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# Navigating Political and Legal Resistance *to Diversity, Equity, Inclusion and Justice*

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She | Her | Hers  
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# CHECK IN

How are you entering?

As election results come in, are you experiencing hope? Fear? Both? Or something else?



# Today, we will...

- I. Introduce foundations of public policy and power in current events
- II. Share themes and insights surrounding resistance to equity and justice and what can be done
- III. Identify our individual and collective spheres of influence to support action and progress

# Session Commitments:



## Center

the experiences of  
those most  
impacted.



## Choose

curiosity over  
judgment.



## Model

authenticity and  
vulnerability.



## Recognize

the limitation of  
our own lens.



## State

our intentions and  
own our impact.

**“We can disagree and still love each other, unless your disagreement is rooted in my oppression and denial of my humanity and right to exist.”**

*-James Baldwin*

A photograph of a judge in a black robe sitting at a desk. The judge is holding a pen and looking down at papers. A microphone is on the desk to the left, and a scale of justice is on the right. The background is a blurred American flag.

# Public Policy

What the government chooses to do (actual) or not do (implied) about a particular issue or problem.

*Source: Project Citizen*

# Key Public Policy Concerns in the U.S. Today



Environment



Education & Curriculum



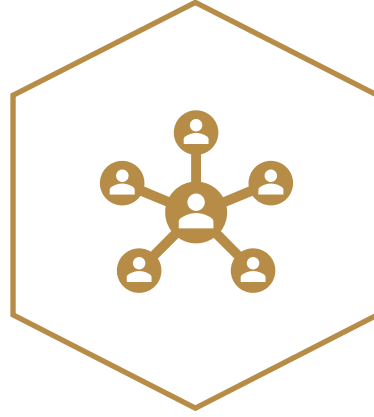
What do we mean when we say

# POWER?



## **Ability to Direct or Influence**

Your role as a  
leader



## **Access & Inherited Privileges**

Your social group  
identities



## **Intrinsic, Source of Strength**

Your gifts, agency,  
sense of self



## Why is understanding **POWER** important?



Power changes the way the brain responds to others.



Those with power are more likely to stereotype and less likely to be empathetic towards “powerless.”

*Public policy drives individual rage.*



# JOURNAL PROMPT:



What comes up for you  
as you watch?



