

# IDEAA@ SRJC

## What is DEI/REIJ?

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Diversity, Race

Equity

Inclusion

Justice

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IN  
LOVE*

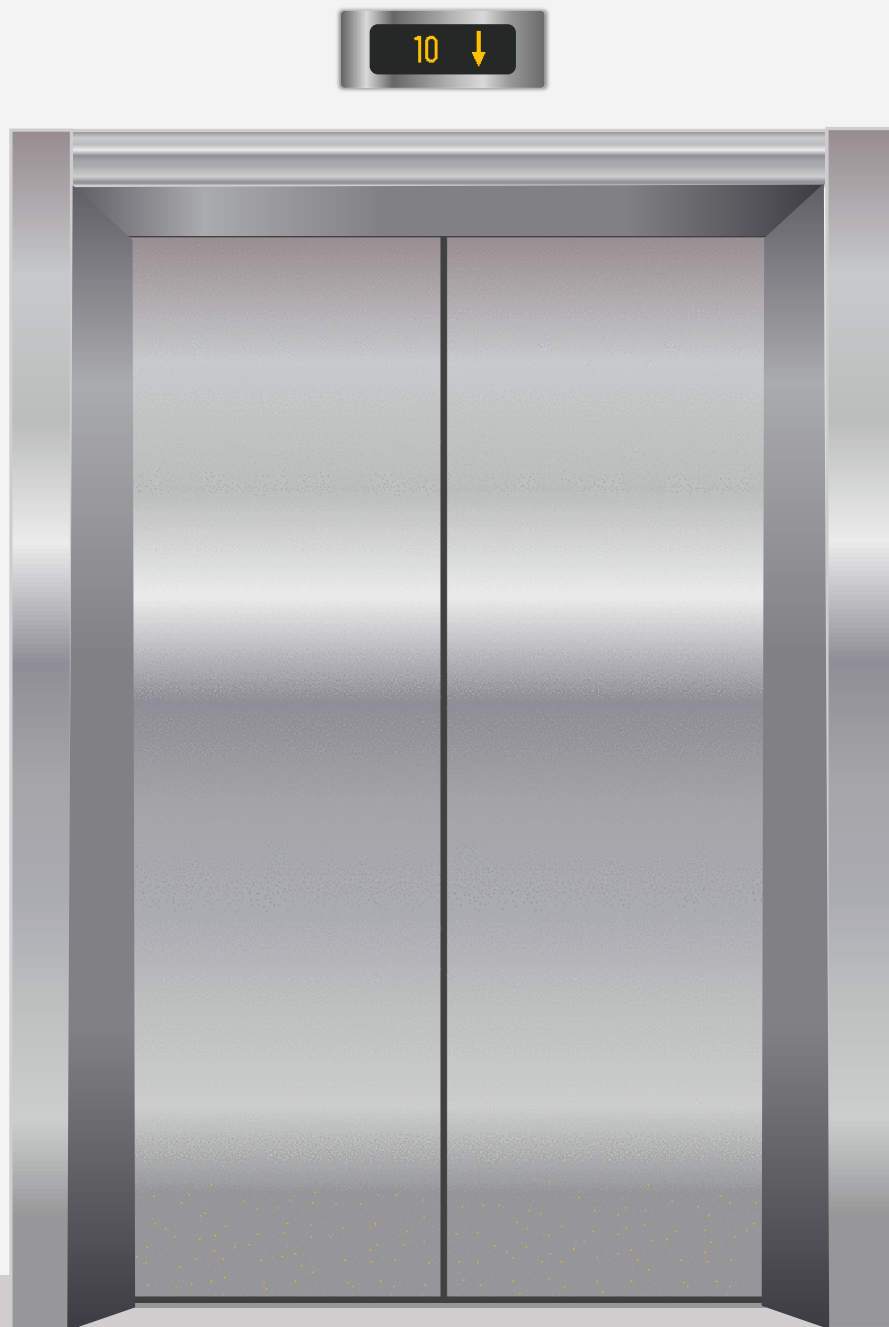


Let's Play



# THE GAME OF REAL LIFE

a *ROOTED* Original  
*LOVE*



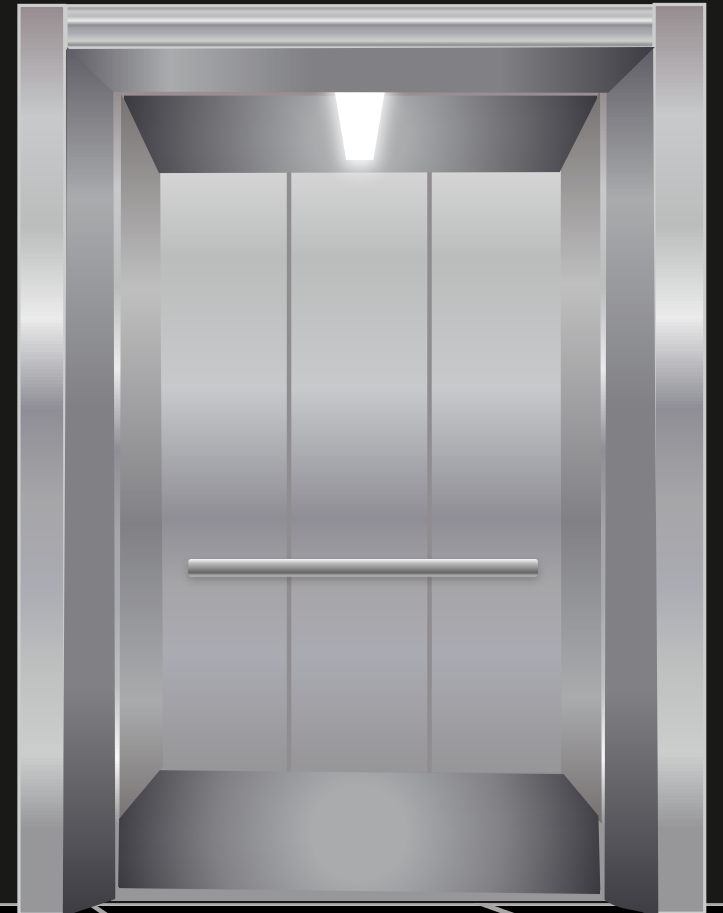
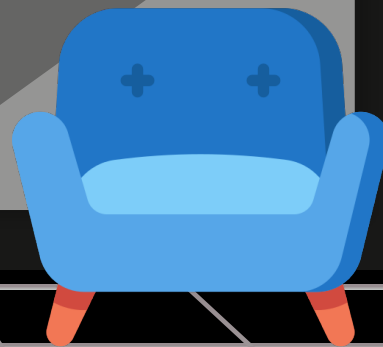
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You will need a pen & piece of paper  
to play.

In this game, you will make life choices  
AND pay accordingly.

The goal is to live how you'd like to, with  
some money left over.

Everyone begins with \$150.



0

9

10

7

8

5

6

3

4

1

2

0



## ROUND 1

Play as yourself.



## ROUND 2

Put yourself in someone  
else's shoes -

a hypermarginalized  
student/person

or

Someone that you know with  
life circumstances different  
than your own.



# ROUND 1



Let's begin!



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Choice	Details	Cost
College degree, BA		\$40 (future benefit)
Advanced degree, MA or PhD		\$55 (future benefit)
Housing, substandard rental	High crime, low employment, environmental toxins, food desert, under-resourced schools, wifi	\$25
