

Diversity: Changing Your Agency's Culture By Hiring, Promoting, & Valuing A Diverse Team

FRPA Southeast Region Education Summit
March 30, 2022

Jim Barnes, CPRP
Village Manager
Village of Wellington, Florida

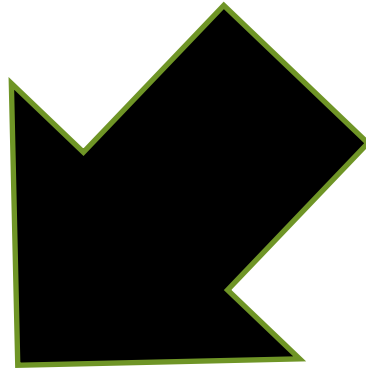


Inclusion is not primarily
about fighting evil

It is about awareness and
enlightenment

Parks are great at that

Something you should know
about this guy





My lens

My lens





My lens

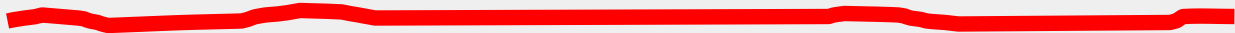
Are you inclusive?

Debriefing

The sorting test you just took is called the Implicit Association Test (IAT). You categorized good and bad words with images of African Americans and European Americans.

Here is your result:

Your data suggest a moderate automatic preference for European Americans over African Americans.



Harvard University. <https://implicit.harvard.edu/>

Malala Yousafzai





Annie Pho @catladylib · 29. mar.



I also wanna add that I love not being a minority. My experience here vs being Asian American in the U.S. is pretty stark. People here have been pretty friendly and open minded. Not always the same in the U.S..

 Oversæt fra engelsk



1



38



[Vis denne tråd](#)

What do we talk about
when we talk about
inclusion and exclusion?



- The **process** of improving the terms for **individuals and groups** to **take part in society**, and
- The **process** of improving the ability, opportunity, and dignity of those **disadvantaged** on the basis of their **identity** to take part in society

<http://www.worldbank.org/en/topic/social-inclusion>



*"Diversity is being invited to the party;
Inclusion is being asked to dance"*
- Verna Myers

Diversity is about demographics

Inclusion is about culture

Diverse demographics support
inclusive culture



Why should we even care about inclusion? (spoiler: because parks & rec are a people business)

