



Diversity, Equity, and Inclusion Model

Objectives

The award-winning *NCBI Diversity, Equity, and Inclusion Model* consists of a series of incremental, participatory activities that empower individuals of all ages and backgrounds to take leadership in building inclusive communities in their workplaces and neighborhoods. The *NCBI Diversity, Equity, and Inclusion Model* may stand alone as a powerful, one-day experience, or it may serve—when followed later with NCBI's *Train-the-Trainer Seminar* - as the foundation for establishing a leadership team to conduct similar prejudice reduction programs.

NCBI Philosophy

The objectives of the *NCBI Diversity, Equity, and Inclusion Model* are as follows:

- To celebrate similarities and differences,
- To recognize the misinformation that people have learned about various groups,
- To identify and heal from internalized oppression—the discrimination members of an oppressed group target at themselves and each other,
- To claim pride in group identity,
- To understand the personal impact of discrimination through the telling of stories, and
- To learn hands-on tools for dealing effectively with bigoted comments and behavior.

Guilt is the glue that holds prejudice in place. When people feel bad about themselves they do not have the courage to make constructive changes. Similarly, blaming people for their prejudicial attitudes only increases defensiveness, making it harder for people to take an honest look at the negative attitudes they have acquired. NCBI takes a different approach. We treat every participant with respect. We have learned that when we are generous, mindful of each person's dignity, we can affect change much more rapidly than if we employed confrontational methods.

Every issue counts. NCBI stresses that every individual is important. As a result, we address a wide range of diversity issues during the workshop, including race, ethnicity, gender, social class, age, sexual orientation, religion, disability, job, and life circumstance. We make sure that diversity work includes everyone.



Stories change attitudes. At the heart of the one-day workshop is the opportunity to tell and to listen to personal stories of discrimination. These stories have the power to impart a new perspective on the devastating impact of bigotry. Participants also learn new ways to become effective allies to each other.

Skill-training leads to empowerment. NCBI equips every participant with practical skills for taking on prejudicial behavior. For example, we teach people how they might shift the attitude of someone who has made an oppressive joke, remark, or slur.

Continuing NCBI Support

NCBI's one-day workshop is an introduction to our methodology, providing access to a wide range of NCBI resources that assist organizations over the long term to effect institutional change. We offer follow-up sessions, provide technical assistance, train in-house resource teams, and work creatively with organizations to support their efforts to build more inclusive environments.