Housing, good rental	Safe, access to fresh food, jobs that pay living wage, well-resourced schools, wifi options	\$40
Housing, purchase	Own your own home, property appreciation	\$50 (future benefit)
Food, unhealthy	Processed foods, high sugar content, corn syrup and dyes, little to no access to fresh fruits/veggies, many fast food options and “corner stores”, GMO foods, diet associated w heart disease/diabetes/cancer	\$10
Food, healthy	Convenient access to grocery stores with fresh food and organic/non-GMO options, access to variety of restaurants	\$20

Choice	Details	Cost
Health Insurance, minimum	Covers the bare minimum, high co-pays, inadequate for any major needs or ongoing health issues, little to no choice of doctor/hospital	\$10
Health Insurance, good	Adequate coverage and options for care, choice of doctors	\$15
Clothing/Self-care, low	Discount wardrobe, drugstore beauty and hygiene products	\$5
Clothing/Self-care, high	Wardrobe options, haircuts, gym membership or classes, skin/nails, beauty/hygiene product options	\$10
Social/Recreation	Social food & drink, travel, movies, etc.	\$10
Childcare, babysitter	Cost for 1-3 children. Double for more than 3 children.	\$10
Childcare, Montessori pre-K	Cost for 1-3 children. Double for more than 3 children.	\$20





