

When Fear Gets in the Way of Change

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Here's a Quick Overview

Terminology

Fear

Where it comes from

Q&A/group discussion

What to do about it

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Learning Objectives

1. Name fear
2. Normalize fear
3. Navigate fear
4. Disrupt fear

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What's the difference between...

Diversity

Equity

Inclusion

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Diversity

All aspects of human difference, social identities, and social group differences; including but not limited to race, ethnicity, religion, color, sex, gender identity, sexual identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective, etc.

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Equity

Fair and just practices and policies that ensure all community members can thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same.

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Inclusion & Belonging

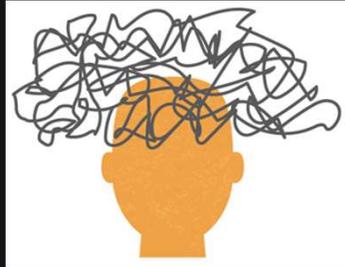
A community where all members are and feel **respected**, have a of **belonging**, and are able to participate and achieve to their potential.

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So, all we need is **representation**, right?

Workplace experiences
Daily interactions
Unspoken cultural norms
Psychological safety

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Fear

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Three fear driven barriers

1. Feeling uncomfortable
2. Inaccurate information
3. The unknown

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Discomfort

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We feel **uncomfortable when ...**

- we are perceived as imperfect
- we make mistakes
- we get called out or...cancelled
- we say the wrong things
- we do the wrong things

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Discomfort

Negative Feelings

I'm feeling a lot of things at once. I feel guilt, shame, anger, fear.



Defensiveness

I'm not a bad person, why are we even talking about this?



Disassociation

This doesn't impact me, therefore it doesn't exist.

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Inaccurate Information

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Common Misconceptions

Issues of diversity, equity, and inclusion...

Are nice to have but shouldn't disrupt business matters

Are too political

Disrupt the peace

Aren't really my problem

Have no space for a straight, white, man

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The Unknown

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Level of Exposure



Your social circles
What you choose to consume
Awareness on language
The “like me” bias

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So, what do we do about fear?

Practice introspection

Strategize your learning

Yield space

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Introspection



Actions:

Challenge your thoughts

- ✓ Tune into your discomfort – what are the cues?
- ✓ Take note as they happen and ask yourself
 - Why
 - What
 - How



Tools:

Identify and assess where you are in the journey

- ✓ Intercultural Development Inventory (IDI) Test
- ✓ Harvard Implicit Bias (IAT) Test

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Strategize Your Learning



Actions:

Approach your learning intentionally

- ✓ Challenge your inner circles
- ✓ Critically analyze the content you consume
- ✓ Practice humility



Tools:

Seek out podcasts, films and books that challenge your mindset

- ✓ Podcast: Code Switch
- ✓ Film: "Coded Bias"
- ✓ Book: *Biased* by Jennifer Eberhardt

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Yield Space



Actions:

Keep a close eye on who's in the room and at the table.

- ✓ Ask yourself: Who are the dominant voices? Who's taking up space? What voices am I missing?
- ✓ Create storytelling/story sharing spaces



Tools:

Know when to listen and when to speak up.

- ✓ Google how to be an ally/advocate
- ✓ Feedback platforms - talk to your IT team

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“When we speak, we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. SO it is better to speak.”

–Audre Lorde

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THANK YOU
