



ARE YOU READY FOR EQUITY?

Navigating biases in volunteer engagement

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GOALS FOR TODAY



During this
session, you
will...

- Take part in the IDENTITY SIGNS exercise. Consider whether this could be a tool that YOU use to encourage dialogue about equity, access, bias and privilege
- Learn about the benefits of using the Identity Signs exercise
- Hear from Faiza and Jennifer's experiences using the exercise to understand how to use it safely and effectively



**WHAT CHALLENGES EXIST WHEN
FACILITATING EQUITY CONVERSATIONS
WITH VOLUNTEERS?**



**WHY IS IT IMPORTANT TO FACILITATE
EQUITY CONVERSATIONS WITH
VOLUNTEERS?**

A photograph of two elderly women, one with white hair and one with dark curly hair, both laughing heartily. The image is slightly faded to serve as a background for the text.

**WHAT IS THE IDENTITY SIGNS EXERCISE
AND HOW CAN IT SUPPORT
CONVERSATIONS ABOUT EQUITY?**

WHY DO WE USE THE IDENTITY SIGNS EXERCISE?



- To highlight who is present and who is not.
- To make people aware that there are others who experience a different reality than them.
- To allow participants to learn from each other's responses.
- To understand our daily experiences with privilege, power, discrimination and struggle.
- To highlight that intersectionality looks and feels different for everyone - We have that in common.
- To start or continue conversations about equity.

