

A decorative graphic featuring a large, light blue dashed circle that frames the central text. Various solid-colored circles in shades of teal, green, yellow, orange, and pink are scattered around the perimeter. Some circles are solid, while others are dashed outlines. A large teal ring is in the top left, a yellow ring is in the bottom right, and a green ring with a white center is in the bottom left.

Lessons From the Token

Crystal Byrd Farmer

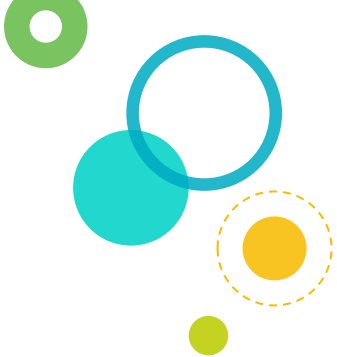


About Us

Me

- ◎ Crystal
- ◎ Author of *The Token: Common Sense Ideas for Increasing Diversity in Your Organization*
- ◎ Community organizer
- ◎ crystalbyrdfarmer.com

You

- ◎ May feel sad, angry, or defensive about this presentation
 - ◎ We do this work to improve our communities
 - ◎ Send me feedback
- 



Main Theme

“Diverse” people are those whose identities give them a different experience of the world.

Diverse people are called marginalized because their experiences are not always recognized by the majority.

Marginalization prevents people from joining and participating in intentional communities.

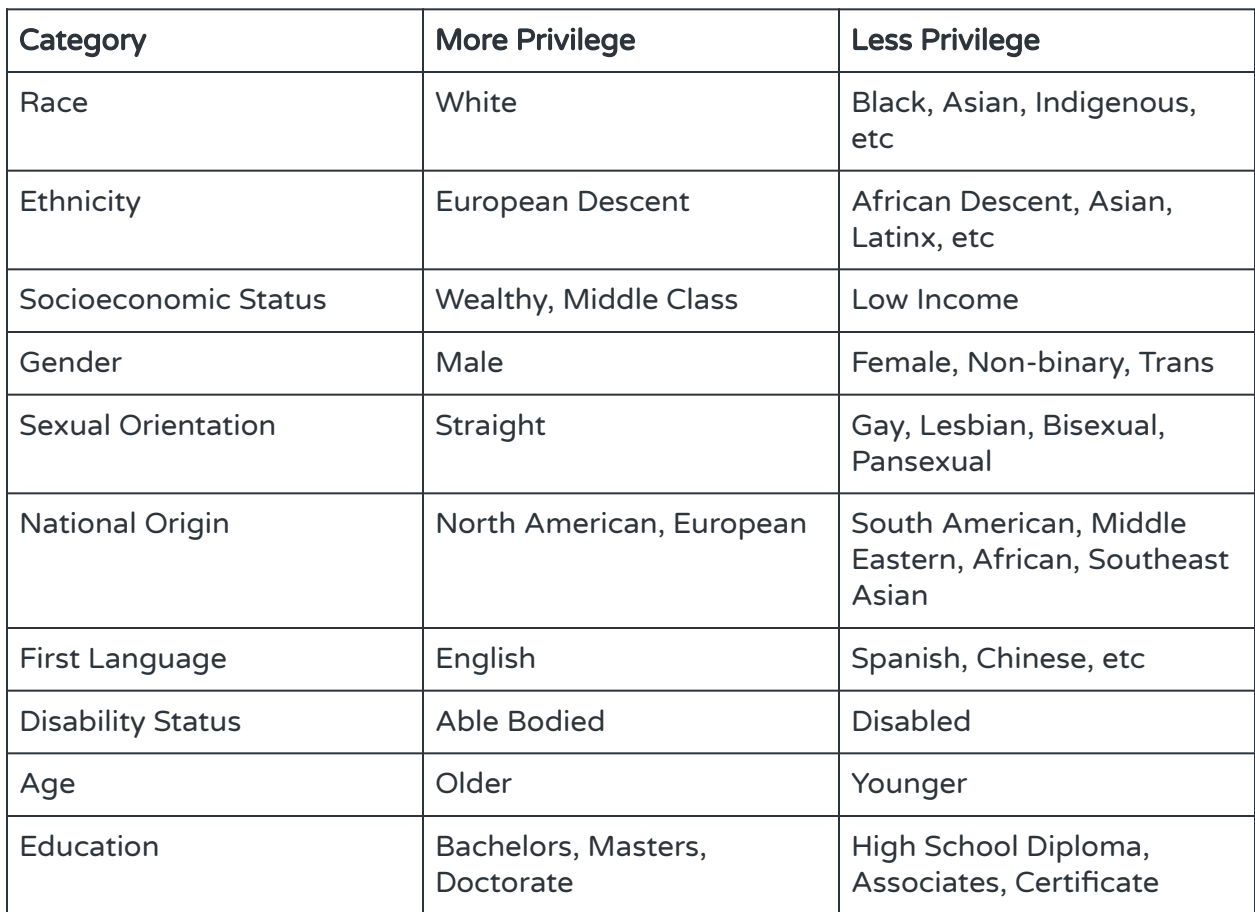
The slide features a decorative background with several overlapping circles and dashed lines in various colors including orange, yellow, pink, green, teal, and blue. A large, light blue dashed circle is centered in the upper half of the slide. The title text is centered in a light blue, sans-serif font.