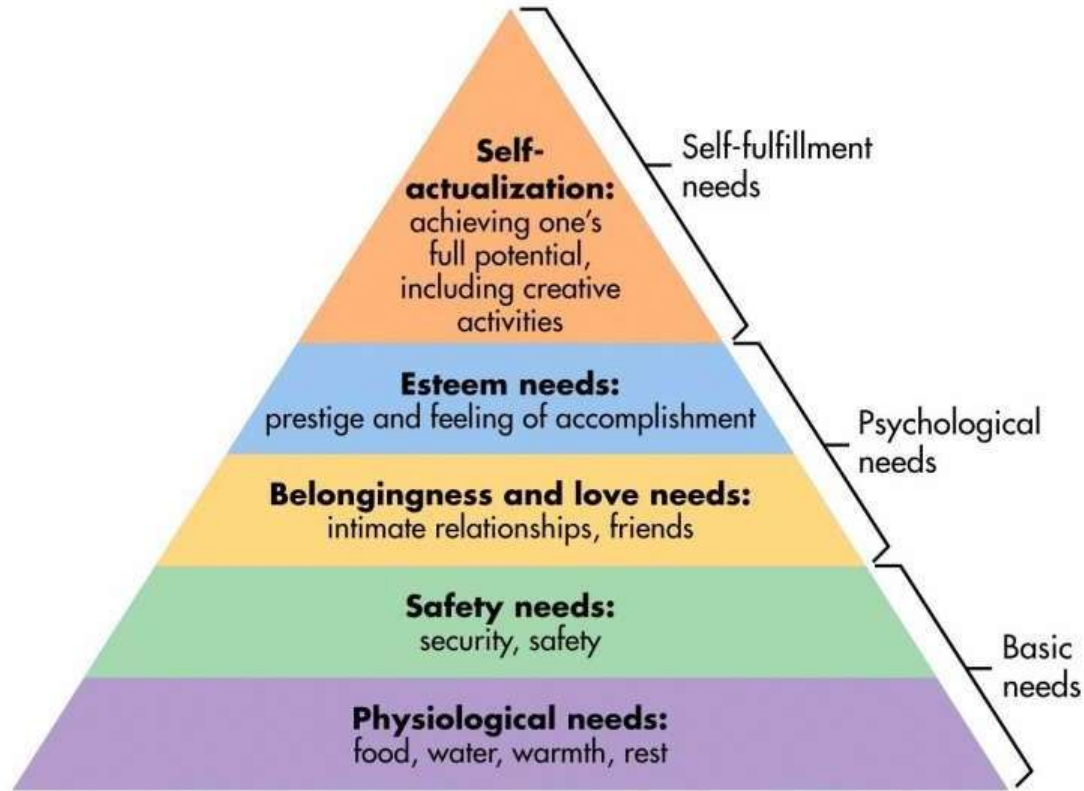


Inclusion

- Thrive mentally and physically
- Willing to learn from others
- Is simply the right thing to do
- Creates a sense of belonging

(Leary, Baumeister, Twinge)

BELONGING



Maslow's hierarchy of needs (1943)



Why do they come?

"The need for connection and community is primal, as fundamental as the need for air, water, and food"

- Dean Ornish

If it is the right thing to do why do we face obstacles towards inclusion?



FEAR



Skateboards and community
centers?



BIASES

Biases are the stories we make up about people before we know who they really are

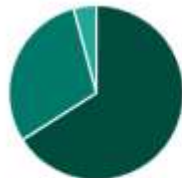


LACK OF
DIVERSITY

PARKS RECREATION DIRECTOR STATISTICS BY GENDER

Among Parks Recreation Directors, 29.8% of them are women compared to 66.0% which are men.

Job Title ▾



- Male, 66.0%
- Female, 29.8%
- Unknown, 4.2%

Gender ▾

Percentages ▾

Male	66.0%
Female	29.8%
Unknown	4.2%

Parks Recreation Directors in the US

1,541



Average Age

40.5



Gender

Male - 66%

Female - 30%



Race

White - 64.0%

Hispanic or Latino - 14.5%



Most Common Degree

Bachelors - 71%

Associate - 12%



Yourself Parks
as workplace
Parks in the community

Inclusion and social justice should not just be a jacket you take on when you go to work



What we say matters. What we do matters

Diversify workforce, education
and conferences





Diversify workforce, education and conferences

Workplace:

Make inclusion a
priority

Focus and training on
unconscious biases

Be aware that culture eats
strategy for breakfast



The power of invitations



The magic of feeling welcomed



Seek partnerships; find voices that
can talk diversity and inclusion with you

A black and white portrait of a woman with long dark hair and glasses, looking directly at the camera. The text 'BORROW A GENDER-FLUID' is overlaid on the left side of her face.

**BORROW A
GENDER-FLUID**



Inclusion is not primarily
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MISS TEEN USA

— TOP 5 —



MISS TEEN USA 2019

Top 5 Finalists



Mississippi - North Dakota - Nevada - Connecticut - Alabama

\$9,200

Laurie



\$6,800

Tucker



\$8,200

Whitney



**AFRICAN-
AMERICAN
HISTORY**

\$400

\$800

\$1200

\$1600

\$2000







Mizzou Athletics ✓
@MizzouAthletics

I am...