COMMITTEE  
IN SESSION





# Edelman Trust Barometer 2022

## Global Report

### Annual online survey in its 22<sup>nd</sup> year

Fieldwork conducted: Nov 1 – Nov 24, 2021

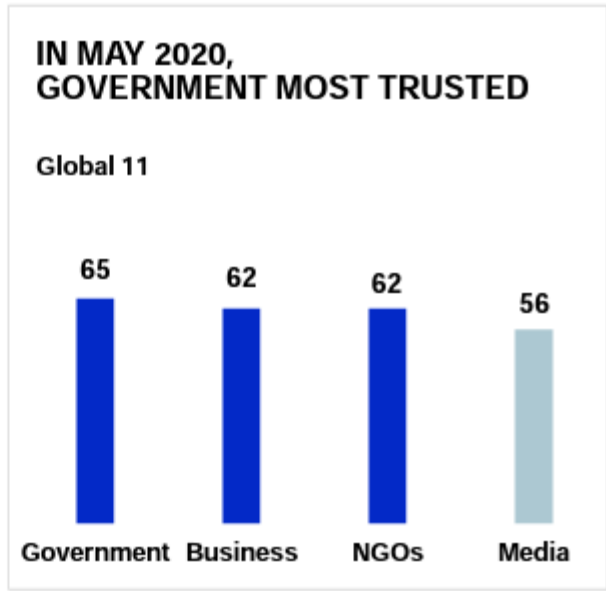
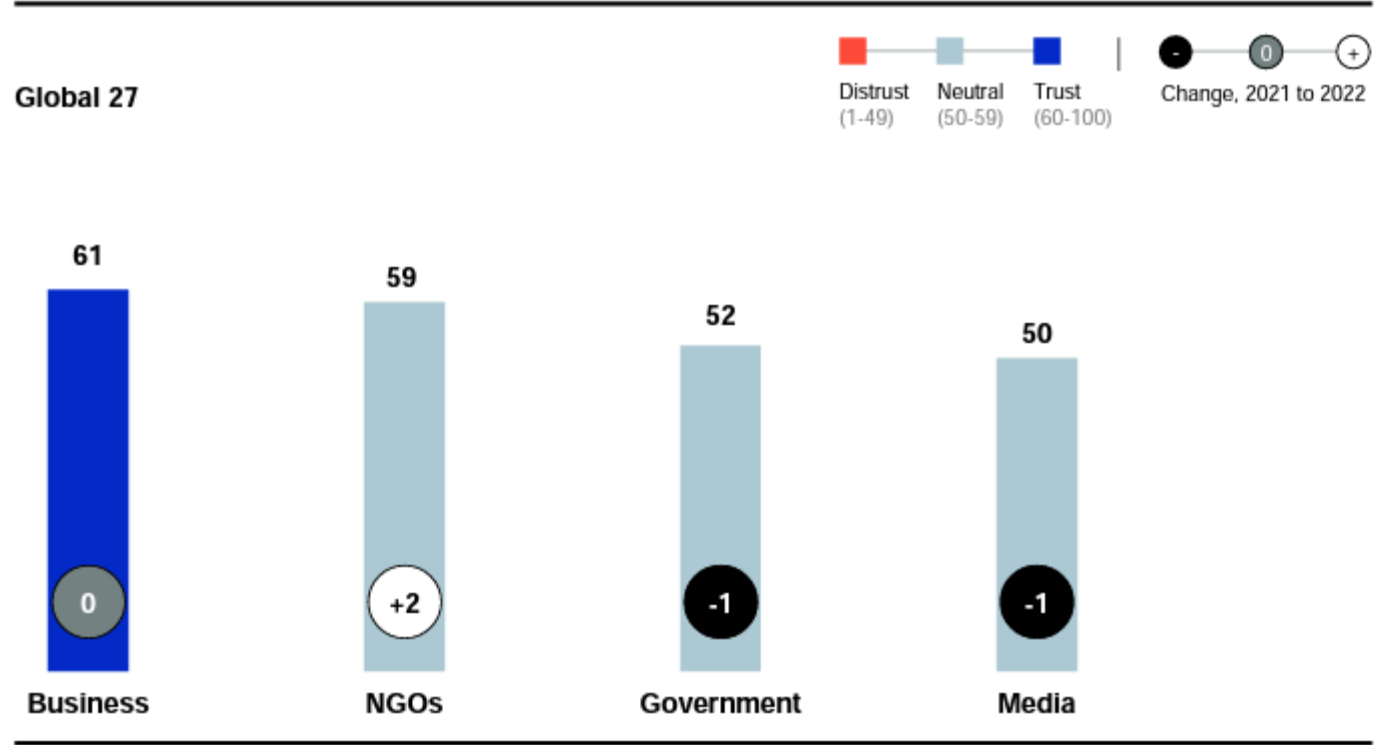
**28** countries  
**36,000+** respondents  
**1,150+** respondents/country

'19	'20	'21	<b>'22</b>
Trust at Work	Trust: Competence and Ethics	Business Most Trusted	<b>The Cycle of Distrust</b>

- Argentina
- Australia
- Brazil
- Canada
- China
- Colombia
- France
- Germany
- India
- Indonesia
- Ireland
- Italy
- Japan
- Kenya
- Malaysia
- Mexico
- Nigeria
- Russia

# TRUST DECLINES FOR GOVERNMENT AND MEDIA; BUSINESS STILL ONLY TRUSTED INSTITUTION

Percent trust



2022 Edelman Trust Barometer. TRU\_INS. Below is a list of institutions. For each one, please indicate how much you trust that institution to do what is right. 9-point scale; top 4 box, trust. General population, 27-mkt avg.

2020 Edelman Trust Barometer Spring Update. TRU\_INS. Below is a list of institutions. For each one, please indicate how much you trust that institution to do what is right. 9-point scale; top 4 box, trust. General population, 11-mkt avg.