Identity, Privilege, and Bias



Identity and Privilege

- ◎ We all have identities
- ◎ Some identities come with more privilege
- ◎ Privilege is not earned
- ◎ Privilege works even when you are not aware of it
- ◎ Intersectionality does not negate your privilege
- ◎ You can't renounce your privilege
- ◎ Privilege doesn't mean your life has been easy; it just means some parts weren't harder



Category	More Privilege	Less Privilege
Race	White	Black, Asian, Indigenous, etc
Ethnicity	European Descent	African Descent, Asian, Latinx, etc
Socioeconomic Status	Wealthy, Middle Class	Low Income
Gender	Male	Female, Non-binary, Trans
Sexual Orientation	Straight	Gay, Lesbian, Bisexual, Pansexual
National Origin	North American, European	South American, Middle Eastern, African, Southeast Asian
First Language	English	Spanish, Chinese, etc
Disability Status	Able Bodied	Disabled
Age	Older	Younger
Education	Bachelors, Masters, Doctorate	High School Diploma, Associates, Certificate

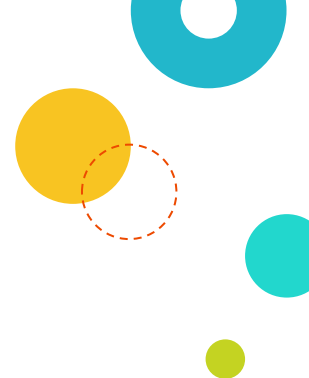


Bias

- ◎ Bias is an assumption about what someone's identity means
- ◎ Bias comes before conscious thought
- ◎ Bias affects who you think would be a good fit for your community
- ◎ Having good intentions does not counteract bias
- ◎ Proximity to diversity does not offset bias
- ◎ You have to overcome bias by making the unconscious conscious

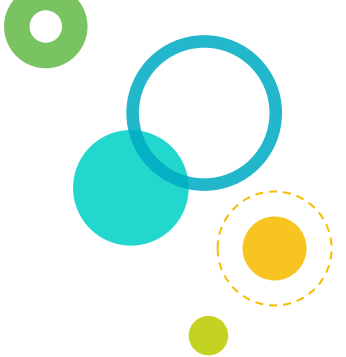


Microaggressions

- ◎ Microaggressions are harmful actions and words based on someone's identity
 - ◎ Microaggressions often have good intentions but still cause harm
 - ◎ Microaggressions make daily life exhausting
 - ◎ Marginalized people do not want to live in a community where they experience microaggressions
- 



Microaggressions

- ⦿ Where are you from?
 - ⦿ Does your family live in America?
 - ⦿ I've been to that country before.
 - ⦿ How do you get your hair to do that?
 - ⦿ Does that hurt?
 - ⦿ How do you say your name again?
 - ⦿ Did I use the right pronoun?
 - ⦿ Your people are hard workers.
 - ⦿ You are an inspiration.
- 

The background features several decorative elements: a large orange ring with a dashed red inner circle in the top left; a large dashed light blue circle in the top center; a green circle with a white center in the top right; a yellow circle and a pink circle in the middle left; a large teal ring in the bottom right; a green circle with a dashed green border in the middle left; a large green circle and a small cyan circle in the bottom left; and a cyan circle with a dashed blue border in the bottom right.

Impact on Community



Privilege and Accommodations

- ◎ Marginalized people are expected to be model minorities
 - ◎ Expected to speak for people like them
 - ◎ Negative attributes are passed on to others
- ◎ Accommodations for marginalized people are seen as “extraordinary” rather than equitable
 - ◎ Scheduling meals around prayer times
 - ◎ Banning slurs and offensive wording
 - ◎ Allowing parents to attend meetings with their children
 - ◎ Renting to people with poor credit history
 - ◎ Making entrances wheelchair accessible



Bias, Microaggressions, and Harm

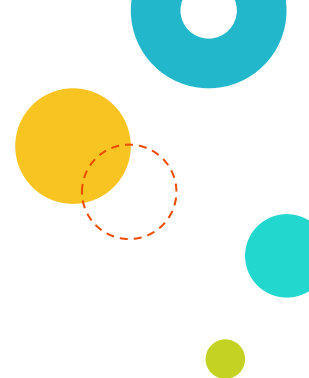
- ◎ When people make decisions based on bias, it hurts marginalized people
- ◎ When people commit microaggressions, it hurts marginalized people
- ◎ Bringing up that hurt causes defensiveness and becomes a self-help session
- ◎ Practice saying, “I apologize.”
 - ◎ Don’t explain yourself
 - ◎ Don’t cry
 - ◎ Don’t ask for resources or training
- ◎ Avoid questions or comments about someone’s identity and check your assumptions about people you don’t know

The background features several decorative elements: a large orange ring with a dashed red inner circle in the top left; a large dashed light blue circle in the top center; a large teal ring in the bottom right; a large lime green circle in the bottom left; and various smaller solid and dashed circles in shades of green, yellow, orange, and pink scattered throughout.

Being Inclusive First



Do The Work

- ◎ Make your community inclusive before recruiting
 - ◎ Host workshops/book clubs for your community
 - ◎ Identify one area of marginalization at a time
 - ◎ Hire experts or facilitators to educate you
 - ◎ Avoid asking marginalized people to talk about their experiences in your community in public
 - ◎ Review policies that may impact marginalized members
- 



Solicit Feedback

- ◎ Ask leaders in the wider community to tell you what their members think of you
- ◎ Send a survey to current and former members
 - ◎ Ask for consent
 - ◎ Keep responses private
 - ◎ Consider how to resolve past harm while fixing the larger issues
- ◎ Implement changes and repeat the cycle



Recruiting

- ◎ Go where the people are
- ◎ Expand your networks
- ◎ Be conscious of your community's appearance
- ◎ Acknowledge cultural differences
 - ◎ Don't expect people to conform just because you were there first
- ◎ Reconsider financial and time commitments
- ◎ Location location location

The Token: Common Sense Ideas for Increasing Diversity in Your Organization



crystalbyrdfarmer+ic@gmail.com
www.facebook.com/crystalbyrdfarmer
@crystalbfarmer
crystalbyrdfarmer.com