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2023 Public Sector Conference

Improving Diversity and Inclusion In California Public Employment

Friday, April 28, 2023
10:45 a.m. – 12:00 p.m.

Speakers:

David Chiu

Olga Diaz

Conference Reference Materials

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Increase Diversity, Equity and Inclusion in California Public Employment

Public Sector Conference, April 28, 2023

David Chiu
San Francisco City Attorney



Olga Diaz
Associate Executive Director
Inclusion, Outreach and Strategic
Initiatives
California Lawyers Association



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Definitions

Diversity: The practice of including or involving people of different ages, races, ethnicities, abilities, disabilities, genders, religions, cultures and sexual orientations.

Equity: The acknowledgment of the existence and impact of inequality and steadfast commitment to providing fair access and opportunity.

Inclusion: The action of including others in a group, culture or structure.



Dimension of racism

INDIVIDUAL

Internalized



Interpersonal

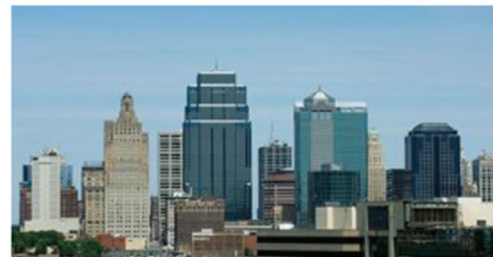


SYSTEMIC

Institutional



Structural

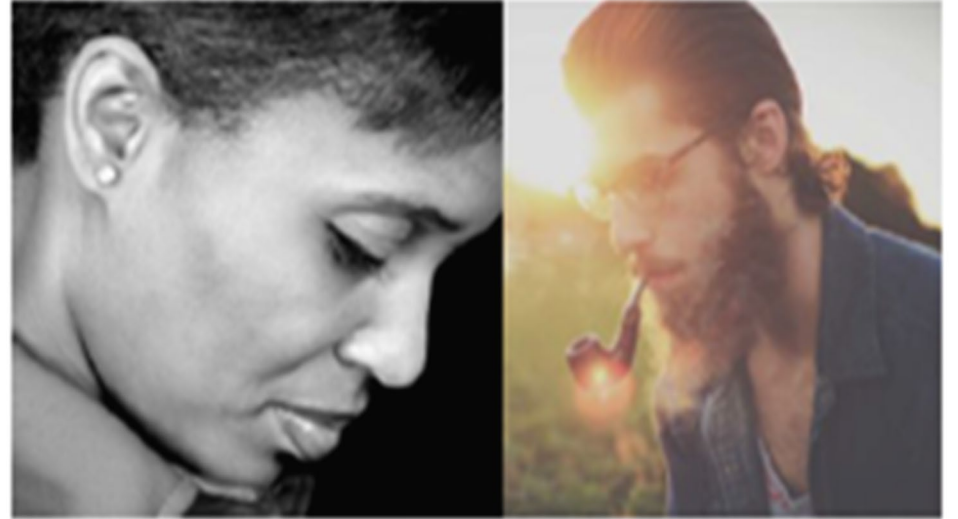


Individual racism

Internalized oppression/dominance: Internalized oppression (also called “self-hate”) is when a member of an oppressed group believes and acts out the stereotypes created about their group.

Interpersonal racism: This is the racism that occurs between individuals. It is the holding of negative attitudes towards a different race or culture.

Internalized



Interpersonal



Systemic racism

Institutional racism: A discriminatory treatment, unfair policies and inequitable opportunities and impacts, based on race, produced and perpetuated by institutions (schools, mass media, etc.).

Structural racism: A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time.

Institutional



Structural



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Moving toward action



What can you do to increase equity and inclusion?

- Continue your own process of developing awareness, knowledge, and skills
- Speak up when you see or hear something that perpetuates oppression
- Notice who's present or included and who's not, then work to be more inclusive
- Notice who is speaking and is being listened to, then make sure all voices are heard
- Notice who's in power or in charge and who's not, then work to more equitably share power
- Think about how decisions/policies/programming will affect equity and inclusion; then make sure its impact is equitable



What you can do to increase equity and inclusion (cont'd)

- Support the leadership of people from marginalized groups
- Make connections among different forms of inequities – and don't let marginalized groups be pitted against each other
- Be humble: be willing to listen to feedback and learn from mistakes
- Be courageous: take risks and do what you think is right to advance social justice
- Get and give support, and act with others to create change



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Questions?



Thank you!