

ROOT CAUSES CONSULTING CATALOG



Curating safe(r) spaces for
LEARNING. ACTION. GROWTH.



NEEDS ASSESSMENT & LISTENING SESSION

A short culture climate survey and needs assessment, analysis and debrief via listening session will help gain a better sense of team dynamics and belonging. A culture climate survey will aide in understanding the rich diversity of backgrounds, perspectives, and experiences represented in the team to exclusively inform programs and strategies aimed at supporting a more diverse, inclusive, and welcoming environment.

PSYCHOLOGICAL SAFETY



Belonging is a basic human need and working in a psychologically safe environment increases that sense of belonging. The impact of feeling safe to be yourself, make mistakes and not be judged, contribute meaningfully, and even to challenge the status quo leads to greater team dynamics and productivity.



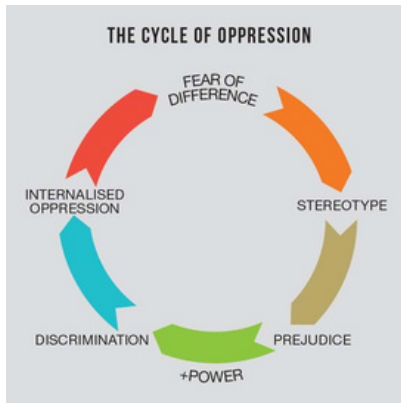
INTRODUCTION TO EQUITY, DIVERSITY & INCLUSION

Creating an atmosphere where everyone feels like they belong is essential in a diverse and inclusive work environment. Having a diverse and inclusive work environment means we move from practices focused on equality to practices focused on equity. When we identify how we exclude people from our daily lives, workplace groups or projects, we can begin to determine how to be more inclusive so that our internal and external customers.

UNCONSCIOUS BIAS



We make decisions everyday based on automatic patterns of thinking. These short cuts are our unconscious biases which are learned and have developed over time. We base our biases on stereotypes and past experiences that feed into prejudices and stereotypes. We must raise our awareness of those biases lurking beneath the surface, realize how those biases effect our decisions and work to manage them.



MICROAGGRESSIONS AND THE CYCLE OF PREJUDICE & OPPRESSION

We communicate hospice, derogatory and negative attitudes towards stigmatized or culturally marginalized groups every day. Often times we are unaware: it's an unintentional indignity against someone or a group. The cycle of prejudice feeds our microaggressions so we need to determine how to break the cycle, how to confront our own and others' microaggressions a swell as learn how to course correct when we have been confronted.

IDENTITY, INTERSECTIONALITY & ISMS



What groups you belong to help to create your sense of identity. Social categorizations such as race, gender, age, occupation, sexual orientation, education, spirituality among many aspects play a role into how we walk throughout life. Those characteristics make up our identity, that identity plays a big role in how other people view us, discriminate against us or accept us.



AMERICAN RACIALIZATION AND ANTI-RACISM

Racialization in America has affected everyone in this country no matter the race to which they ascribe. The idea of race is ever-present in all facets and systems within in America. It is so important to the way that we do business that people coming from another country must also select a race in order to effectively survive and progress in our society.

IMPACTS OF IMMIGRATION

Leaving one's native country whether due to duress or visions of better economic or social freedoms impacts those immigrating and those left behind. Depending on the country from which you come, the hues of your skin, and the status of your formalized education impacts the experience of those entering the United States and the degree to which the skills, talents and knowledge are accepted.



LANGUAGE JUSTICE

While it has been said that knowledge and the application of it is power, the lack of sharing that knowledge is also power. To be inclusive and address growing systemic disparities in this global society requires sharing knowledge in a language that is culturally respectful and increases understanding.



EXPRESSIONS OF RACISM: INTERNALIZED RACIAL OPPRESSION AND SUPERIORITY

We are socialized from birth to understand the world around us and that learning is reinforced through our experiences and our interactions with others. Internalized racism is a socialized state of mind that places positive and negative values on race therefore affecting ones view of themselves and the members of their racial group, as well as how they see others and their racial groups.

RACIAL AND SOCIAL JUSTICE



Historically and presently, we have witnessed unequal treatment of people based on race and other social identities such as gender, sexuality and abilities. There is a framework that is useful to help all people succeed in life regardless of their social status. These concepts and tips for implementing racial and social justice can act as positive preventive measures, agents of change, and outcomes.



HEAD, HEART & HANDS CONCEPTS TO BEHAVIOR CHANGE

Behavior change is not an easy process. There's a time for awareness, a time for action, and a time for maintaining which all may include a time of recycling through all of the phases once more. The Head, Heart & Feet (Hands) model focuses on using one mind to conceptualize the proposed change, emotionally committing to the change, and then taking steps to act or do differently than before.

CULTURAL RESPONSIVENESS AND HUMILITY



Responsiveness places an emphasis on the capacity to respond. Providers, team members, managers, etc., are not only aware of cultural factors, but can demonstrate an ability to manage and negotiate them in order to improve relationships and services provided. Being culturally responsive focuses on the ability to learn from and relate to people from your own and other cultures, respectfully.

OTHER OFFERINGS



FACILITATED EDI^{PLUS} RELATED CONVERSATIONS

Facilitated EDI-Plus related conversations which provides participants an opportunity for awareness and sharing. These talks can be offered routinely or on an adhoc basis depending upon the topic and availability of participants. These discussions are often prompted by various media prompts such as

- Current events—ex) Exploring Racial Trauma and Black Fatigue after the murder of George Floyd, After the 2020 Vote: A Non-Partisan Conversation
- Film viewings—ex) 13th: A Documentary, Amend: The Fight for America
- Bookclubs—ex) Caste by Isabella Wilkerson, The Vanishing Half by Brit Bennett
- Podcast listening sessions—ex) Seeing White hosted by John Biewen
- Readings—ex) 21-Day Racial Equity Challenge