LET'S BEGIN

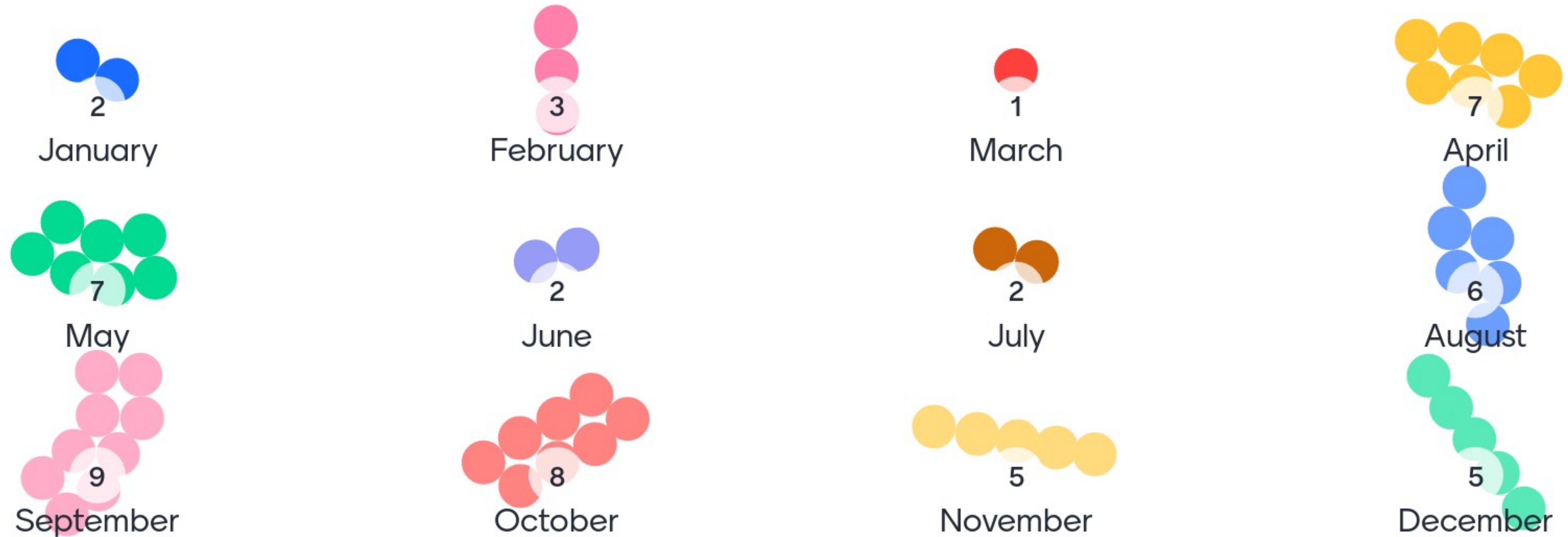


Here's how to participate in the Identity Signs Exercise today

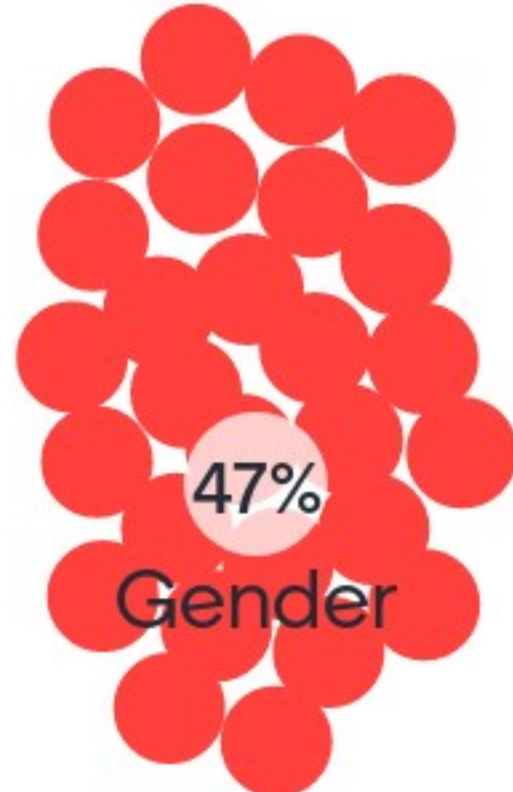
- We'll be using Menti for a LIVE unfolding of our exercise
- The Menti link will appear on the screen and will be dropped in the chat
- Answer each question using Menti
- Everything we ask you and all of our answers will appear on screen in real time
- Responses will appear on the screen. They are anonymous.



I was born in...



The part of my identity I am most aware of on a daily basis is



Why did you pick your answer?

Ability to be pregnant

Getting older and how that may be perceived at current/future jobs

Because ageism is a real thing...

Because of the results of the recent US election; I am going to lose my rights

Money is in everything!

I feel my gender impacts the way I am perceived by others

I am a minority and aware of how race has played a factor in my career and in every day life.

Current political climate in US

Why did you pick your answer?

post election

Finding pride in being a woman

feeling old and struggling with health

Nearing retirement

On a health journey

I had to think about the difference between gender and sex. My femininity and body shape make me aware of my sex every day

I am now in my mid-fifties and it feels as though it is limiting my future goals.

Most relevant for the environment I'm in at the moment. Changes as I change environments.

Why did you pick your answer?

Because I'm really frightened about how my country and the world is regarding my religious identity as a target for violence right now.

My abilities affect my work and how I am in the world.

Because it makes me feel irrelevant

Volunteers have talked to a male supervisors before talking to me.

I am more consious of how my gender impacts people's responses

Because Im in my 60s and feel older than most of my co-workers and volunteers

older

Concerned about ageism and advancing in my career and holding on to my job.

Why did you pick your answer?

Safety (being a woman)

Constantly aware of gender bc of the focus on it in our society. I would like to be less focused on this but it is around us all the time.

Roles Names Pro-Nouns
Visually Presenting

Very aware of how people see women in an implicit way

I'm aware of my age & how my outlook on things is different from my younger & older colleagues & patrons.

I am becoming at the older end of the people I work with

Nearing retirement so am I still relevant

I work with a supervisor who uses gender stereotypes. He says things like "we need to find a guy to do this".

