

# **Operating in the Gap: Are You Teaching, Leading and Serving in a Diversity, Equity and Inclusion Void?**

*Taking Your Talents to New Heights*

**Beyond Measure Coaching and Consulting, LLC**  
**Bridget R. McCurtis, PhD**

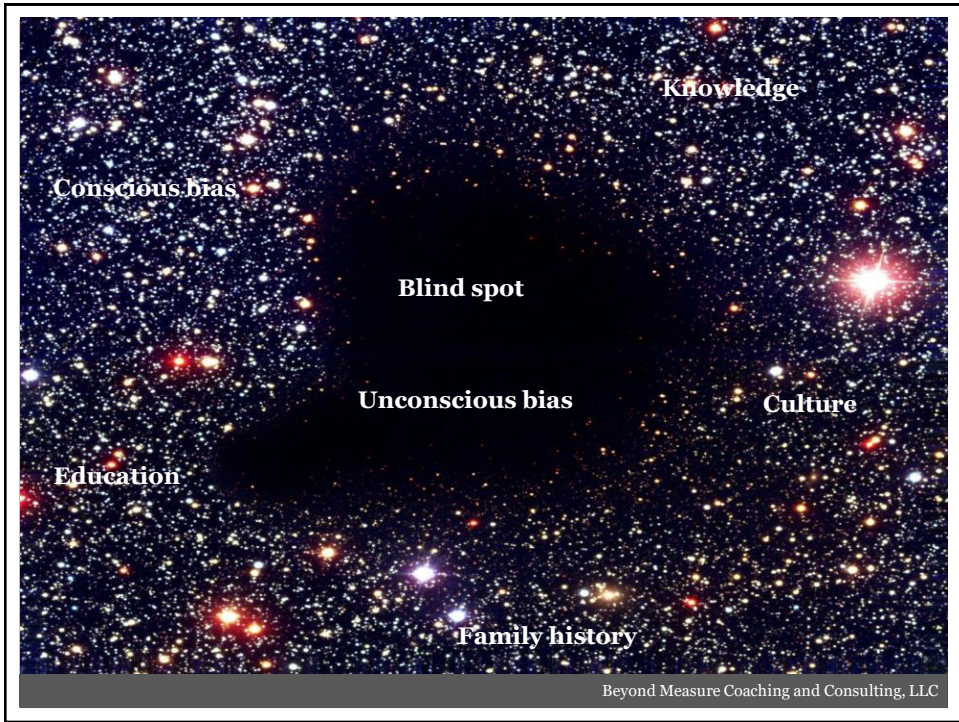
## **Session Goals**



Raise Awareness and Stimulate DEI Engagement

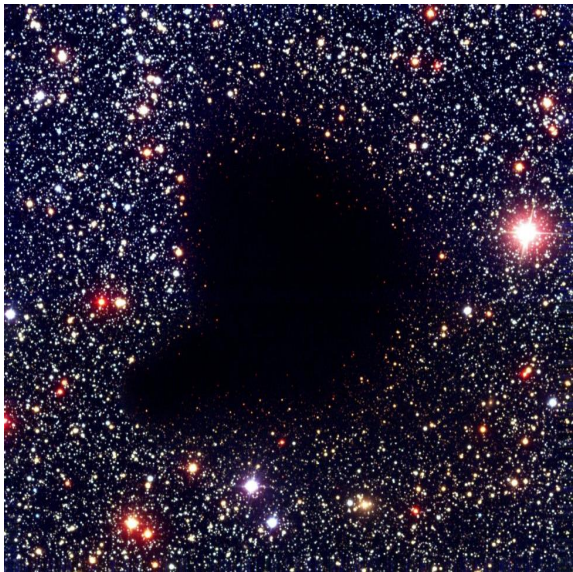
- Defining diversity, equity and inclusion
- Defining and examining the void
- Teaching, leading & serving in the void
- Understanding critical culture
- Recommendations for practice





**Diversity Defaults**

- Race
- Religion/Spirituality
- Sex/Gender
- Geography
- Generation
- Nation of Origin
- Ability
- Species
- Career
- Experience



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## Filling in the Void



Once awareness is raised, and we now know there is something that we do not know...