#MIZ | #ShowMe | #NCAAINCLUSION



**I AM AN AFRICAN
AMERICAN WOMAN**

ARIELLE MACK

#NCAAINCLUSION



I AM A FUTURE DOCTOR

ARIELLE MACK

#NCAAINCLUSION



**I AM A FUTURE
CORPORATE FINANCER**

CJ KOVAC

#NCAAINCLUSION



I AM A BROTHER

CAULIN GRAVES

#NCAAINCLUSION



Village of Wellington Florida

Posted by Liz Nunez

Jun 1 · 🌐



RUMOR CONTROL: Reports have been circulating about a demonstration planned to take place in our Village this evening.

The Mall at Wellington Green and The Palm Beach County Sheriff's Office anticipate a peaceful gathering at the mall this afternoon, but they are prepared to handle any situation and keep our residents safe.

In an abundance of caution, the Mall at Wellington Green is closing at 4 PM today.

We encourage everyone to stay home.

RUMOR CONTROL



👍 Like

💬 Comment

➦ Share



Elected Official

June 1 · 🌐



While I understand the point here, it is not entirely accurate. No peaceful protest was organized by the village or the property owner (the Mall at Wellington Green). It is highly suspect that a group with good intentions would organize a peaceful protest at a retail establishment after the destruction that happened last night, including our own community. Protest by being kind to your neighbor, giving to a food bank, helping those that need it. Gathering during a pandemic which could endanger everyone to protest something that happened very far from here is not helpful at this time.



shanemeyers1 Shane Meyers · 6-2

They say they want peaceful protests, but what they mean is they want us to be quiet **#BLM**

🎵 Childish Gambino - This Is America / Post Malone - Congratulations - c







LOCAL

Spurred by mayor's Facebook post, 200+ protesters gather in Wellington to call for social justice

Kristina Webb kwebb@pbpost.com

Published 9:04 a.m. ET Jun. 10, 2020



Protesters gathered at Wellington's Village Hall during Tuesday night's council meeting to call for change, and for understanding and support from the Village Council. KRISTINA WEBB/palmbeachpost.com

WELLINGTON -- More than 200 protesters gathered outside Wellington's Village

Advertisement

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21-year-old Florida man recovers from mild COVID-19 — then his organs started...



Habib: Minkah Fitzpatrick opens up on a divorce Miami Dolphins can't afford to...



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Notice our new look? As you get used to things, please [let us know](#)











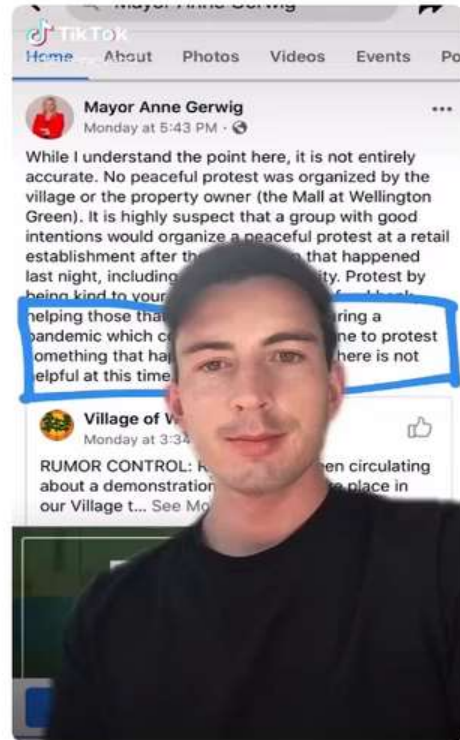




shanemeyers1 · Shane Meyers · 6-13

and that's on my first amendment rights #blm

🎵 original sound - shanemeyers1







Inclusion is

X The photo you want to upload does not meet our criteria because:

- Subject eyes are closed

Please refer to the technical requirements.
You have 9 attempts left.