# FAKE NEWS CONCERNS AT ALL-TIME HIGHS

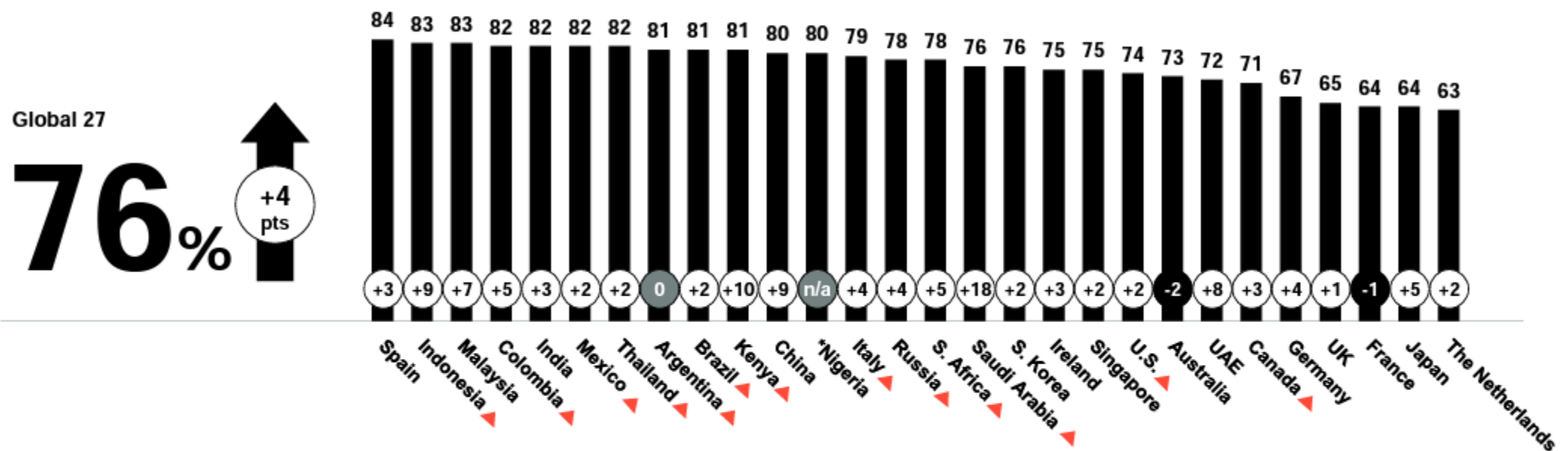
Percent who agree



Change, 2021 to 2022

▲ All-time high in 13 of 27 countries

I worry about **false information or fake news** being used as a weapon



2022 Edelman Trust Barometer. ATT\_MED\_AGR. Below is a list of statements. For each one, please rate how much you agree or disagree with that statement using a nine-point scale where one means "strongly disagree" and nine means "strongly agree". 9-point scale; top 4 box, agree. Question asked of half the sample. General population, 27-mkt avg. \*Nigeria is not included in the global average