Past Choice	Benefit
College degree, BA	+ \$60
Advanced degree, MA or PhD	+ \$90
Housing, purchase	+ \$40



**Confounding Variable:** *an unmeasured third variable that influences both the supposed cause and the supposed effect and is generally overlooked.*



Confounding Variables	Data - based "Setbacks"
Race & Gender Identity	White men - \$0
	White women - \$18
	"Hispanic" women - \$42
	"Hispanic" men - \$31
	Black women - \$35
	Black men - \$17
	"Asian" women - \$13
	"Asian" men + \$9
LGBTQIA+	-\$22
1st in Family to go to College	-\$28
People With Disabilities	-\$34
Poverty-impacted	-\$15
Transitory Or Unhoused ~1 Yr.	-\$10
Criminal Record	-\$15 (to -\$52)



# What are you left with?



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# DISCUSSION



- What was most surprising to you in this activity? What wasn't?
- What does this tell you about intersectionality?
- Has this game caused any shift in your perspective or mindset? If so, how?
- Will this change anything in your work, going forward?

# ROUND 2



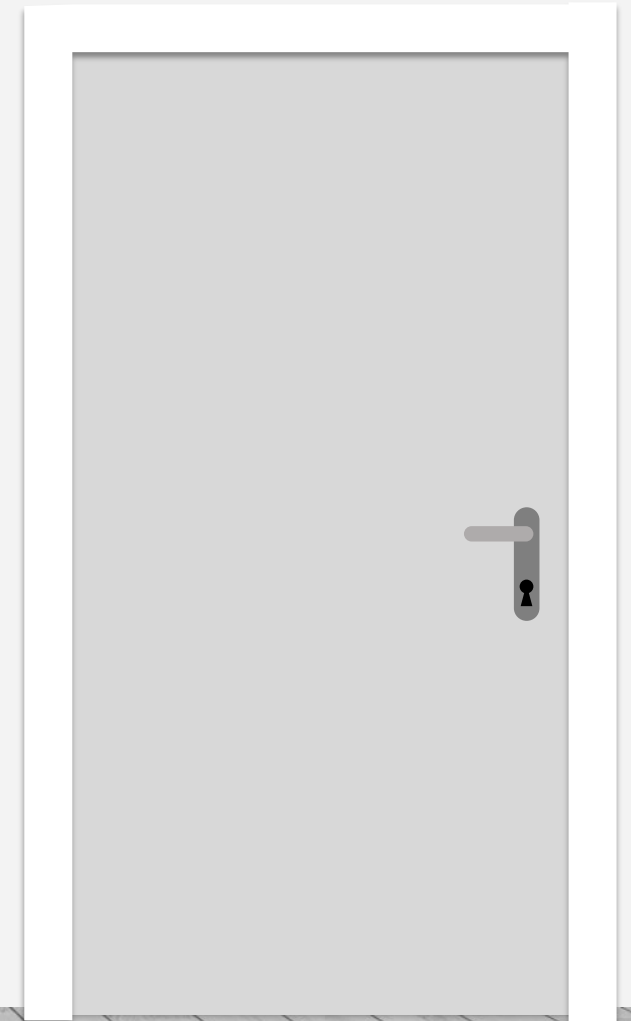
Now put yourself in someone else's shoes

...

Play as a hypermarginalized student/person

or

Someone that you know with life circumstances different than your own.



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## REFERENCES

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*As pawnee scholar Walter White Echo maintains, “the widespread lack of reliable information [data] about Native issues is the most pressing problem confronting Native Americans in the United States today.”*

- The Rediscovery of America: Native Peoples and the Unmaking of U.S. History (The Henry Roe Cloud Series on American Indians and Modernity)

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# Addressing a Gl~~o~~mission

[a person or thing that has been left out or excl

The poverty rate for American Indians living on reservations is **29.4 percent** compared with the **U.S. national average of 15.3 percent**. The reservation poverty rate for Indian families is 36 percent, compared to the national family poverty rate of 9.2 percent.

