This template offers a structured approach to introducing themes, guiding discussions, and reinforcing key concepts during a speaker series viewing of **"DEI (diversity-equity-inclusion) or DOA (dead on arrival)? How to move beyond window dressing to achieve institutional equity"** by Tim Wise

Tim Wise Bio

Tim Wise is a leading anti-racist writer and educator in the U.S., with over 25 years of experience speaking in all 50 states and on more than 1,500 college campuses. He has trained professionals across corporate, government, law enforcement, media, and other sectors on how to dismantle racial inequity within their institutions. Wise has also provided anti-racism training to educators and administrators across the U.S. and internationally, including in Canada and Bermuda. His work focuses on addressing systemic racism and promoting racial equity.

Tim Wise is the author of nine books, including "Dispatches from the Race War" and the acclaimed memoir "White Like Me: Reflections on Race from a Privileged Son." Named one of "25 Visionaries Who are Changing Your World" by "Utne Reader", Wise has contributed to over 25 books and his essays are widely taught in colleges. His work has appeared in publications like "Salon"," HuffPost", and "The Root". From 1999 to 2003, he served as an advisor to the Fisk University Race Relations Institute and played a key role in the movement against neo-Nazi politician David Duke.

Wise has been featured in several documentaries, including "White Like Me: Race, Racism and White Privilege in America", and "The Great White Hoax", which examine race and class in American politics. He also engaged in public dialogue with activist Angela Davis in the documentary "Vocabulary of Change". More recently, he appeared in Chelsea Handler's Netflix documentary "Hello Privilege, It's Me Chelsea". A frequent guest on CNN and MSNBC, Wise graduated from Tulane University and hosts the podcast "Speak Out with Tim Wise".

Key Terms & Concepts + Notables Quotes

DEI (Diversity, Equity, Inclusion)

Diversity
The presence of different identities, backgrounds, and perspectives, such as race, gender, ethnicity, ability, and sexual orientation, within a group or organization.

Equity
Ensuring fairness by providing tailored support to those who need it, addressing systemic barriers, and creating opportunities for all to succeed.

Inclusion
Creating an environment where all individuals feel welcomed, respected, valued, and able to participate fully.

Disproportionality
The over- or under-representation of a particular demographic group in a specific context or system (e.g., education, criminal justice) compared to their proportion in the general population. It highlights inequities in treatment or outcomes.

Equal Credit Opportunity Act (ECOA)
A federal law passed in 1974 that prohibits lenders from discriminating against applicants based on characteristics like race, color, religion, national origin, sex, marital status, age, or because they receive public assistance.

Fair Housing Act
Part of the Civil Rights Act of 1968, this law prohibits discrimination in housing transactions (rental, sales, financing) based on race, color, religion, sex, familial status, national origin, or disability.

Fragility
(e.g., White Fragility) - A term describing the defensive reactions that members of a dominant group (such as white people in the context of race) may have when their racial views, privileges, or systemic advantages are challenged. These reactions often include anger, guilt, or denial.

Hegemonic
Relating to the dominance or control of one group over others, often through cultural, ideological, or societal means. Hegemonic structures reinforce the power of dominant groups while marginalizing others.

Implicit Bias
Unconscious attitudes or stereotypes that influence a person's perceptions, actions, and decisions toward certain groups, often without them realizing it. These biases can perpetuate discrimination even when individuals believe they are being fair.

Meritocracy
A system or belief that positions and rewards should be allocated based on individual ability, effort, and merit, rather than on factors like race, class, or privilege. It assumes equal opportunity exists, which is often challenged when systemic inequalities are present.

Passive Language
Language that obscures agency or responsibility by focusing on outcomes without naming the actors involved. For example, saying "mistakes were made" instead of identifying who made the mistakes. In social justice, passive language can hide the role of systems or individuals in perpetuating harm.

Privilege
Unearned advantages or benefits enjoyed by certain groups simply because of their identity (e.g., race, gender, class) in a given society. Privilege often goes unnoticed by those who have it because it is normalized.

Racial Justice
The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for everyone. Racial justice includes efforts to dismantle racist structures, policies, and practices, and to promote racial equity and inclusion.

Ratify
To formally approve or confirm a decision, agreement, or treaty, making it officially valid. For example, laws or constitutional amendments are ratified by the necessary governing bodies.

Redlining
A discriminatory practice where banks and insurance companies denied services to people in certain neighborhoods—often those with large minority populations—by designating them as high-risk or undesirable, marked by red lines on maps. This contributed to long-term racial segregation and economic inequality.

Shifting the Narrative
Changing the dominant story or perspective about a group, issue, or event to reflect more accurate, just, or inclusive viewpoints. It challenges harmful stereotypes and assumptions by offering alternative ways of understanding.

Social Structure
The organized patterns of relationships and institutions that make up a society, including laws, norms, roles, and social hierarchies. These structures shape how individuals interact and are treated within a society.

