeply in our psyches and culture.

Social Loadings: All the information (print and social media, pop culture, rituals, sensory experiences) that gets fed into our brains and influences how we think and behave.

Social Trust: As an emotion, a feeling of benevolence and caring toward each other and a feeling of compassion for each other in our identity groups. As a choice, a belief that the other group is honest and fair and a belief that the other group will

show up for us and have our back in a consistent manner on issues that matter.

Stereotypes: A widely held belief usually oversimplified and based on limited data and perception

Telescope Effect: Inaccurate perceptions that we hold due to how our memory works. We tend to place ourselves at the center of any experience and interact to the degree that we feel that the situation relates to us personally or to the degree we feel we can manage it or have control over the situation.

Unconscious Bias: Due to how our brain functions, attitudes and thinking patterns form through social loadings. These biases are outside of our conscious awareness and require attention and intention to dismantle.

Using Social Privilege for Mutual Benefit: Understanding with acute awareness the social benefits attached to privilege and behaving in a manner that reduces or eliminates the disadvantages experienced by those who do not share one's group identity and who do not receive the benefits of social privilege.

Worldview: An individual's or a group's unique perspective or way of interpreting life's experiences.