



Introduction to Equity and Inclusion



Roadmap

**Equity, Inclusion, and
Multicultural Engagement at
KCKCC**

Terminology

Challenges

Solutions



Equity, Inclusion, and Multicultural Engagement at KCKCC

Center for Equity, Inclusion, and Multicultural Engagement (CEIM)

Equity and Inclusion Council



Hiring + Recruitment + Retention



Learning + Training + Development



Policy + Compliance



Community Outreach + Partnerships



Cultural Celebrations + Events



Exercise

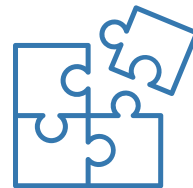
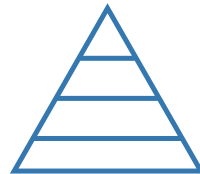
How do you define equity?



Equity

Providing resources to help individuals achieve their highest state of health and other functioning. Equity is an ongoing process of assessing needs and creating conditions for optimal outcomes by members of all social groups.

– APA



Exercise

How do you define inclusion?



Inclusion

An environment that offers affirmation, celebration, and appreciation of all approaches, styles, perspectives, and experiences, thus allowing all individuals to bring in their whole selves and to demonstrate their strengths and capacity.



Multicultural Engagement

How do you define multicultural engagement?



Multicultural Engagement

The active participation of individuals from various cultural backgrounds in different activities, programs, or initiatives. It emphasizes understanding, respecting, and valuing various cultures to foster a greater sense of belonging. This approach often involves creating opportunities for cross-cultural interactions and promoting cultural awareness.



Exercise

Has equity shown up in your life?

Has inclusion played a role in your life?

How has engaging with people from various cultures influenced your life?



Challenges

Communication barriers
Communication styles
Cultural misunderstandings
Cultural norms and values
Cultural competency
Resource allocation
Sustaining engagement
Technology access



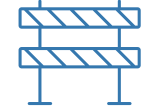
Exercise

What are ways to address these challenges?

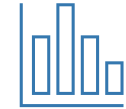


Solutions

Identify Barriers



Gather Information – who, what, where, when, why



Ask Questions – understanding, confirmation, missing pieces



Explore Solutions – processes, people, action



Overcome – solutions, support, advocacy



Takeaways

What is one thing you will take-away from our session?



How will you use it on a day-to-day basis?





Questions?