



The Educated Approach

A Seat At the Table: Conversations about Making Authorizing a More Diverse, Equitable, and Inclusive Field Resource Guide

Session 1:

Working Agreements

- The Equity Lab: [REDI Agreements](#)
- [TED Talk: Chimamanda Ngozi: The Danger of a Single Story](#)

Vocabulary

Diversity: the presence of people with diverse backgrounds and identities, with a wide range of perspectives and experiences, on your team.

Equity: the process of removing the predictability of success or failure that currently correlates with any social or cultural factor.

Inclusion: the experience of being welcomed and of authentic belonging.

Thrive: to prosper by creating systems that reinforce diversity, equity, and inclusion and remove oppressive systems, habits, policies, and practices.

DEI gap: the distance between good intentions for creating thriving organizations and the outcomes of those intentions.

Unconscious Bias (Implicit Bias): an automatic prejudice or unsupported judgment in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair, based on past experiences and background.

Books

Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race by Beverly Daniel Tatum

Despite the Best Intentions: How Racial Inequality Thrives in Good Schools by Amanda Lewis and John Diamond

Videos

[Verna Myers: How to overcome our biases? Walk boldly towards them](#)