The American Indian and Alaska Native median household income is **\$35,310** compared with **\$51,371** for the United States as a whole.

A newly released report by the MacArthur Foundation shows that Native Americans are **incarcerated** at a rate **38 percent higher** than the national average.

The report also found that Native Americans were **overrepresented in the prison population** <sup>19</sup> states compared to any other race and ethnicity.

# Native Women and Racialized/Gendered Pay



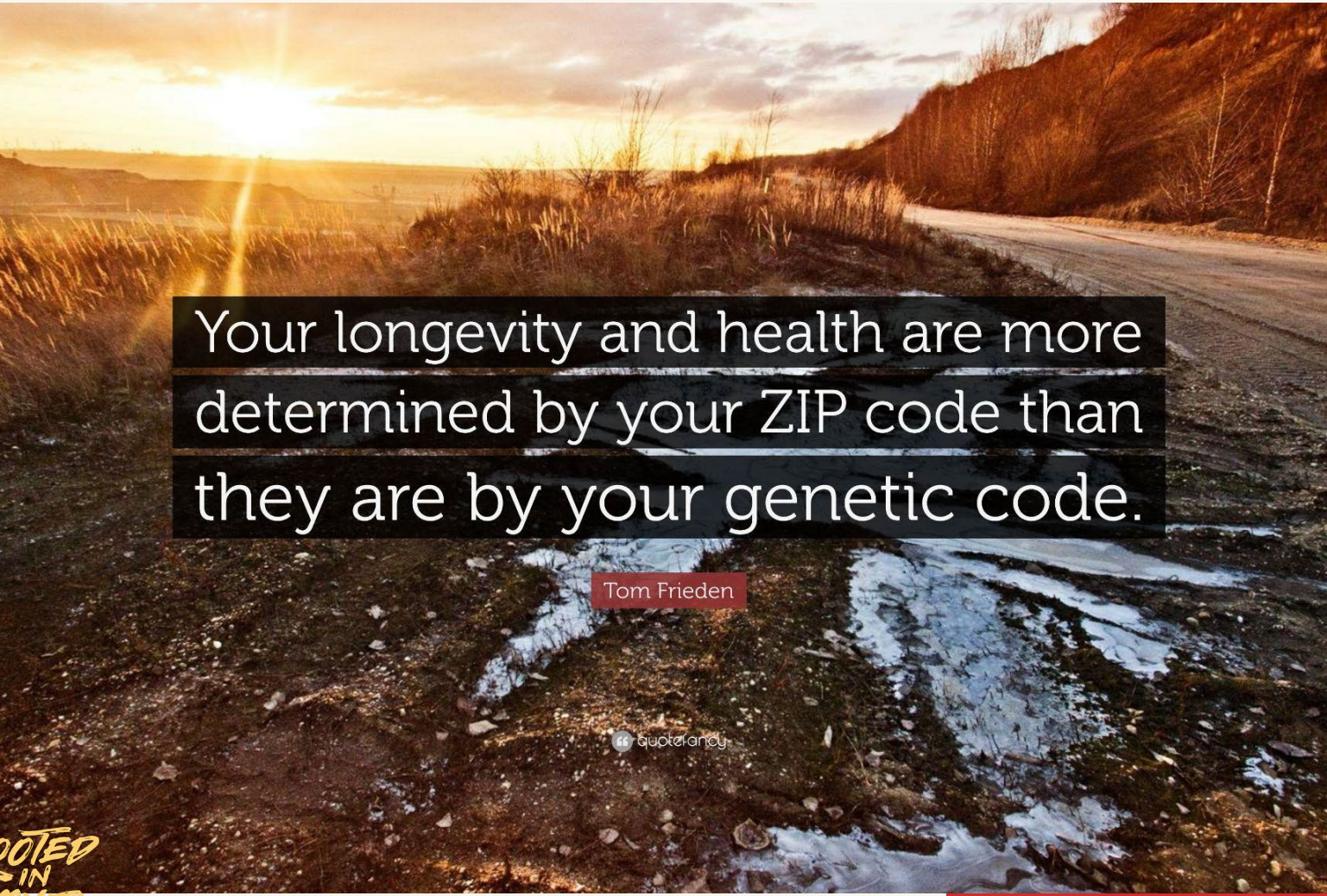
Native Women earn approximately \$0.57 cents on the dollar of White, non-Hispanic men. This means that it takes Native women nearly 22 months to earn what a White man makes in one year.

