Setting the Table for Equitable Participation

2021 Colorado Planning Conference

Keystone, CO
September 9, 2021
Núu-agha-tuuvu-pyy
Nuuchu/Nuu-ciu (Ute)
“Don’t walk behind me: I may not lead.
Don’t walk in front of me; I may not follow.
Walk beside me that we may be as one.”

Ute Indian Proverb
Connected Realities, LLC helps people work together more effectively and move from shared problems toward shared solutions.

“When we look below the surface of our collective issues, we find our interconnectedness. From that place of understanding, we can go forward together.”

- Connected Realities
one extreme


the other extreme
The Table = the Gathering Space
Session Outcomes

1. Differentiate between processes that are diverse, inclusive, equitable, and transformative.
2. Explore common barriers to equitable participation and understand how they are created.
3. Identify tools to eliminate barriers to participation.
4. Understand core human needs and how they affect the perception and behavior of participants and facilitators during participatory processes.

Agenda

A. Welcome and Start-Ups
B. Understanding Diversity, Inclusion, and Equity
C. The Tower of Perception
D. Perspective Check-up
E. Meeting Participants Needs
F. Considerations for Equitable Participation
G. Considerations for Empowered Participation
Let's define: diversity, inclusion, and equity.
1. What does diversity mean in planning meetings and processes?

2. What does inclusion mean in planning meetings and processes?

3. What does equity mean in planning meetings and processes?
Our Definitions
Diversity: A state of being that is characterized by variety.
Inclusion: The composition of people in meetings and processes reflects the diversity of the context the meetings are taking place within.
Inclusion: The composition of people in meetings and processes reflects the diversity of the context the meetings are taking place within.

Equity: A diversity of people have been included AND have equitable access to the table.
The Tower of Perception
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Our perception is our reality. How the tower stacks up depends on you and your experience!
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The Tower of Perception

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Photo by Unseen Histories on Unsplash

Photo by Science in HD on Unsplash
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The Tower of Perception in our World
The Tower of Perception in a Meeting
Questions for you...
English is my first language.

If this is true for you: +1

If this is not true for you: 0
I have visible or invisible disabilities.

If this is true for you:  -1

If this is not true for you:  0
I have a reliable source of transportation and can get wherever I need to go easily.

If this is true for you: +1
If this is not true for you: 0
There are important parts of my identity that I am not comfortable revealing in public.

If this is true for you:  -1

If this is not true for you:  0
If I have to attend a meeting outside of normal work hours, I am able to do so without worrying about making arrangements for eldercare, childcare, or care of other people I’m responsible for.

If this is true for you:  +1
If this is not true for you:  0
My gender is always listed as an option when I’m filling out forms.

If this is true for you: +1

If this is not true for you: 0
I studied the culture and history of my ancestors in elementary school.

If this is true for you: +1

If this is not true for you: 0
I feel confident I will be able to pay for my basic living expenses this month.

If this is true for you: +1
If this is not true for you: 0
National holidays coincide with religious holidays I celebrate.

If this is true for you:  +1

If this is not true for you:  0
I have felt uncomfortable about a joke or statement I overheard related to my race, ethnicity, gender, appearance, or sexual orientation but felt unsafe to confront the situation.

If this is true for you:  -1

If this is not true for you:  0
I am reasonably certain that I will be able to easily get into any building I have to go to.

If this is true for you: +1

If this is not true for you: 0
I had to plan ahead for this session to ensure that I would be able fully participate.

If this is true for you:  -1

If this is not true for you:  0
1. In what ways might a person’s physical ability impact whether they come to a meeting?
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2. In what ways might a person’s physical ability impact their experience of a meeting room?
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3. In what ways might a person’s physical ability impact their ability to participate in a meeting?
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2. In what ways might a person’s physical ability impact their experience of a meeting room?

3. In what ways might a person’s physical ability impact their ability to participate in a meeting?

4. In what ways might a person’s physical ability impact their interactions with meeting facilitators and participants?
1. In what ways might a person’s physical ability impact whether they come to a meeting? *Getting to INCLUSION*

2. In what ways might a person’s physical ability impact their experience of a meeting room? *Getting to EQUITY*

3. In what ways might a person’s physical ability impact their ability to participate in a meeting? *Getting to EQUITY*

4. In what ways might a person’s physical ability impact their interactions with meeting facilitators and participants? *Getting to EQUITY*
Some Considerations for Equitable Participation

1. Pronouns
2. Language Access
   a. Translation and Interpretation
3. Timing
4. Meals
5. Physical Access
6. Child Care
7. Economic Harm Offsets
8. What else???
Meeting Participant Needs
Physiological

Air
Food
Water
Shelter
Warmth
Sleep
Intimacy

CORE HUMAN NEEDS
CORE HUMAN NEEDS

Physiological
- Air
- Food
- Water
- Shelter
- Warmth
- Sleep
- Intimacy

Psychological
- Inclusion & belonging
- Respect from others
- Recognition
- Validation
- Feeling useful

Physical, Financial, & Emotional security

Safety & Security
- Social stability
- Freedom from fear

Order and certainty
How UNMET NEEDS can show up in Meetings

- **Physiological Needs**: Air, Food, Water, Shelter, Warmth, Sleep
- **Psychological Needs**: Inclusion & belonging, Respect from others, Recognition, Validation, Feeling useful
- **Safety & Security Needs**: Physical, Financial, & Emotional security, Social stability, Freedom from fear

- Distraction
- Impatience
- Discomfort
- Tiredness
- Non-participation
- Nervousness
- Distraction
- Defensiveness
- Anger
- Interruptions
- Side conversations
- Challenging the meeting or process
- Dominance

**Core Human Needs**: Order and certainty, Freedom from fear, Social stability, Physical, Financial, & Emotional security

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- Tired

**Anger**
- Blame
- Dominance

**Order and certainty**

**Side conversations**
- Interruptions
- Side conversations

**Dominance**
- Challenging the meeting or process

**Feeling useful**
- Recognition
- Validation

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**Dominance**
- Dominance

**Distraction**
- Distraction
- Interruptions

**Defensiveness**
- Defensiveness
- Non-participation

**Impatience**
- Tired
- Defensiveness

**Blame**
- Anger

**Nervousness**
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Impatience
Turning the Table
Considerations for Empowered Participation

1. Diverse participants help to:
   a. Set agendas
   b. Plan outreach
   c. Lead content
   d. Make space for conversation about diverse perspectives
   e. Hear and consider all Input

2. Core needs of all voices are understood and proactively addressed