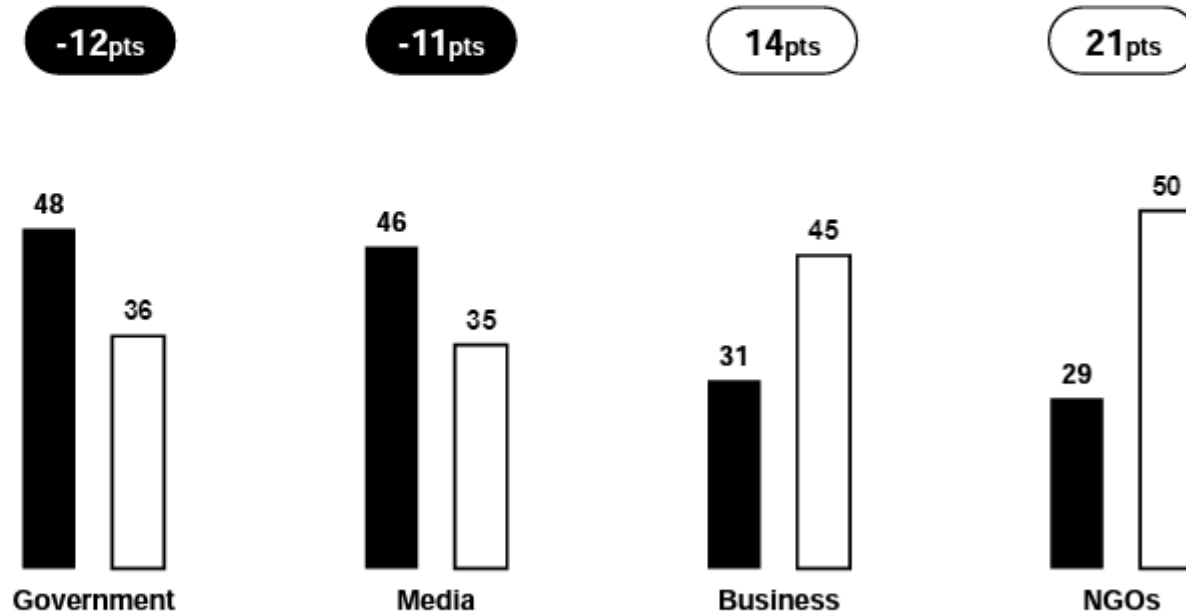
# GOVERNMENT AND MEDIA SEEN AS DIVISIVE

Percent who say

These institutions are...

■ a **dividing** force in society  
□ a **unifying** force in society

*Gap,  
difference between  
unifying force vs.  
dividing force*



2022 Edelman Trust Barometer. [INS]\_PER\_DIM. In thinking about why you do or do not trust [institution], please specify where you think they fall on the scale between the two opposing descriptions. 11-point scale; top 5 box, positive; bottom 5 box, negative. Questions asked of half of the sample. General population, 24-mkt avg. Data not collected in China, Russia and Thailand.

# Resistance to equity and justice-centered progress shows up as...

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- Framing progress for marginalized groups as attacks on rights of others
- Voter suppression, gerrymandering, lobbying, rejection of valid election results
- Censoring curriculum about oppression throughout history and media celebrating historically marginalized groups
- Legislation restricting humanity and promoting fear
  - Criminalizing gender-affirming care
  - “Bathroom bills” and Trans athlete legislation
  - Stop WOKE, “Don’t Say Gay”