Not only does the wage gap for Native women exist across occupations, but it widens with higher education. A Native American woman with a master's degree makes only about \$52,000 —approximately the same amount a White man with just an associate's degree is paid, according to the National Women's Law Center (NWLC).

Wage gaps must be understood through an intersectional lens, but awareness is only the first step—active allyship, advocacy, and structural change are needed to build true equality for Native women in California and across the nation.



# Is your zip code important?



Your longevity and health are more determined by your ZIP code than they are by your genetic code.

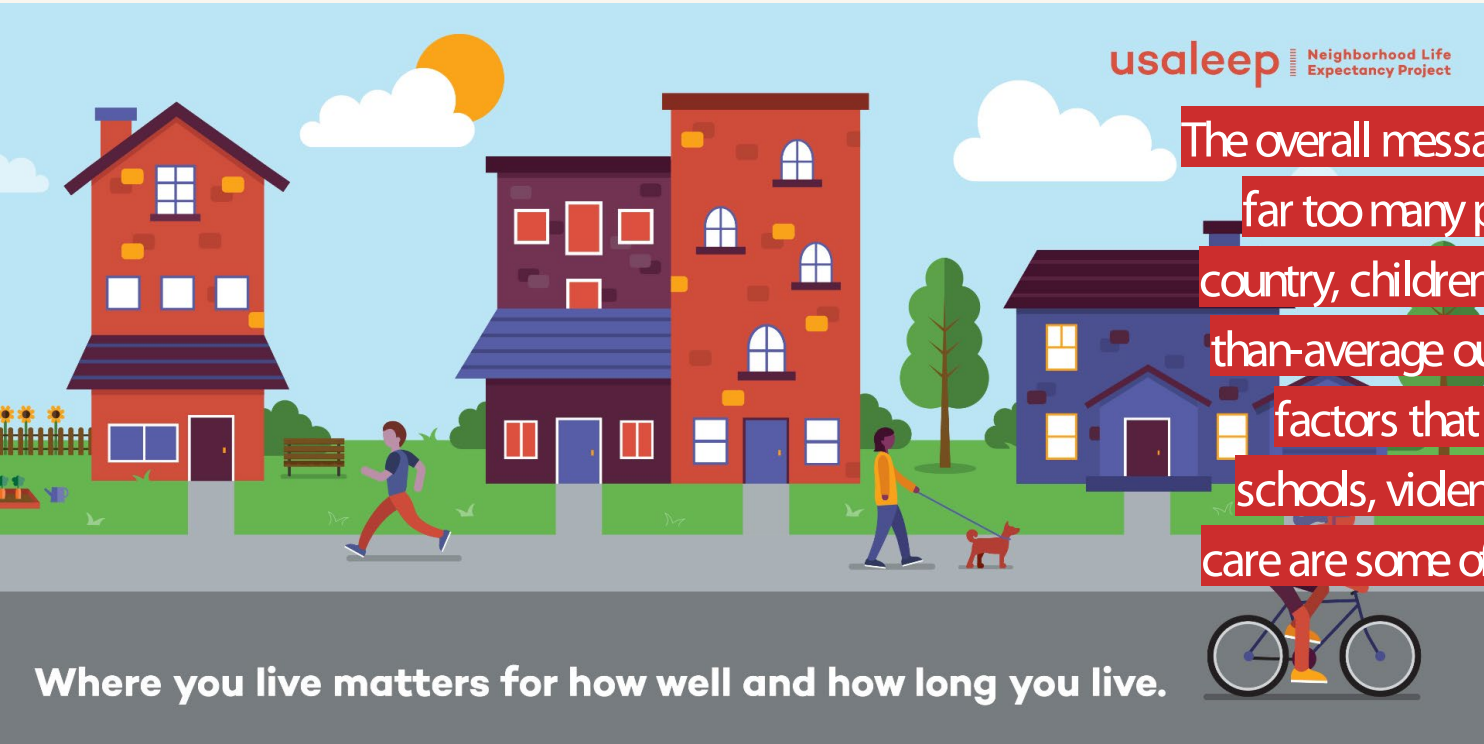
Tom Frieden

quoterandj

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Did you know that your zip code is the greatest predictor of how long you are expected to live? Not your blood pressure, not your cholesterol levels, not your genetics. Your zip code. In Dallas, there is a 18 year difference in life expectancy for residents living only six miles apart