[Check the photo requirements.](#)

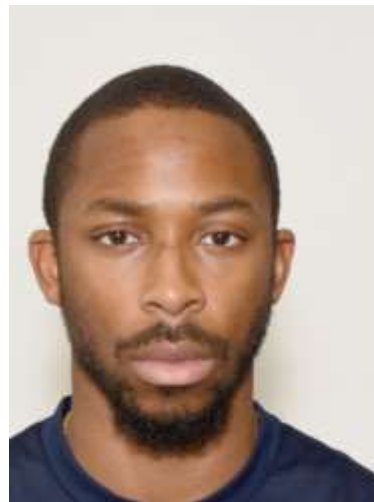
Read more about [common photo problems](#) and [how to resolve them.](#)

After your tenth attempt you will need to start again and re-enter the CAPTCHA security check.

Reference number: 20161206-81

Filename: Untitled.jpg

If you wish to [contact us](#) about the photo, you must provide us with the reference number given above.



Automated check

- it looks like your mouth is open

Do you want to submit this photo?



Yes, I want to submit it

Explain why you'd like to use this photo

My mouth is closed, I just have big lips



No, I want to get another photo



Diversity is being invited to the party.



Inclusion is being asked to dance.



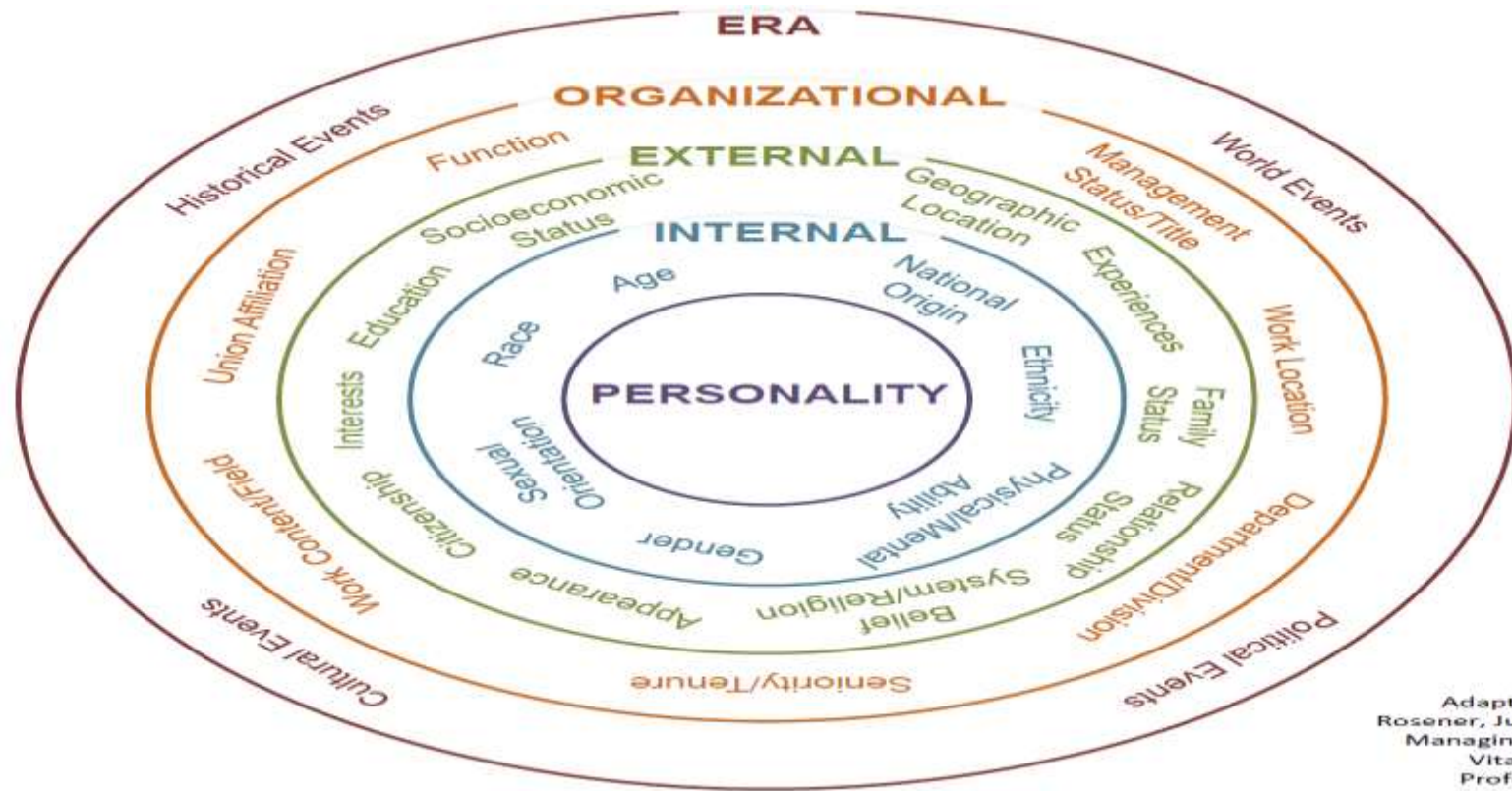
Barriers to inclusion



Organizational preference



Organizational preference

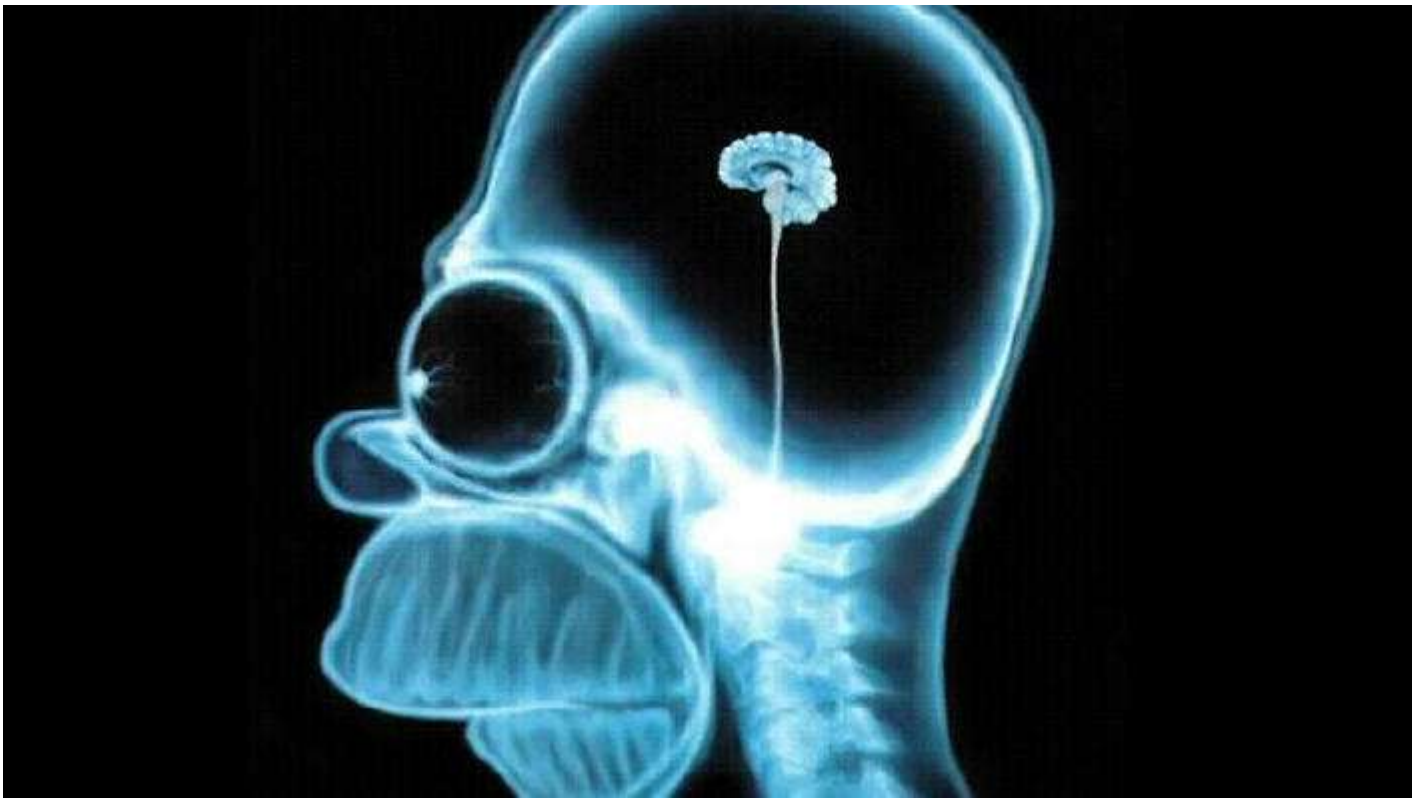


Adapted from: Loden, Marily & Rosener, Judy, "Workforce America! Managing Employee Diversity as a Vital Resource," McGraw-Hill Professional Publishing, 1990.