# “Loudest” voices don’t represent the majority...

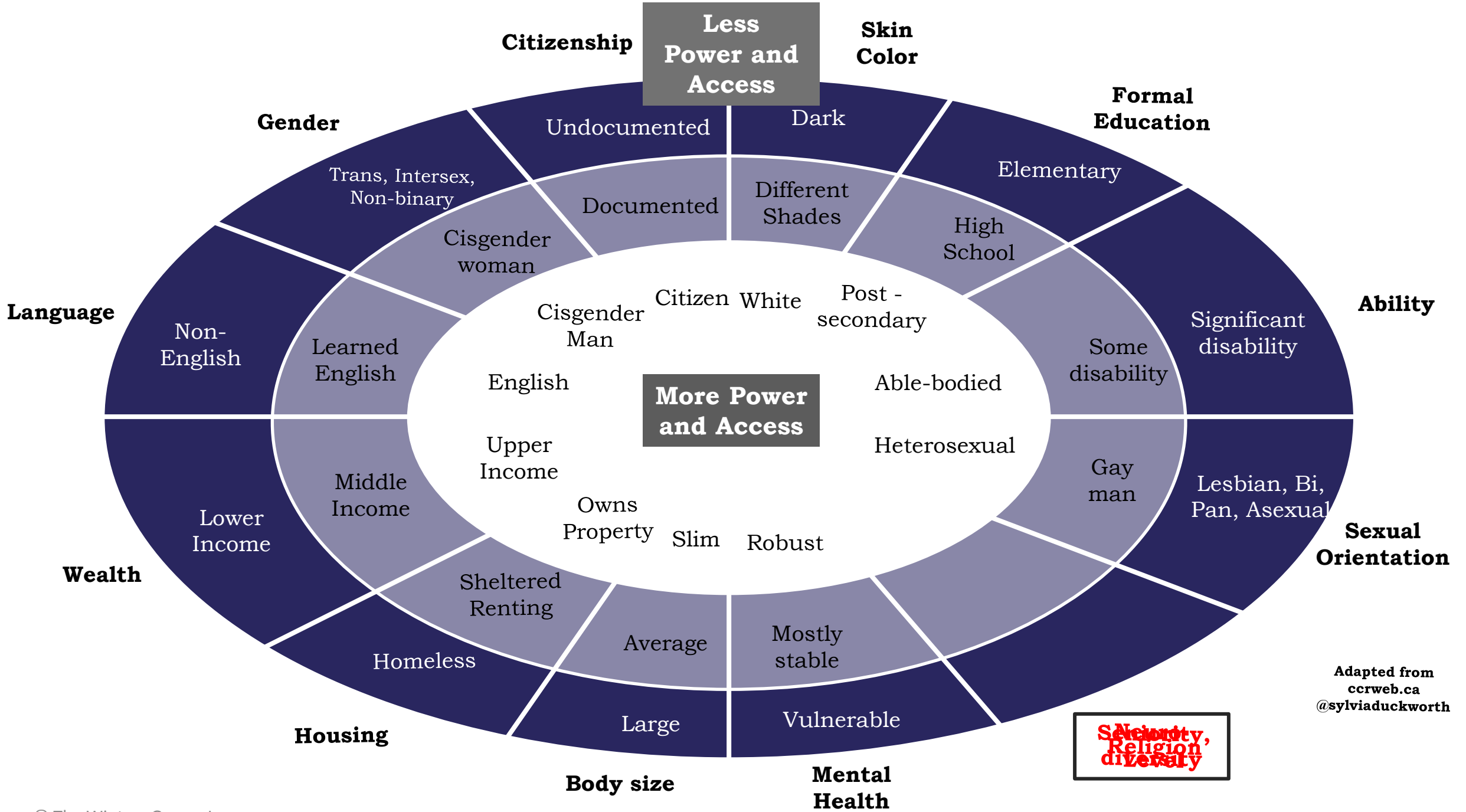


“Don’t Say Gay”

Reproductive  
Rights



Gun Control



Adapted from  
 ccrweb.ca  
 @sylviaaduckworth

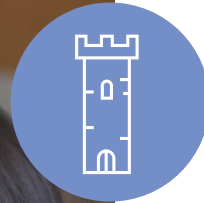


# STORYTELLING PROJECT MODEL



## Stock Stories

Tales told by the dominant group, passed on through historical and literary documents and celebrated throughout society as standard.



## Concealed Stories

Stories about racial experiences that are hidden or eclipsed by stock stories told by people of color and other marginalized communities.



## Resistance Stories

Narrate the persistent and ingenious ways people, both ordinary and famous, resist racism and challenge stock stories that support it in order to fight for more equal and inclusive social arrangements



## Emerging/Transforming Stories

New stories we construct to challenge stock stories.

*Bell et al., Storytelling for Social Justice, 201*

“

If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse, and you say that you are neutral, the mouse will not appreciate your neutrality.

”

— *Desmond Tutu*

# Centering Justice



An orientation and consciousness that allows for correcting systems, repairing harm, and implementing deliberate systems, policies and practices that produce equity and redistribute power.

## 01. Who do our systems benefit?

And how can we ensure benefit is accessible to all?

## 02. Who is harmed by our systems?

And how can we eliminate the inequitable systems and practices that perpetuate harm and barriers?

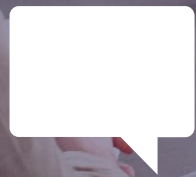
## 03. How can we recreate our systems and practices to redistribute power to achieve equity?

And how can we ensure these changes will be sustained?





# IN YOUR BREAKOUT:



Thinking about ideas introduced so far...

