



FOOD FOR THOUGHT: COMMUNITY CONVERSATIONS



ENGAGE IN MEANINGFUL CONVERSATIONS ABOUT
DIVERSITY, EQUITY, AND INCLUSION IN AMERICA



Jodi-Ann Burey



TUESDAY, FEBRUARY 15, 2022 AT NOON

TED TALK: THE MYTH OF BRINGING YOUR FULL, AUTHENTIC SELF TO WORK

Register for free: chescof.org/explore/food-for-thought





The myth of bringing your full, authentic self to work

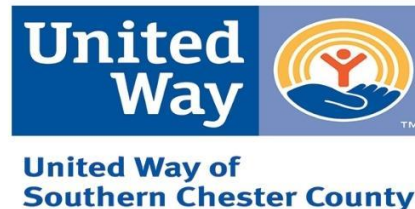
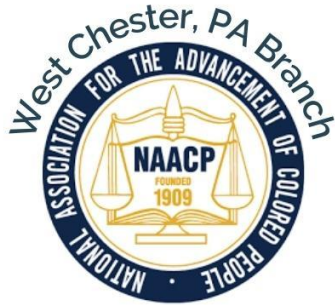
Jodi-Ann Burey, ForthCo, Univ. of Washington, TED Talk 2020

THOUGHT LEADERS

- **Dr. Zebulun Davenport** – VP Student Affairs, West Chester University
- **Viviann Schorle** – Program Officer, Phoenixville Community Health Foundation
- **Sophia Hanson** – Senior Equity Program Officer, The Alliance for Health Equity



THANK YOU TO OUR PROMOTIONAL PARTNERS



A FEW HOUSEKEEPING NOTES

- Please be **mindful** and **respectful** to all.
- Some may have never have dealt with these topics before while **others may have lived through traumatic experiences.**
- Please **mute yourself and turn off your video** during the TED Talk video streaming.
- Feel free to eat your lunch while viewing the video.
- Please **unmute yourself and turn on your video** immediately after the TED Talk video streaming to encourage open dialogue.



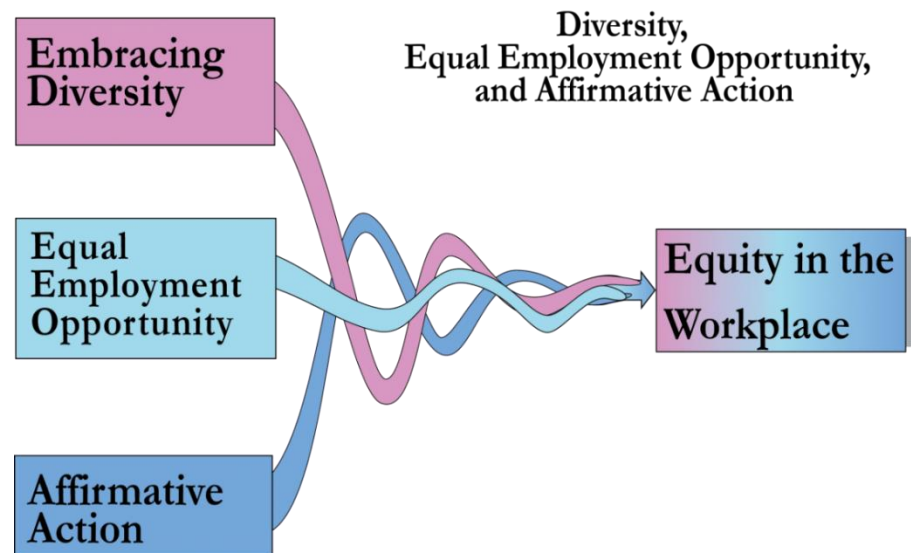
DEFINING KEY TERMS

- **DARVO** (Deny, Attack, and Reverse Victim and Offender) – A tactic used in and out of the workplace to psychologically manipulate a situation so the perpetrator actually appears as the victim.
- **Workplace Discrimination** – Discrimination based on age, race, gender, sexual orientation, national origin, physical or mental disability, or gender identity by employers.
- **Affirmative Action** – Set of policies and practices within an organization seeking to include people based on their gender, race, sexuality, or nationality in areas in which they are underrepresented.
- **Equal Opportunity Employer** – An employer that pledges to not discriminate against employees based on race, color, religion, sex, national origin, age, disability or genetic information

AFFIRMATIVE ACTION VS. EQUAL OPPORTUNITY

Equal Opportunity is giving everyone the same opportunity to be successful. It ensures that anyone qualified for the job has an equal chance regardless of race, sexuality, or gender.

Affirmative Action is implementing strategies to support those who have been deprived of opportunities. The employer is making an extra effort to recruit people who have been discriminated against in the past.





