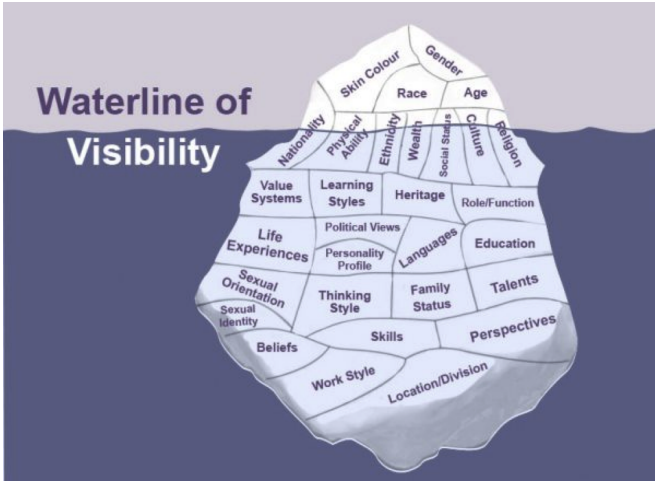


DIVERSITY *Is a Fact*

Belonging is the outcome



DIVERSITY ICEBERG

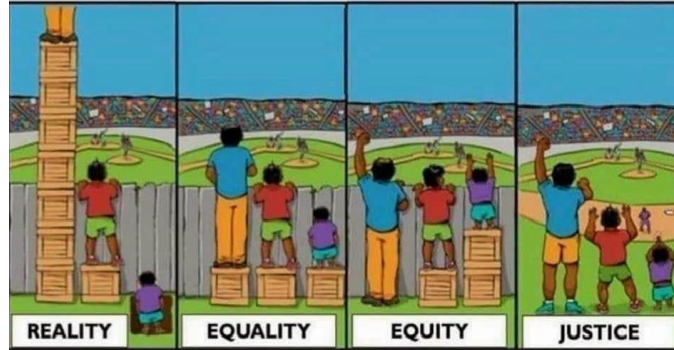
"There's more to humans than meets the eyes"



IDENTITY WHEEL

EQUITY *Is a Choice*

Belonging is the outcome



Reality: One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created

Equality: The assumption is that everyone benefits from the same supports. This is considered to be equal treatment

Equity: Everyone gets the support they need, which produces equity

Justice: All 3 can see the game without supports or accommodations because the causes of the inequity were addressed

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INCLUSION *Is an Action*

Belonging is the outcome



Normalize Using Pronouns

Introduce yourself with your pronoun

Add to your Zoom name

Wear name badges with them

Add to email signature

WORDS MATTER

Belonging is the outcome

SAY THIS → NOT THAT

EXPECTED VS
UNEXPECTED
RESULTS

CLEAN/DIRTY
URINE SCREEN

SUBSTANCE USE
DISORDER WITH
HARMFUL, OR
RISKY USE

ABUSE/ DRUG
PROBLEM/ DRUG
HABIT

PERSON WITH
SUBSTANCE USE
DISORDER

ABUSER/
DRUGGIE/
JUNKIE

PERSON WITH
ALCOHOL USE
DISORDER

ALCHOLIC/
DRUNK

NEONATAL
OPIOID
WITHDRAWAL

DRUG ADDICTED
INFANT

EXPERIENCED A
RECURRENCE IN
SUD

RELAPSE/ LAPSE/
SLIP

MAINTAINED
RECOVERY

SOBER/ STAYED
CLEAN

IMPLICIT BIAS

Belonging is the outcome

The idea that we can hold prejudices we don't want or believe

The fact that people may discriminate **unintentionally**

Explicit stereotype:
deliberately think about and report

Implicit stereotype:
inaccessible to conscious awareness and/or control



Project Implicit

Take the Implicit Association Test at:

<https://implicit.harvard.edu/implicit/takeatest.html>

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HEALTH EQUITY

Belonging is the outcome

Interactive Tool

The EveryONE Project™
Advancing health equity in every community



neighborhood
navigator

Food
Housing
Transportation
Employment aid
Legal aid
Financial

<https://www.aafp.org/family-physician/patient-care/the-everyone-project/neighborhood-navigator.html>