WINDOWS AND MIRRORS
HOW DO YOU SEE ME?

LUNCH AND LEARN
AUGUST 30, 2022
“Do the best you can until you know better. Then when you know better, do better.”

- Maya Angelou
OBJECTIVE

To create opportunities and share ideas to examine your own thoughts, beliefs, and actions through the lens of equity and inclusion.
GUIDING QUESTIONS

• What is my inner dialogue regarding issues of equity and inclusion?

• How do my thoughts and actions reflect my beliefs on an everyday basis?

• Am I creating an inclusive environment that promotes learning, social responsibilities and self-worth?
WHAT'S ON YOUR RADAR?

• Gender Identity
• Sexual Orientation
• Socio-Economic
• Differently Abled
• Neurodivergent
• Racial/Ethnic Identity
• Religious Identity
Intimacy

• “Into Me See” - an opportunity to look into your own thoughts and ideas about key topics in this discussion.

• For each slide, where are you with your thinking?
We know these kids, right?!
How about these kids?! They're in your class, too!!
Lesbian: a woman who is sexually attracted to women.

Gay: a man who is sexually attracted to men.

Bisexual: someone who is sexually attracted to both men and women.

Transgender: people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth.

Queer: an umbrella term for those who wish to not categorize sex, sexuality or gender.

Intersex: a person who is born with a reproductive or sexual anatomy that doesn’t fit the typical female or male definitions.

Asexual: someone who does not experience sexual attraction.
LGBTQIA+

Lesbian
A woman who is primarily attracted to women.

Gay
A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.

Bisexual
An individual attracted to people of their own and opposite gender.

Transgender
A person whose gender identity differs from their assigned sex at birth.

Transexual
An outdated term that originated in the medical and psychological communities for people who have permanently changed their gender identity through surgery and hormones.

Queer
An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.

Questioning
The process of exploring and discovering one’s own sexual orientation, gender identity and/or gender expression.

Intersex
An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of “female” and “male.”

Ally
Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than them.

Asexual
An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many subgroups.

Pansexual
A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.
# Hidden rules of economic class

America’s lower, middle and upper classes view basic issues in different ways, according to social scientists. Here are some typical assumptions by members of the three economic classes.

<table>
<thead>
<tr>
<th></th>
<th><strong>POVERTY</strong></th>
<th><strong>MIDDLE CLASS</strong></th>
<th><strong>WEALTH</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Possessions</strong></td>
<td>People</td>
<td>Things</td>
<td>One-of-a-kind objects, legacies, pedigrees.</td>
</tr>
<tr>
<td><strong>Money</strong></td>
<td>To be used, spent.</td>
<td>To be managed.</td>
<td>To be conserved, invested.</td>
</tr>
<tr>
<td><strong>Food</strong></td>
<td>Key question: Did you have enough? Quantity important.</td>
<td>Key question: Did you like it?</td>
<td>Key question: Was it presented well? Presentation important</td>
</tr>
<tr>
<td><strong>Clothing</strong></td>
<td>Clothing valued for individual style and expression of personality.</td>
<td>Clothing valued for its quality and acceptance into the norms of middle class. Label important.</td>
<td>Clothing valued for its artistic sense and expression. Designer important.</td>
</tr>
<tr>
<td><strong>Education</strong></td>
<td>Valued and revered as abstract but not as reality. Education is about facts.</td>
<td>Crucial for climbing success ladder and making money.</td>
<td>Necessary tradition for making and maintaining connections.</td>
</tr>
<tr>
<td><strong>World view</strong></td>
<td>Sees world in terms of local setting.</td>
<td>Sees world in terms of national setting.</td>
<td>Sees world in terms of an international view.</td>
</tr>
</tbody>
</table>

SOURCE: aha! Process Inc. 

Todd B. Spidle/SUNDAY NEWS
“If I can't see me, it can't be me.”
More intimacy!

What areas of learning do I need to pursue?

• Questions?

• Resources?

• People?
Outcome planning

• Set one or two goals for yourself.

• Share with the group.
ANY OTHER THOUGHTS TO WRITE DOWN?

• COMMENTS?

• QUESTIONS?

• THOUGHTS TO SHARE?
THANK YOU FOR BEING HERE!

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WELCOME
ALL SIZES
ALL COLORS
ALL CULTURES
ALL SEXES
ALL BELIEFS
ALL RELIGIONS
ALL AGES
ALL TYPES
ALL PEOPLE