*“You Don’t Know What You Don’t Know”*

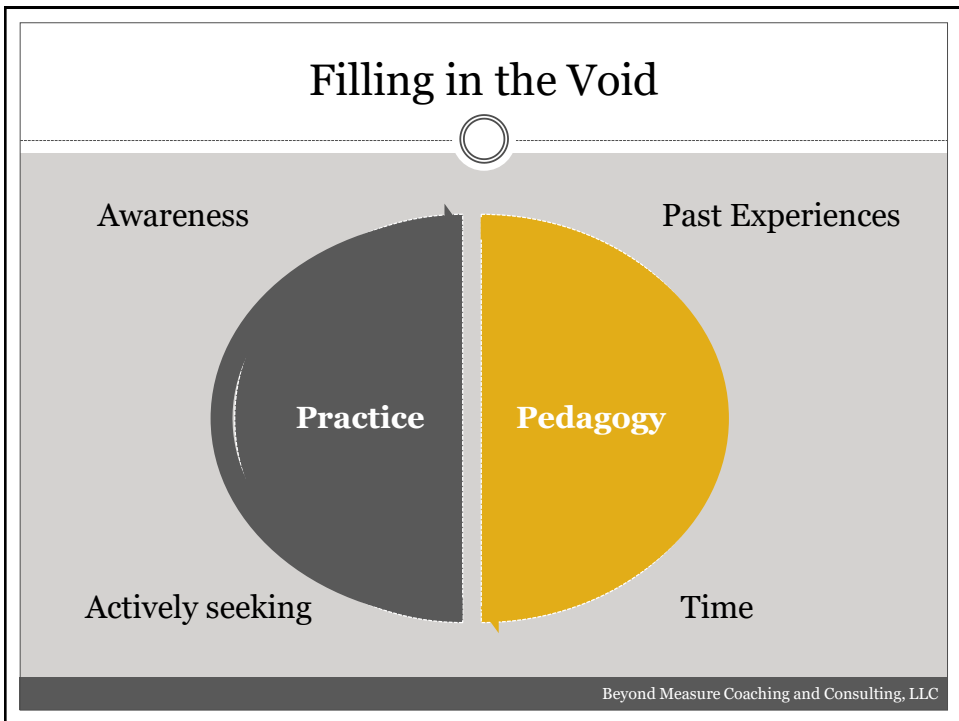
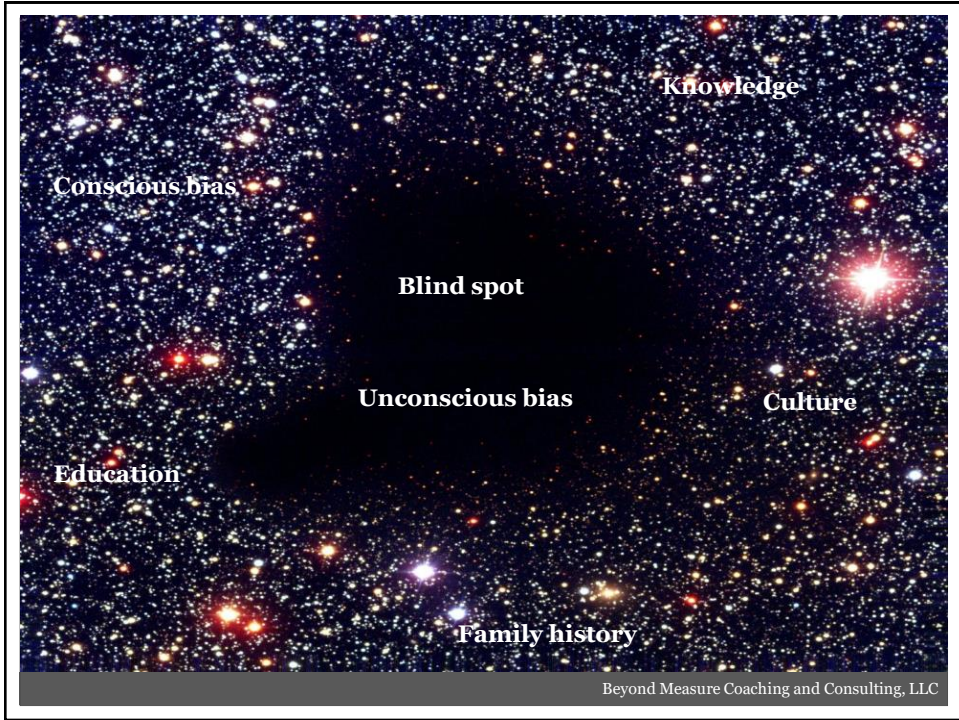
How do we find out what we don’t know?