# Where students grow up matters



usaleep Neighborhood Life Expectancy Project

The overall message is sobering: opportunity and social mobility still elude far too many people in far too many places. In nearly every place in the country, children whose parents were low-income tended to have poorer-than-average outcomes as adults. But it's also important to note that the factors that inhibit mobility are within society's control to influence – schools, violence, incarceration, housing, job access, and quality health care are some of the reasons that zip codes and census tracts matter for life outcomes.

Where you live matters for how well and how long you live.

And these factors can be improved with the appropriate investment and good policy. And because the results are also an average, it's important to remember that there's nothing about the tool that suggests that every family's outcome is preordained or determined.

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# How can DEI/REIJ as an analytical tool help us understand the Game of Thrones?

An understanding of intersectionality is pivotal to comprehending the multifaceted ways in which systemic inequity is ingrained within our society, permeating *education* and the *collective social mores* that guide our behavior and interactions.

Coined by Kimberlé Crenshaw, intersectionality illuminates how different forms of discrimination and privilege intersect and compound to create unique experiences of advantage or oppression for individuals, based on their race, gender, class, sexuality, and other identity markers.

This framework is critical because it recognizes that inequities are not one-dimensional; they are deeply interwoven into the very fabric of our social institutions.





**Diversity initiatives that center “all women” often do not center non-white women, and as a result, fail to account for the multidimensional impact of race and gender on hiring practices, promotion tracks, and more.**



**Underrepresented** Races or ethnicities whose representation in STEM employment and S&E education is smaller than their representation in the U.S. population. This includes Blacks or African Americans, Hispanics or Latinos, and American Indians or Alaska Natives.

**Disproportionately Impacted** Disproportionate impact refers to a situation where a policy or practice affects a particular group of people more negatively than others. This can happen even if the policy or practice is not intended to discriminate.

**Marginalized** (of a person, group, or concept) treated as insignificant or peripheral.

**Hyper-marginalized** Hyper-marginalization occurs when a group that faces marginalization due to one identity contingency, for example, socio-economic status also faces a different kind of marginalization based on yet another identity contingency, for example, ethnicity. For example, a poor, non-educated, single Latina mother for whom English is her second language can be marginalized for any one of those identity contingencies; however, when those three contingencies function in concert along with and predictive of living in an economically underserved community—this is hyper-marginalization.” (Sims, 2018)

# Important Definitions

# Intersectionality as an analytical tool



In the realm of education, intersectionality helps us understand how curricula and disciplinary practices can reflect and reinforce biases, potentially marginalizing students from underrepresented groups.

Laws and policies that seem neutral on the surface can have disparate impacts on different populations, highlighting the necessity of examining them through an intersectional lens to uncover embedded prejudices.



# WHAT DEI/REIJ IS, AND WHAT IT ISN'T

# The importance of Diversity, Equity, and Inclusion (DEI)

The importance of Diversity, Equity, and Inclusion (DEI) as an analytical framework extends beyond the realm of moral imperatives, **it is critical for dissecting and understanding the complexities of asymmetrical power structures** and their pervasive impacts on racialized, marginalized, and gendered groups.

This framework offers a comprehensive lens through which the intricate interplay of systemic inequities, societal norms, and power dynamics can be examined, focusing on the root causes of disparities rather than attributing them to individual failures.



