



NALS OF MICHIGAN INVITES YOU TO JOIN US FOR OUR 2021 SUMMER CLE SERIES

A WEBINAR ON RACIAL EQUITY/CULTURAL COMPETENCY **PRESENTED BY: ALFREDO HERNANDEZ, EQUITY OFFICER,** **MICHIGAN DEPARTMENT OF CIVIL RIGHTS**

Alfredo Hernandez is an Equity Officer with the Michigan Department of Civil Rights Equity Office. On **Thursday, June 17, 2021**, Mr. Hernandez will present at 45-minute webinar on racial equity/cultural competency. During this 45-minute presentation, Mr. Hernandez will highlight the basic principles of DEI work, implicit bias, the Michigan Department of Civil Rights' training solutions, and state level work.

Mr. Hernandez works out of the MDCR Lansing office. The 8-member Michigan Civil Rights Commission was created by the Michigan Constitution to safeguard constitutional and legal guarantees against discrimination. The Commission is charged with investigating alleged discrimination against any person because of religion, race, color or national origin, genetic information, sex, age, marital status, height, weight, arrest record, and physical and mental disability.

Also attached for your information is an MDCR flyer discussing the Michigan Department of Civil Rights' 4-hour virtual workshop the Department offers to organizations seeking to develop a common language and framework to strategically engage in efforts to increase and sustain DEI at an organizational level.



www.michigan.gov/mdcr

Join us on Thursday, June 17, 2021 at Noon EST for this webinar.

RSVP no later than 5:00 p.m. on June 16, 2021, via e-mail to Jen Yocum at jenjoyyocum@gmail.com. After you RSVP, you will be forwarded the link to the webinar. After the webinar, you will receive a Certificate of Completion with your CLE credits.

Jen Yocum, CLP
Tami Carl, CLP
2021-2022 NALS of Michigan
Legal Education Committee

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PAYMENT OPTIONS

THIS WEBINAR IS **JUST \$10 PER PERSON**. THE OFFERINGS OF NALS OF MICHIGAN LEGAL EDUCATION COMMITTEE SUPPORT OUR ORGANIZATION WHILE PROVIDING OPPORTUNITY FOR YOU, OUR MEMBERS, TO LEARN. THANK YOU!

THERE ARE 4 WAYS TO MAKE PAYMENT:

(1) NEW THIS YEAR ... SEND NALS OF MICHIGAN A CHECK FOR \$50.00 AND ENJOY SIX (6) WEBINARS ANYTIME THROUGHOUT THE 2021-2022 FISCAL YEAR. YOU CHOOSE WHICH 6 WEBINARS TO ATTEND. THERE WILL BE AT LEAST ONE EACH MONTH FOR A MINIMUM OF 12 FROM WHICH TO CHOOSE AND MORE! (A GREAT WAY TO PROVIDE BUILT-IN FLEXIBILITY FOR THOSE LAST-MINUTE-WORK-THROUGH LUNCH DAYS.)

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¹ Note: there is a 3.5% charge for the card use you will pay in addition to the \$10.00.

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Diversity, Equity and Inclusion (DEI) Implicit Bias Training Solution

For all residents of Michigan to experience equitable opportunities to grow and thrive, we must establish a shared understanding of the role that history and culture play in perpetuating and fueling racial disparities. MDCR's training solutions focus on race extensively, but not exclusively, as we recognize the impact of a racialized ideology that impacts us all as well as the intersectionality and multilayer complexity of systems created around socially constructed categories.

MDCR's leadership recognizes that for organizations to advance equity and incorporate it across departmental lines, action plans that raise levels of consciousness and cultural competency are vital to effectively create and sustain the long-term implementation of equitable practices, policies and procedures.

MDCR has worked throughout Michigan to mitigate discrimination and address challenges through strategies a culturally conscious approach. To successfully advance equity and inclusion, it is critical to proactively anticipate unintended consequences by setting a foundation of knowledge that:

- Normalizes equity, diversity and inclusion as key values embraced by all,
- Operationalizes equity via new policies and institutional practices, and
- Creates the organizational capacity required to sustain long-term change, in partnership with other institutions and the community.