What can we do to support justice and redistribution of power through policy?

What examples have you seen, or can you imagine, that effectively center those most marginalized?





# The gun lobby doesn't have to win

In an opinion piece, Jordan Davis' mother writes if citizens stand up for gun control, the movement will eventually emerge victorious.



NEWS | VOTING

## Lucy McBath talks combating gun violence, expanding voter rights



ELECTIONS

## Rebekah Jones wins Democratic primary, will take on Matt Gaetz for U.S. House seat

From Staff Reports

Published 7:57 p.m. CT Aug. 23, 2022 | Updated 11:29 a.m. CT Aug. 24, 2022

# Private Companies Sue Gov. Ron DeSantis Over Censorship of their Speech on Race and Gender

June 22, 2022

Tallahassee, FL — Today, Florida ho along with workplace diversity consu **Chevara Orrin** filed a federal lawsuit t WOKE Act. The law turns to “fo

## Florida judge blocks portion of Stop WOKE Act dealing with race-related workplace training

A judge ruled that the act very obviously runs afoul of the First Amendment

By [News Service of Florida](#) on Fri, Aug 19, 2022 at 8:51 am

SEND A NEWS TIP



A diverse group of business professionals, including a man in a blue shirt, a woman with curly hair, a woman with long dark hair, a man in a turban, and a woman with long blonde hair, are gathered around a table in a meeting room. They are looking at a laptop screen. The image has a blue overlay.

**What Can We Do?**



# Allyship

A lifelong process of building relationships based on trust, consistency, and accountability with marginalized people who see your allyship as meaningful.

