

# Envisioning the Future 2020 & BEYOND

## Session Takeaways

### **A1 Hard Conversations about Diversity, Inclusion and Equity Done Well**

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- Amygdala Hijack refers to the situation where a physical or emotional trigger activates the system that controls the “fight or flight” response.
- Colloquially, the phrase “Nurses Eat Their Young” refers to the targeted negative actions and attitudes toward coworkers due to uncontrolled stress. Psychologists refer this condition as Horizontal Violence.
- The process by which we can identify our feelings in any given moment and objectively use the observation to guide our actions in a positive manner is called Emotional Intelligence.
- Psychological safety can be defined as the process of intentionally removing fear and trepidation from individual or group interactions and replacing it with respect and openness.
- Unconscious and involuntarily attitudes or stereotypes that affect our understanding, actions, and decisions about and toward others is defined by the term Implicit Bias.
- An iceberg is often used as a symbol to describe diversity because most human characteristics that are often judged represent a small percentage of qualities that make up our identity.
- The role of an ally can be best described as a partner who listens and works to understand circumstances and perspectives outside of their own, someone committed to recognizing their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice, or someone who engages in activism by standing with an individual or group from a marginalized community.
- Explicit Bias can best be described as overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.
- A Paradigm Shift is an important change that happens when the usual way of thinking about or doing something is replaced by a new and different way.
- Cultural competency can best be defined as the skill and willingness of an individual or organization to effectively and positively engage with people of different cultures.