

Diversity, Equity, Inclusion, and Belonging – Frequently Asked Questions in Northshield

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Q. What is the scope of the DEIB office?

A. For a full office description, please visit www.sca.org/resources/dei-office

DEIB officers provide training and educational resources, as well as policy development support, to reduce bias and encourage full participation and success of all members. We focus on systemic matters of nondiscrimination, anti-harassment, and anti-bullying initiatives, while supporting compliance with modern laws and our governing documents. While interpersonal conflicts may involve these issues, the sanctions and grievance processes fall under the Seneschal office, rather than the DEIB office; however, we can provide relevant resources and information to help resolve conflicts and evaluate policies and social structures that might be exacerbating conflict.

Q. What does this word mean? Am I saying this right?

A. That's an excellent question! Language is always evolving, and context matters, so there may be different interpretations of a word in different settings. The Society DEIB resources page includes a helpful list of Terms and Concepts: www.sca.org/resources/document-library/#dei

Q. Where can I find modern-day info about marginalized groups around the world?

A. The United Nations is a great place to start, as they maintain a reference page of resources regarding vulnerable communities: www.un.org/en/fight-racism/vulnerable-groups

Q. What is implicit bias?

A. In a nutshell, implicit bias is the collection of assumptions (whether positive, neutral, or negative) we carry about other people, based on stereotypes, culture, and our own past experiences. This can create problems when, instead of staying curious and making an effort to get to know people as they are, we take familiar mental shortcuts and jump to conclusions about them. There are many ways to explore and interrupt implicit bias within ourselves and others, and we're all at different points along that path.

Q. What is a microaggression?

A. Microaggressions are common, everyday interactions that, intentionally or unintentionally, make marginalized people feel unwelcome and discriminated against. These are often subtle, indirect, or casual forms of disrespect and prejudiced language or action. They may take the form of a common phrase or term that has discriminatory roots, which we may not have previously learned about, but that

still carries the impact of harm when we use that language, today. It could also be reflected in exclusionary behavior, like not inviting people to participate in activities, failing to welcome them when they do participate, or forgetting to share important information with someone, based on implicit bias. Repeated patterns of microaggressions may go so far as to violate our community standards and code of conduct, so it is important to identify opportunities to learn more about these attitudes and behaviors and ensure we're not causing harm to the community we all care about.

Q. How can we make our events more inclusive and accessible?

A. Jessica Van Hattem (Baroness Zahra Tesfaye, OP) published an excellent class on that! Check it out, here: www.youtube.com/watch?v=60CtKW6-KBY&feature=youtu.be

Q. I want to learn more about how the SCA handles DEIB topics! Where can I find more info?

A. Awesome! I would recommend checking out the following official and unofficial links:

SCA Diversity Equity Inclusion & Belonging page

www.facebook.com/SCADiversityEquity/Inclusion

Voices of Color: SCAdian Stories

www.facebook.com/SCAdianStories

www.youtube.com/channel/UCExps5pgSbG-8U21bnzAnYA

SCA Office of Diversity, Equity, & Inclusion Playlists

www.youtube.com/c/SCASocietyForCreativeAnachronism/playlists