Why did you pick your answer?

perception of power and ability for women

I'm reminded of my gender every time I think about roles/expectations that I have

Because I am fairly close to retirement and am wondering if I can retire anytime soon.

whether or not I will be capable of getting through my daily tasks

Being 30 years younger than everyone else in the organization.

It was hard to pick just one!

My politics don't match the majority around me and voicing them feels less safe

Personal safety personal choices

Why did you pick your answer?

I am the oldest at work.

I am almost 71, I've all of my life fighting against racist doctrines

Assumptions about my sexuality

It is the most visible and current political climate.

Invisible disabilities are not as understood so I worry about keeping up with everyone else.

Didn't pick as wasn't sure if Image referred to body size. That is what impacts me most.

i think there are instant assumptions based on gender

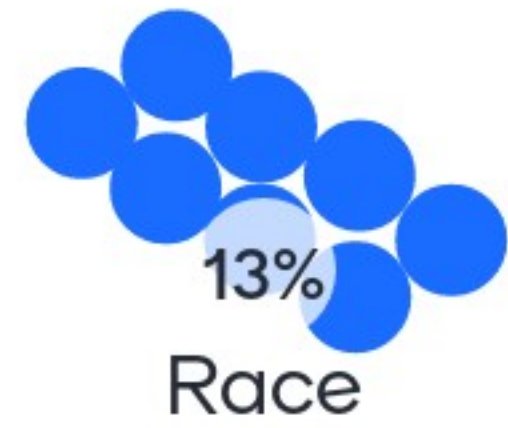
religion

Why did you pick your answer?

Religion

It is where I am part of the majority in my area - it's the 'norm', so I don't notice it until I'm elsewhere

The part of my identity I am least aware of on a daily basis is



0%
Opinion



0%
Age



2%
Sex



0%
Image



Why did you pick your answer?

Not religious

Religion is not a big part of my identity

I have never practiced religion

I don't tend to think about it unless in specific situations

Not religious

Cis white male

I don't practice any religion

As a white American, I am very aware of my race but feel as though I don't have any connection to an ethnicity.

Why did you pick your answer?

I have become less religious as I've grown older

I work in a predominantly white organization

not religious

Doesn't play into my role

Not religious

Religion does not guide my day-to-day choices

Probably because I'm male so I don't experience the biases that other genders deal with.

Its where I don't have to worry about much.

Why did you pick your answer?

Doesn't come up in conversation

Im not religious

I only think of this in specific situations

Not immediately visible, so harder to judge

not a big part of my identity or something that is threatened by society

As a white person, i never think about my ethnicity

I'm not religious.

i am aware of my privilege as a white person

Why did you pick your answer?

Religion is not a top priority in my life

wiccan

not work or hang around a lot of religious people so it doesn't come up a lot

Not religious, but sometimes think about my spirituality

My race similar to the majority in my community and I am priviledged in that way.

I am fairly accustomed to just existing in the class that I do and have accepted this is something I can't change

I am comfortable with my sexual orientation, so don't focus on it.

I have a good relationship with my heterosexual partner, which feels like a social norm to me

Why did you pick your answer?

I'm aware of the privilege my class affords me, but because of this privilege I don't have to think about it very much

Sexual orientation because I don't think about it and don't face questions about it.

not as religious than when younger

In a straight presenting relationship

A person is a person no matter what!

I don't feel religion running through my veins like I feel other identity signs. like sexual orientation, gender, race or ability.

It never comes up in conversation. At least in the workplace (I'm Irish).

I don't think about it

Why did you pick your answer?