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## Filling in the Void



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## The Importance of Culture



- ❑ Cultural Competence (Albougami, Pounds, & Alotaibi, 2016; Campinha-Bacote & Munoz, 2001)
  
- ❑ Culturally Congruent Care (Standard 8, ANA's *Nursing: Scope and Standards of Practice, 3rd Edition*, 2015)
  
- ❑ Culturally Relevant Pedagogy (Ladson-Billings, 2009)

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## Culturally Relevant Pedagogy



### Key Components (Ladson-Billings, 2009)

- Student learning and achievement
- Cultural competence
- Sociopolitical consciousness

How to reach students

How we think and act

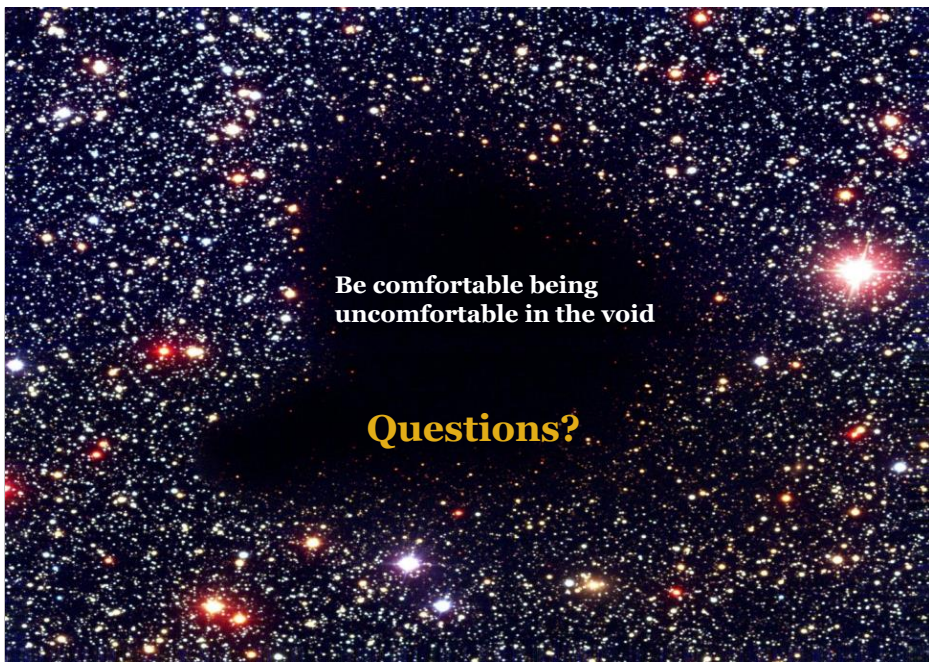
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# Teaching, Educating, Leading & Serving in the Void



- Being cognizant of your own biases and perceptions  
<https://implicit.harvard.edu/implicit/takeatest.html>
- Knowing and affirming who is in your classroom
  - ✦ Varied learning styles
  - ✦ Backgrounds & experiences
  - ✦ Acknowledging different ways students participate
- What resources do I need to best teach the student of today
- Incorporating culturally relevant pedagogy into practice
- Examining research from other industries for applicability
- Translating industry standards into day to day practice
- Actively seeking information and experiences that fill in the void

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**Be comfortable being  
uncomfortable in the void**

**Questions?**

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Thank you!



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