# Reimagining Our Roles as Aspiring Allies

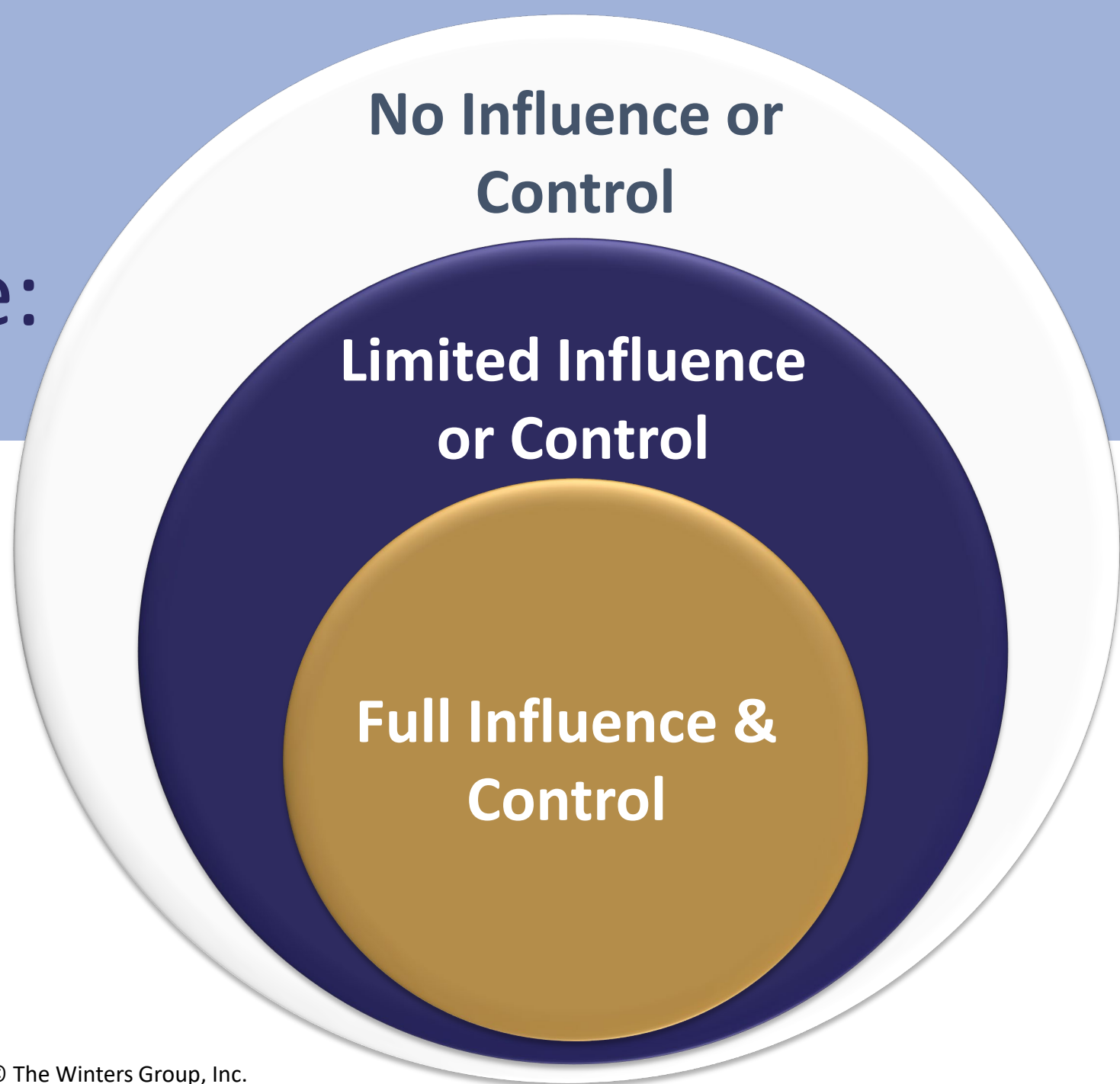


“If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”

Aboriginal Activists group,  
Queensland, 1970s

# Everyone has a Sphere of Influence:

Where you have power to effect outcomes, even if you don't have the formal "authority."



AS A START...

# Using Your Power Looks Like:

## Communicating Values

Clearly defining and communicating equity and inclusion as critical to organizational success

## Fostering Psychological Safety

Creating space and invitations for colleagues and stakeholders to share about challenges and concerns

## How You Spend Money

Using services and products of businesses owned by people with marginalized identities; refusing to support candidates advocating for harmful policy



## In Policies

Identifying and updating policies that have a negative impact on historically marginalized groups

## On Your Team

Bringing a lens of equity and inclusion to all decision-making

## In Your Interactions

Listening to, honoring, and amplifying the experiences of people from historically marginalized groups, even if they are different from your own

## In Your Learning Journey

Committing to lifelong learning about cultural differences, equity and justice



Leaders are more than allies.  
**Leaders must be Powerbrokers.**

*Someone who has a big influence and who deliberately affects the distribution of political or economic power by exerting that influence. Powerbrokers can also negotiate deals with other powerbrokers to meet their aims.*





# What Can Leaders Do?



## Provide Time Off, Transport

Supporting voting and other civic engagement opportunities, well-being of employees in challenging times



## Fight Harmful Public Policy

That impacts your employees, clients, customers, and communities. Fund campaigns that align with organizational values and commitments.



## Conduct Internal Policy Audits

To understand the experiences of those most impacted by injustices within your organization and improve policies.

# Center the experiences of those most impacted, historically underrepresented.

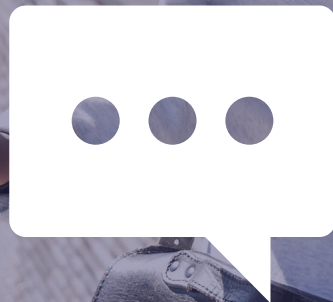
Next time you're making a business decision, ask:

- 01** Who is currently or has historically been “the out group” in this context?
- 02** How do we hold these people/groups at the center of our planning?
- 03** Who has benefitted most? Who will this harm?





CHECK OUT:



What has shifted for you?

What will you commit to  
doing differently?



# Key Takeaways:

- ❑ Recent events and policy shifts have shaken public trust in institutions.
- ❑ Those with access to power and a vested interest in maintaining it are likely to neglect the needs of the powerless; disruption by engaged majority is critical in this moment.
- ❑ Crafting action plans within our spheres of influence supports us in clarifying how we can show up for progress in a complex and volatile world.

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