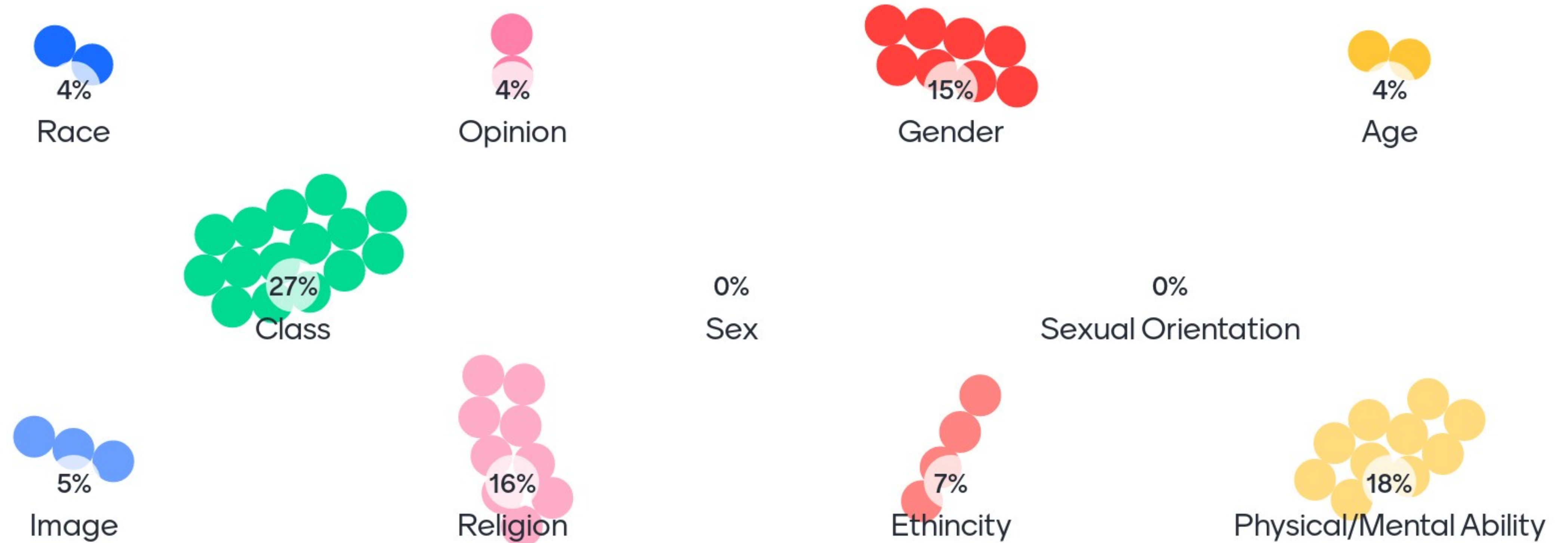
Religion isn't a priority for me.

I chose religion and don't think that what I believe causes any conflict or is relevant to anyone else, so it doesn't come up as something I'm affected by.