This is the artist Jonathan Harris and his painting is titled "Critical Race Theory"! He went viral with it. ❤️



## What is DEI/REIJ?

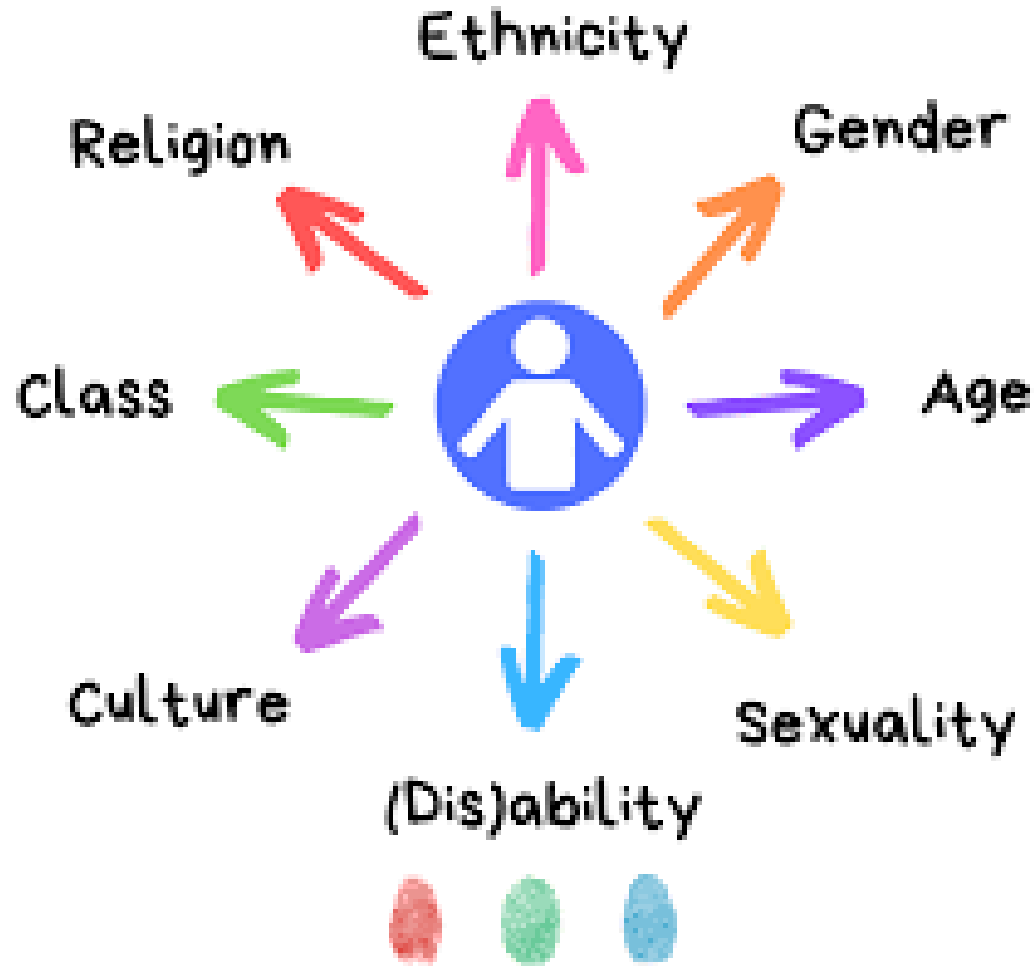
- *DEI challenges us to question and dismantle foundational assumptions that underlie our social, economic, and political structures. It urges us to consider how historical legacies of discrimination and exclusion have shaped current disparities in access, opportunity, and outcomes*
- By highlighting how power is distributed and exercised within society, DEI analysis exposes the ways in which certain groups are systematically advantaged at the expense of others.



# Without the insights provided by DEI analysis

Without the insights provided by DEI analysis, there is a pervasive risk of misattributing the struggles faced by marginalized communities to personal shortcomings or isolated incidents, rather than recognizing them as manifestations of broader systemic issues.

This misattribution not only perpetuates victim-blaming narratives but also obscures the structural mechanisms that sustain inequality, making it difficult to address these issues at their core.



# Intersectionality

Moreover, DEI encourages a holistic view of human experience, acknowledging the multifaceted identities and intersecting forms of oppression that individuals may face.

This intersectional approach is vital for understanding the nuanced ways in which race, gender, class, and other social categories interact to produce unique experiences of disadvantage.