Our training solutions incorporate multiple tactics for engagement and experiential learning which include:

- **Interactive and experiential components:** various forms of sharing information are used (i.e., videos, dyads, small and large group discussions, lectures, interactive activities, etc.) to increase learning outcomes.
- **Strategy and methodology:** honest and open dialogue that explores the differences between individual and systems.
- **Skilled facilitation:** conversations that move away from blame and shame to an overall empowered sense of responsibility.
- **Focus:** beyond social justice and highlights the value of diversity as a source for increasing innovation, creativity and broader perspectives.

Our facilitators have extensive experience delivering training and helping participants reflect on how internal and external components shape systems of advantage. These systems are moved by power and economics and their internal components are shaped by biases, privilege, and internalized messages. The external ones play out in relationships which are interpersonal, institutional, and structural.



MDCR commends organizations for proactively embracing diversity, equity and inclusion as a number one priority. The information below provides a breakdown of our standard 4-hour DEI implicit bias workshop or the 4-hour virtual session. ¹

A common language and the function of a racial equity lens

Establishes a foundation for shared understanding. Concepts such as diversity, inclusion, equity, equality, racism, and prejudice are explored. Participants review how systems of advantage are formed and the key role they play in creating and sustaining inequity based on race, gender, sexual orientation, class and other socially constructed categories. This section also highlights that a racial equity lens focuses on race extensively but not exclusively as the lens recognizes the intersectionality of systems as well as the fact that racism often shapes the bottom of social disparities and injustices.

The dimension of systems of advantage through a racial equity lens

Internalized: the origin of biases based on an exploration of 3 key components: a) the human predisposition to form in and out groups, b) the impact of polarized/racialized messages, and c) the human brain makes automatic associations and follows cognitive scripts. This section summarizes the dissonance that exists between conscious values and unconscious biases.

Interpersonal: internalized cultural messages that are shared through personal interactions. Since human beings do not live in isolation, cultural messages are sustained through cultural practices that include some groups and inevitably exclude others.

Institutional: organizations and institutions adopt and/or maintain policies and procedures that result in inequitable outcomes. Institutional racism may occur within schools, courts, the military, government agencies, health care, and any number of organizations throughout societal structures. Many institutional practices have and continue to create racial disparities in employment, education, incarceration, health and more.

Structural: history and culture perpetuate advantages based on race. An example: the way racial disparities in income, wealth and access to quality education originated from a combination of factors including our history of slavery, Jim Crow laws and educational or governmental policies that created access for some and barriers for others.

Debiasing strategies

Proactive ways to unlearn the learned and learn the unlearned by acknowledging the impact of social conditioning along with new and intentional strategies to reshape the experience of cultural diversity and create allies for change.

¹ The cost for the standard 4-hour workshop is \$1,400.00 and includes two facilitators. The cost for the standard virtual 4-hour workshop is \$1,000.00 and includes two facilitators. Content material may be customized when applicable. On virtual sessions, participants are expected to keep cameras on during the presentation. Participation is not mandatory but expected. If there are barriers to accessing, viewing, and participating in the presentation, please notify us ahead of time.



An equity framework

The purpose of implementing an equity lens through the decision-making process, venues for intentional change through clear vision and mission statements, and strategies to implement and sustain long term change. Templates and specific action steps to operationalize equity are based on the recognition that increasing racial consciousness is essential for the successful implementation of culturally conscious strategies (i.e., result based accountability through a racial equity lens, organizational system review, equity impact assessment, etc.).

A Suggested Next Step for Increasing Cultural Awareness

Introduction to the IDI

Individual assessments provide useful feedback in terms of how each one of us experience cultural difference and commonality. Based on a set of orientations placed in the intercultural development continuum, individual assessments help to identify issues that may be personally impeding us from engaging more effectively across cultural differences. Individual assessments provide a group profile that helps the group understand its ranges of orientation and degree of intercultural competence. Pre-post assessment of Individual and group profiles provide action plans to increase cultural competency and to measure its growth.