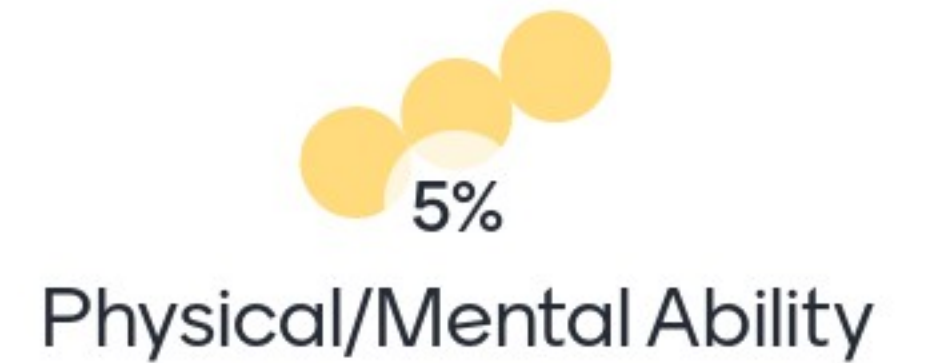
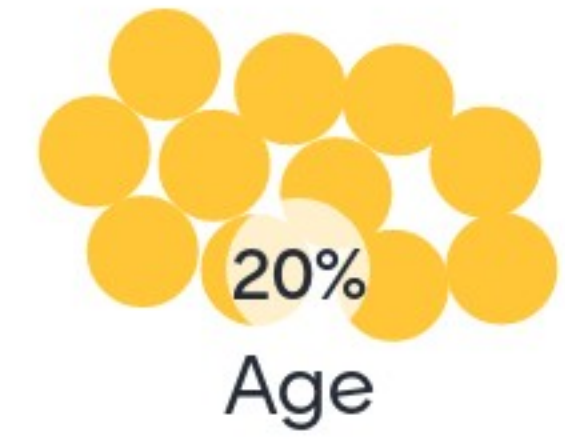
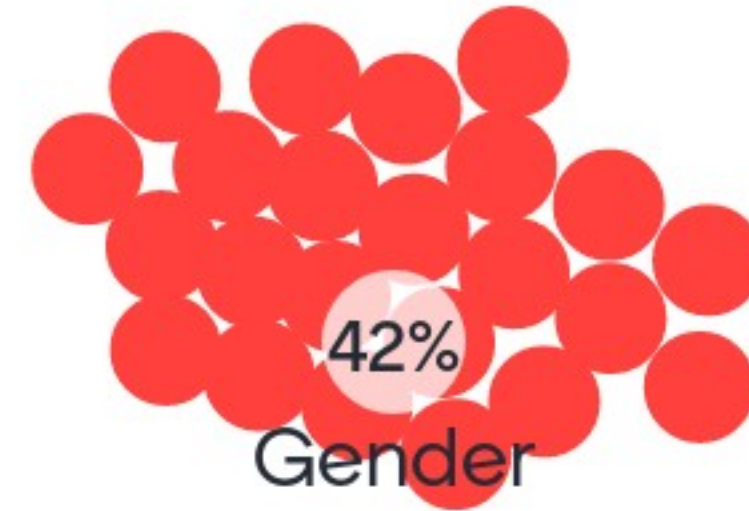
I do not worry that my ethnicity would provoke a negative response from The majority of individuals I interact with. My peers are mostly reflective of who I am.

class

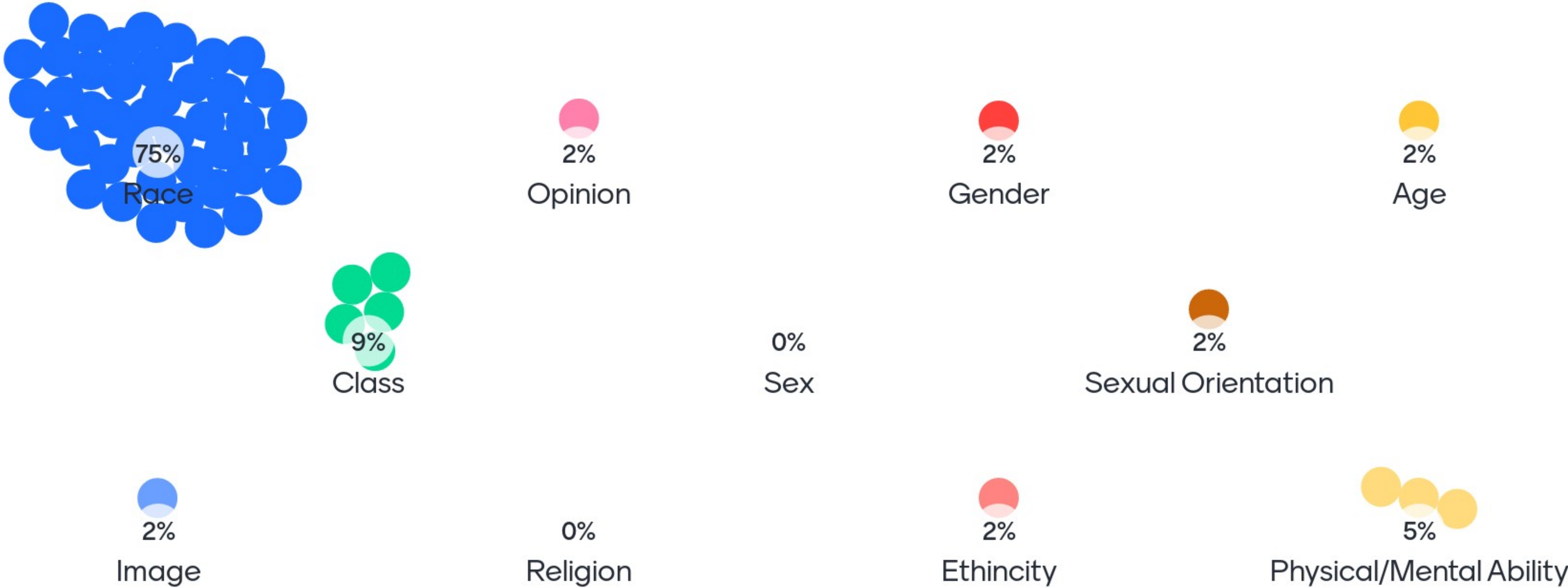
The part of my identity that was most emphasized in my family growing up is