# Systemic Barriers

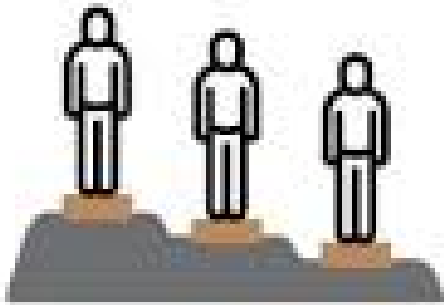
In essence, DEI serves as a critical tool for uncovering and addressing the systemic barriers that hinder the full participation and flourishing of all individuals. By focusing on equity and inclusion, alongside diversity, it prompts the creation of more just and equitable systems where everyone has the opportunity to succeed.

Absent this framework, society risks perpetuating a status quo that blames marginalized individuals for their own oppression, while ignoring the systemic roots of inequity that must be addressed to achieve true social transformation.

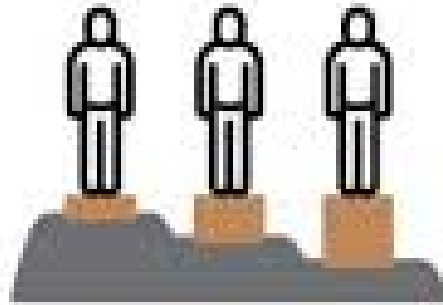


# DOES THIS FEEL RIGHT

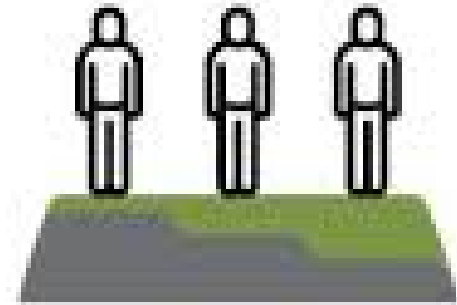
*Equality is not the same as equity, and ultimately we're striving for justice.*



**EQUALITY**



**EQUITY**



**JUSTICE**





# What DEI/REhobs

The fear that Diversity, Equity, and Inclusion (DEI) initiatives serve as an accusatory tool aimed at inducing guilt among white people is a misunderstanding of the fundamental goals and principles of DEI. This concern, while understandable in a society where dialogues about race and inequality can be fraught and tense, overlooks the essence of DEI: to foster environments where everyone, regardless of their background, can thrive and feel valued.



# It's not just about feelings

DEI is not about assigning blame or inducing guilt; rather, it is about *recognizing* the diversity of experiences and perspectives that people bring to the table and ensuring that these differences are not only acknowledged but *celebrated*.

The focus is on dismantling systemic barriers that have historically marginalized certain groups, not on pointing fingers at individuals.



# Inclusivity Matters



- At its core, DEI work seeks to **create inclusive spaces** that benefit all members of a community.
- It emphasizes the importance of understanding and respecting each other's experiences, promoting fair treatment, and **actively working to eliminate biases** and inequalities that hinder participation and opportunity.
- DEI initiatives aim to **enhance the well-being** of everyone, not to exclude or diminish any group.

# It's not a "zero-sum" game



Furthermore, DEI encourages a ~~shift~~ a zero-sum perspective, where gains for one group are seen as losses for another, to a more holistic view that recognizes how inclusive practices enrich organizations, communities, and societies as a whole.

When everyone feels respected, supported, and valued for who they are, it leads to more creative, productive, and harmonious environments.

# There is Opportunity to Grow

Understanding and engaging with DEI initiatives can lead to profound personal and collective growth invites individuals to reflect on their own experiences and privileges and to consider how they can contribute to a more equitable world. This reflective process is not about inducing shame but about fostering empathy, awareness, and a commitment to action.



A high-angle, wide shot of the Golden Gate Bridge in San Francisco. The bridge's iconic orange-red towers and suspension cables are prominent, stretching across the frame from the left towards the right. The bridge spans a deep blue body of water, with a small sailboat visible in the lower center. In the background, the city skyline and distant hills are visible under a bright, slightly hazy sky. The overall tone is inspirational and hopeful.

# Building Bridges

In summary, the aim of DEI is to build bridges, not walls, for a world where everyone has the opportunity to succeed and where the richness of diversity is celebrated as a strength.

By moving beyond unfounded fears and embracing the principles of DEI, we can contribute to creating more inclusive and equitable environments.



# Connect with Rooted in Love & Learn more about the CEB initiative

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[www.rootedinlove.education/program](http://www.rootedinlove.education/program)