- **60%** of employed Americans have **experienced or witnessed discrimination** on the grounds of age, race, gender, or LGBT identity.
- **42%** of Americans have been a **victim or a witness of racism at work.**
- **66%** of African-Americans believe that they **work for a company where racism prevails.**

For more statistics, visit ↓

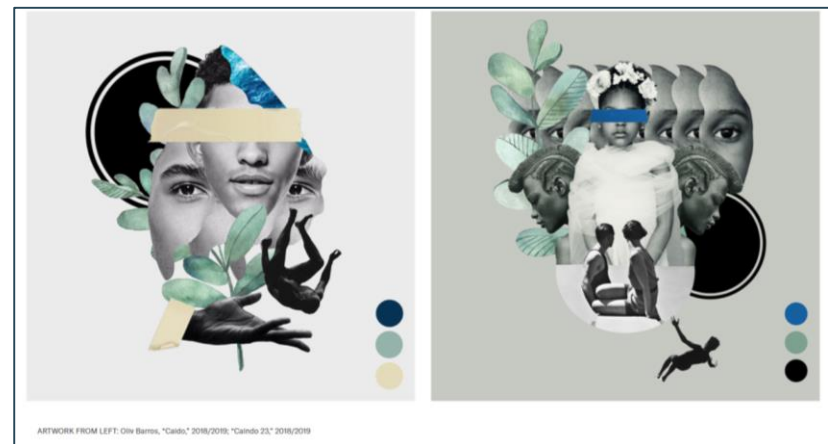
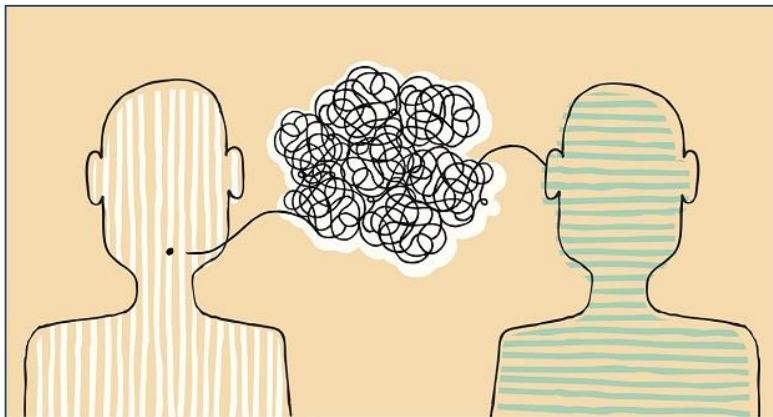
<https://thehighcourt.co/employment-discrimination-statistics/>

<https://www.eeoc.gov/newsroom/eeoc-releases-fiscal-year-2020-enforcement-and-litigation-data>

CODE SWITCHING

Code-switching involves **adjusting one's style of speech, appearance, behavior, and expression** in ways that will optimize the comfort of others in exchange for fair treatment, quality service, and employment opportunities.

Code-switching is one of the **key dilemmas** that black employees face around race at work. While it is frequently seen as crucial for professional advancement, code-switching often comes at a **great psychological cost**.



For more information, visit ↓

<https://hbr.org/2019/11/the-costs-of-codeswitching>



“It's long been the expectation for people like me who have been grossly, often intentionally, underrepresented at work to contort ourselves into this **caricature of what some call professionalism**, and what we call a distorted elaboration of white cultural norms and the standards that **meet the comforts of those who hold social and institutional power.**”

“Seeded in this call for authenticity is this idea that those who don't have to spend all their energy hiding parts of themselves could find more fulfillment at work.”

“I show up with this full, authentic self to perform my job with excellence. But when the time comes for the stretch projects, the promotion, equal pay, recognition, mentors, sponsors ... I'm overlooked.”

“**Authenticity** has become a **palatable proxy to mask** the pressing need to end the **racism, ageism, ableism, sexism, homophobia, xenophobia** and the like that run rampant throughout our professional lives.”

Brief Intros

- Who are you? What brought you to today's Community Conversation?
- What did you want to learn? What have you learned?

Discussion Questions

- Have you ever **felt uncomfortable or penalized** for being your authentic self in the workplace?
- What can you do to **create a more equitable environment** in the workplace?
- Do you **speak up** if you notice discriminatory behavior in the workplace?
- Do you think Affirmative Action and Equal Opportunity **are enough** to help end workplace discrimination?

Thought Leaders

- Dr. Zebulun Davenport
- Viviann Schorle
- Sophia Hanson



[Visit our website](https://chescof.org) to view a calendar of upcoming social justice events and programs taking place in Chester County.

Know of an event we should add? Email jamison@chescof.org.



**WE HOPE TO SEE
YOU NEXT TIME!**

[CLICK HERE](#) to register for any
upcoming session that interests you.

[CLICK HERE](#) to view handouts and
recordings from past sessions.

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TUESDAY, MARCH 15, 2022 AT NOON

Join us on Zoom for a conversation about
Food Insecurity in Chester County with thought leaders:




Chester County
FoodBank
BEYOND HUNGER

Roberta Cosentino
Director of Community Food
Access & Education Programs




PHILABUNDANCE
Ending hunger from our communities

Jamiliyah Foster
Director of Ending
Hunger For Good




WCU
WEST CHESTER
UNIVERSITY

Seth Jacobson, Ph.D.
Director of Center for Civic
Engagement & Social Impact

Register for free: chescofcf.org/explore/food-for-thought

4/19/2022	Intersectional Environmentalism	How Black Lives Matter And Environmental Justice Are Connected	Leah Thomas
5/17/2022	Race + Gender	The urgency of intersectionality	Kimberle Crenshaw
6/21/2022	Racism	50 years of racism — why silence isn't the answer	James A. White Sr.