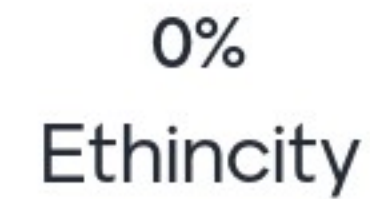
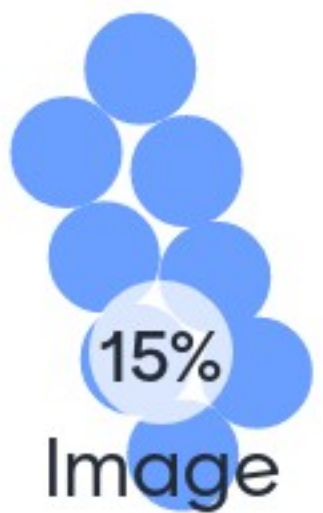
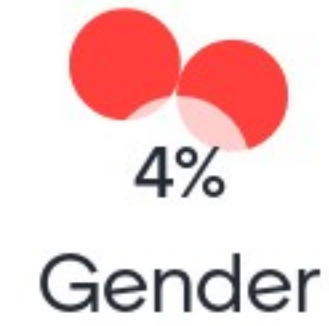
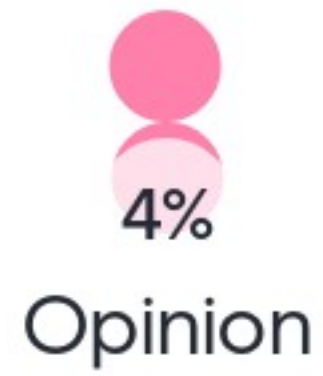
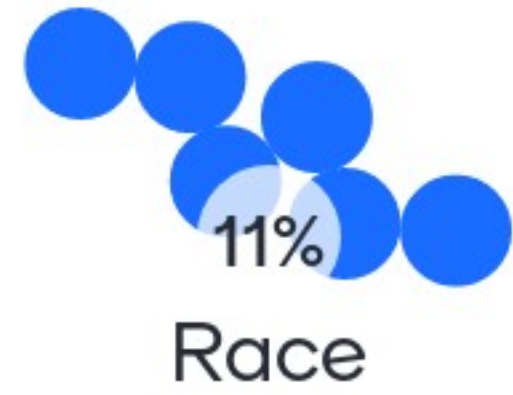
The part of my identity that makes me feel discriminated against is



The part of my identity that provides the most privilege is



The part of my identity that is most misunderstood by others is



Why did you pick your answer?