Diversity lens



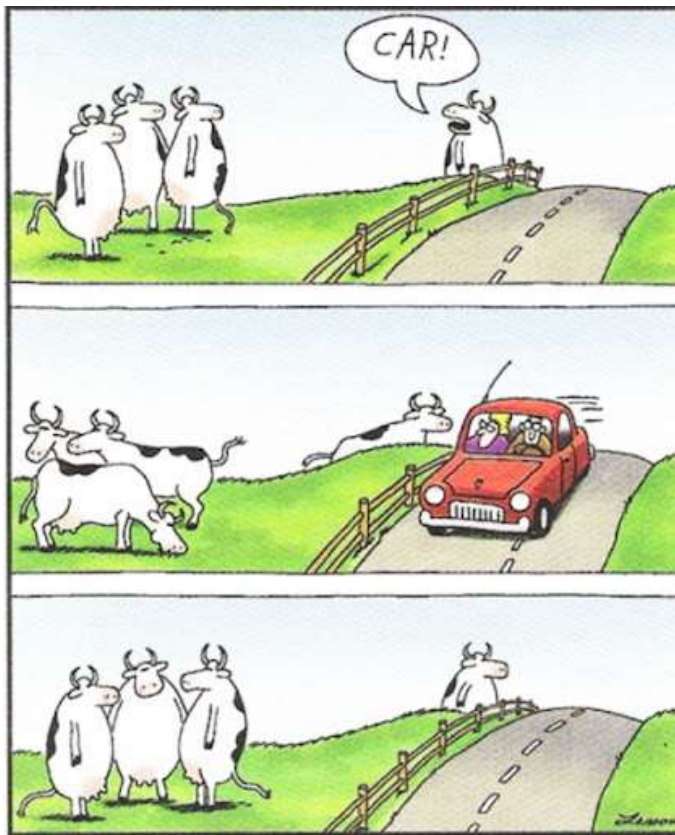
Culture impacts



How our brains work



Revolution in classical music

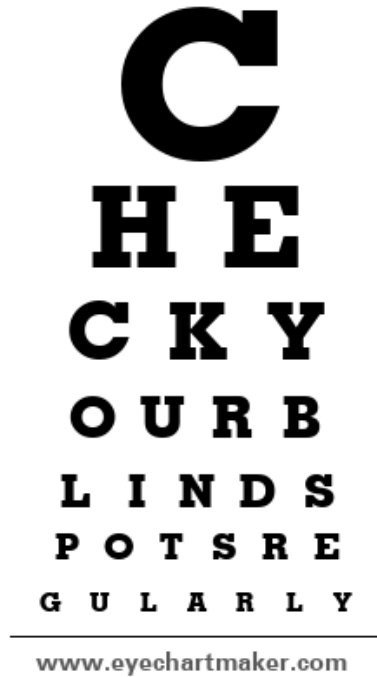


Illusion of objectivity

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S R E A L L Y**

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Prescriptive Bias



Descriptive Bias



Promoting inclusion

Stay on top of your biases





Interrupt bias



Going Forward

Questions & Discussion

Jim Barnes, CPRP
Village Manager
Village of Wellington, Florida