System
A set of interconnected parts working together to form a complex whole, often within social, economic, or political contexts. Systems shape the functioning of institutions, policies, and societal outcomes, influencing how people experience opportunities, power, and resources.

Work Culture
The values, behaviors, expectations, and social dynamics that shape the environment within a workplace. It includes how people interact, the level of inclusivity, how decisions are made, and what is prioritized.

Zero-Sum Game
A situation in which one person or group's gain is exactly balanced by another's loss. In a zero-sum framework, any advantage for one party is seen as a direct disadvantage to another, often ignoring the potential for mutually beneficial outcomes.

Notable Quotes

"We need to think about DEI work as the building of a different story, a different narrative of who we are as a society."

"We can focus on the systems that created this bias"

"If in fact we are perpetuating injustice, we still have to understand where that injustice began."

"The ideology of our country is going to tell you 'Those people on the bottom didn't work hard enough' and 'those people on the top, they're just geniuses.'"

"We tend to focus on fixing the people that have been harmed by systems rather than fixing the systems that harm people.

"Something that happens in one generation tends to effect the next."

"Inequality is not an accident; it was by design."

Resources

Please visit the following link to engage with more resources.

https://speakers.alleghenycounty.us/wp-content/uploads/2023/08/Tim-Wise-Recap.pdf

Conversation Outline

Facilitator: **Welcome**
Good [morning/afternoon/evening], everyone! Thank you for joining today's dialogue. It's my pleasure to guide us in a discussion about ***"DEI (diversity-equity-inclusion) or DOA (dead on arrival)? How to move beyond window dressing to achieve institutional equity"*** by Tim Wise.

Facilitator: "To enhance your learning and engagement with today's topic, we've provided digital and printable activities and tools. These resources are designed to deepen your understanding, increase your comfort level, and help you apply the concepts discussed during the session. **The activities and tools are intended to be used while viewing the Speaker Series**, encouraging attentiveness and focus on the content. **Please feel free to choose the tools that best support your learning experience."**

Activities + Tools

- **Activity/Tool 1: Bingo Card**
  A bingo squares have key terms, phrases, quotes, and concepts listed in squares, folks can 'play' while they watch the Speakers Series to heighten engagement.

- **Activity/Tool 2: Feelings Card**
  A card divided into three sections (beginning, middle, end) with feeling words listed in each. Participants circle or highlight the feelings they experience at each stage of the video to practice introspection and assess comfort levels throughout the engagement. This can be completed while viewing the Speakers Series.

- **Activity/Tool 3: Crossword Puzzle**
  The crossword puzzle consists of key terms and concepts to increase learning and understanding of the topic. This can be worked on during the Speakers Series to heighten understanding of concepts and ideas.

Warm-Up Questions

Facilitator: Below are optional warm-up questions that facilitators can use to introduce key themes and help participants feel more comfortable with both the topic and the session structure. These questions serve as a useful tool to break the ice, encourage engagement, and set the stage for deeper discussions throughout the speaker series. **These are optional and can be used if time permits.**

Warm up Question
"To start us off, let's dive into a few warm-up questions that will introduce the key themes of today's event. These questions are designed to get us thinking about *"DEI (diversity-equity-inclusion) or DOA (dead on arrival)? How to move beyond window dressing to achieve institutional equity."*

Facilitator:

- **Question 1**: What do you know about the term "implicit bias"?

- **Question 2:** Why do you think building a historical context in advancing racial equity work is important?

- **Question 3:** What is the difference between equity and equality? Do you think distinguishing this difference is important in the work that we do at DHS?

Discussion Questions

Facilitator: "Let's move into some discussion questions to deepen our understanding and begin a conversation. These are intended to help us process the content and resources we've learned about in the today's speakers series viewing."

- **Question 1:** How does the belief our country holds that 'people at the bottom didn't work hard enough' and 'people at the top are inherently geniuses' influence organizational structures and hiring practices?

- **Question 2:** How does focusing on "fixing" people harmed by systems, rather than addressing the systems themselves, relate to the use of passive language? For example, when we label a child as being from an "at-risk" community, how does failing to specify the true risks—such as economic injustice—affect our understanding and response?

- **Question 3:**
  Why is thinking in terms of a zero-sum game harmful when trying to advance racial equity?

Closing + Concluding Thoughts

Concluding Thoughts

Facilitator: "Thank you all for your participation in today's dialogue. It's been a pleasure exploring the topic of ***"DEI (diversity-equity-inclusion) or DOA (dead on arrival)? How to move beyond window dressing to achieve institutional equity"*** together**.** As we wrap up, I invite any final thoughts or comments you'd like to share."

(Allow 5-10 minutes of closing thoughts or remarks)

Closing

"I encourage you to stay curious, keep learning, and continue growing in your efforts to advance racial equity and learn how to ***move beyond window dressing to*** create more equitable institutions. Your dedication to this work is vital in creating more inclusive and equitable communities. Let's keep the conversation going and carry these lessons forward in everything we do."