It's not visible

People make assumptions based on my age and weight

I have high-masking autism and I'm pretty sure nobody knows (who I haven't told).

Assumptions

My gender is "hidden" - people assume based on how I appear but it feels different for me inside.

It is not visible and others make assumptions

assumptions about image and what that means

Assumptions based on your physical characteristics

Why did you pick your answer?

The people I work with are financially well off and always assume I have more means than I do.

I can still contribute in a positive manner even though I'm older

People assume based on where I grew up that I am wealthy

being a bisexual woman with a trans-male partner makes people confused for some reason!

Having an invisible disability means that people don't take me seriously and make assumptions about my work ability, my work ethic, and just who I am as a person.

I am often private about parts of myself, and the image I present is what feels safe to put forward

Assumptions

Being realistic does not mean being pessimistic.

Why did you pick your answer?

I feel people already form their opinions and do not change when there is growth

people make assumptions

I am multiracial and it's a complicated thing to navigate sometimes

They think because of my age I'm "slow" to pick up on stuff. That I'm out of it.

I'm older than I look/act

There is a lot of negative connotations about millennials

Religion - stereotypical definitions are not where my beliefs fall

Left high demand religion. Those still in religion dont understand why. Those not in religion dont understand impact it had on who I was and am

Why did you pick your answer?

Social anxiety strikes when you least expect it.

I think there are a lot of assumptions people have about age - including my own.

It's not visible. I present as neurotypical.

Don't understand why I make the choices I do. My values are different, things have changed for me in the last few years

Assumptions made based on age

Can't always see what's going on with my disability. Don't want to have to always explain.

People understand different religions but don't understand or dislike the lack of religion, especially as someone who wasn't raised in a religion; I'm not a former "something"

My religion teaches peace but is portrayed in North America as violent.

Why did you pick your answer?

Surrounded by many religious people but I am not

I think there's a difference between how it is portrayed versus how I experience it

I chose class because I struggle on the brink of poverty as a single mom and social worker, but "fit in" with people who have far more resources.

I have several invisible disabilities and assumptions are made by others about my physical abilities.

I wanted to choose two because the combination of age and gender in my work is the biggest issue

I'm perceived as less capable, less powerful because of my looks.

People assume my race

As a straight white male, I often feel maligned because of the perception of my privilege.

Why did you pick your answer?

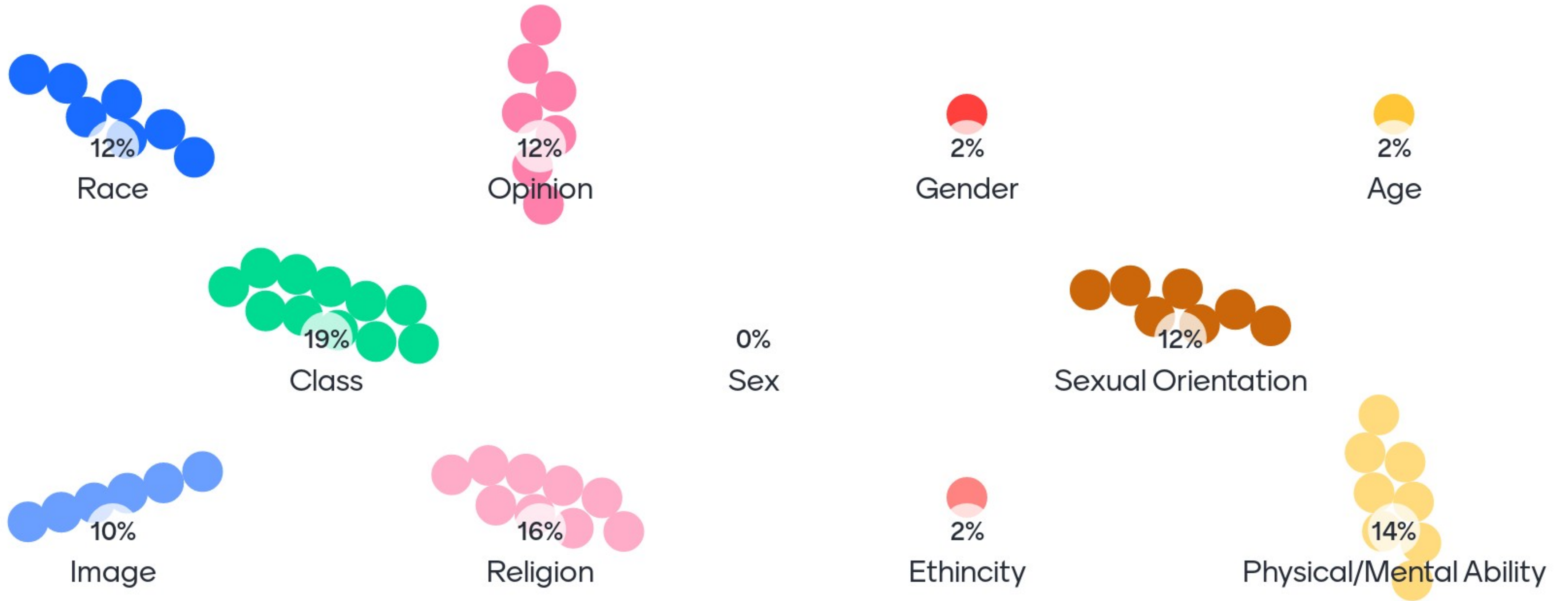
I have invisible challenges that are not common in my age group, so others cannot understand why I am unable to do some things or why I might struggle.

