

A Learning Journey:  
Self-Awareness of Diversity,  
Equity and Inclusion for  
Organizational Development  
with the SDGs

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This manual is intended to build individual and team capacity to resonate with, and respond to, Diversity, Equity and Inclusion (DEI) through organizational development.

The manual is what we term as a '*learning journey*' that provides a basis for individuals, teams and organizations to become *aware* of the necessity to develop friendly relationships as individuals, teams and organizations, creating a process for cooperation, collaboration, information and knowledge sharing, to begin the journey.

## About the Authors

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We are grateful to all people whose work we have referenced here, and to all who continue to energize us for this work.

Our gratitude to GPSEN for the learning journey, and our reviewers [Jami Haaning](#), [Tahira Abbas](#), [Owen Rudloff](#), [Pranoti Deshmukh](#) and [Briar Schoon](#) for their time and thoughtful feedback.

The authors are responsible for the views and ideas as well as any inaccuracies in this manual.

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Cite this work as: Patton and Havaligi, 2020. A Learning Journey: Self-Awareness of Diversity, Equity and Inclusion for Organizational Development with the SDGs

*“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel”.*

[Maya Angelou](#)

*“I will give you grace if you give me effort”.*

[Megan Carpenter](#)

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## INTRODUCTION

This guide is designed for everyone working with diversity, equity and inclusion (DEI). Diversity, Equity, and Inclusion are ‘principles which in aggregate allow for holistic empowerment of all communities and individuals’<sup>1</sup> with an acknowledgement of history, colonial and dominant culture values, economics and policies. The purpose of this guide is to provide ways for individuals and teams to build their capacity for diversity, equity and inclusion internally, through self-awareness of interlinkages to history, economics and socio-cultural values and show up externally through informed action.

Racial, gender and economic inequities curtail progress in sustainable development, mete out the repercussions of climate change unfairly, and elude environmental, social and economic justice.

To make progress in sustainability and to build communities, it is critical to know and understand the linkages between the history of colonialism and dispossession of indigenous people, and ongoing inequities and injustices through a systemic culture of overt and implicit white supremacy.

This overt and implicit white supremacy continues to challenge racial, gender and environmental equity and justice primarily by legitimization of and moral justification for dispossession that exists in the cultural, educational and policy discourse. Unmitigated and unhinged capitalism, a signatory of white supremacy culture reveals its consequence in ongoing social, economic and environmental inequities and injustices (McCoy 2017<sup>2</sup>; Spriggs, 2020<sup>3</sup>).

This guide is a step in the direction for self-examination of individuals and organizations’ roles in systemic white supremacy culture in their communities, workplaces and families as they show up for racial, gender and environmental justice with DEI.

This guide provides a baseline foundation for the **learning journey** based on self-awareness, to build individual and collective capacity to be part of the change for ourselves and our communities with diversity, equity and inclusion.

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<sup>1</sup> Kelsey Hill, from Portland Metro’s Project Equity Facilitation Guide

<sup>2</sup> McCoy, D. 2017. Critical Global Health: Responding to Poverty, Inequality and Climate Change; Comment on “Politics, Power, Poverty and Global Health: Systems and Frames”  
[https://www.ijhpm.com/article\\_3304.html?\\_action=articleInfo&article=3304](https://www.ijhpm.com/article_3304.html?_action=articleInfo&article=3304)

<sup>3</sup> Economist’s open letter to economists about race. William Spriggs, 2020. <https://economics.com/economists-open-letter-to-economists-about-race/>