being older doesnt mean you cannot contribute to new younger ideas

People make judgement and assumptions on my size. They stereotype me without ever knowing anything about me. They assume I'm just "lazy".

People make assumptions about my image without realizing health conditions that I deal with each day.

The part of my identity that I feel is difficult to discuss with others who identify differently is





THESE ARE THE QUESTIONS WE JUST ANSWERED TOGETHER

The part of my identity that I am most aware of on a daily basis is...

The part of my identity that I am least aware of on a daily basis is...

The part of my identity that was most emphasized or important in my family growing up was...

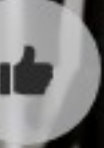
The part of my identity that makes me feel discriminated against is...

The part of my identity that I wish I knew more about...

The part of my identity that provides me the most privilege is...

The part of my identity that I believe is the most misunderstood by others is...

The part of my identity that I find most difficult to discuss with others who identify differently is...



HOW TO TAKE CARE OF YOURSELF BEFORE AN IDENTITY SIGNS EXERCISE



1. Decide what choices your group will have ahead of time.

Today we used the protected classes in the Ontario Human Rights Code.

Depending on your mission, community and the issues you encounter in your work, you might use other dimensions of diversity.

2. Involve a co-facilitator.

3. Decide if you will conduct this in person, hybrid, or online.

In person - (Identities placed around the room) Can take anonymity away, requires a high level of trust, and about 25 people minimum to be effective. Can be challenging if someone is not able to get around the room quickly.

Hybrid - In person session using menti. Responses are anonymous with group discussions.

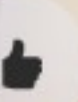
Online - Requires that participants have a device that they can use to participate. Participants need to be able see the screen, the choices that appear and the real time data that is being collected.





ENCOURAGING CONVERSATION & REFLECTION

1. Purposeful pauses and time to respond.
2. Silence is data. Sometimes we learn in the quiet moments after a question is asked.
3. Consider questions for follow-up:
For example:
Why did you pick your answer?
Was this an easy choice for you to make?
4. Encourage people to note where the clusters are and are not and what that might mean in terms of who is and who isn't in the room.



MENTI SLIDE

Who is being left out today from feeling invited to, welcomed into, and included in your volunteer opportunities?



PEOPLE ARE BEING LEFT OUT.

START NOW.

