

Fostering Inclusion in Equine-Assisted Services



PATH
INTERNATIONAL

Land Acknowledgement

The lands we are currently using are the ancestral homelands of many Tribal Nations including Catawba, Cheraw, Sugeree, Wateree, and Waxhaw Peoples.

These lands were the traditional homelands of these Native Nations prior to their forced removal; these lands continue to carry the stories of these Nations and their struggles for survival and identity. We make this formal statement to recognize and respect Indigenous Peoples as protectors of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories. We continue this focus on diversity, equity and inclusion through the board, staff and DEI committee and execution of the DEI vision and goals.

Learning Objectives

01

Understand the impact of racism and non-inclusive practices in the equine-assisted services industries

02

Explore the efforts and accomplishments of the PATH Intl DEI Committee

03

Engage in dialogue and access resources for continued learning and involvement



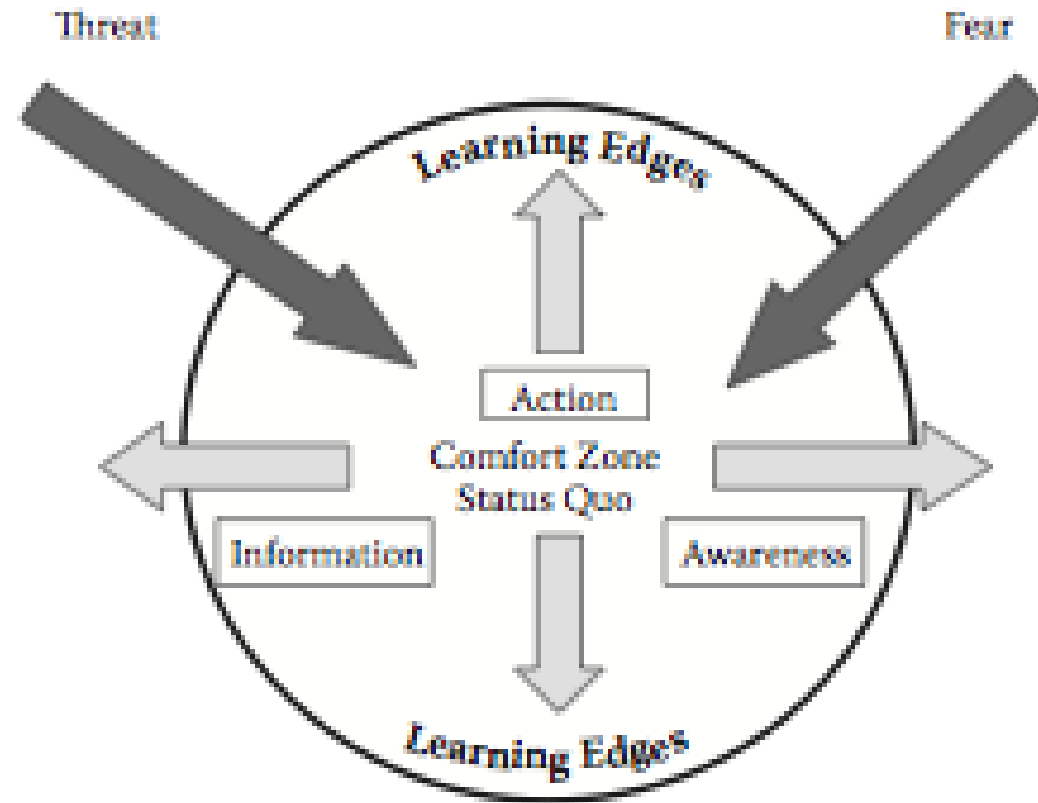
Why is Diversity, Equity and Inclusion Important?

Why Now?

Where Should I/We Start?

Comfort Zones and Learning Edges

TEACHING FOR
DIVERSITY AND SOCIAL
JUSTICE (2007)



Trigger Responses



Personal Reflection Questions

Which responses are most typical for you when triggered?

Are there differences in how you respond to the trigger depending on the ism? (racism, sexism, etc.)

Which responses would you like to add to your personal repertoire?

Which responses do you use now and would like to stop using or use more selectively?

Diversity, Equity, and Inclusion: Key Terms





Defining Diversity

Understanding each individual is unique and recognizing our individual differences

Dimensions of Diversity

Race

Ethnicity

Gender

Social Class

Sexual Orientation

Religion/Spirituality

Ability/Disability

Age

Perceptions

Ethnocentrism

Prejudice

Stereotypes

Prejudice + Power

Discrimination

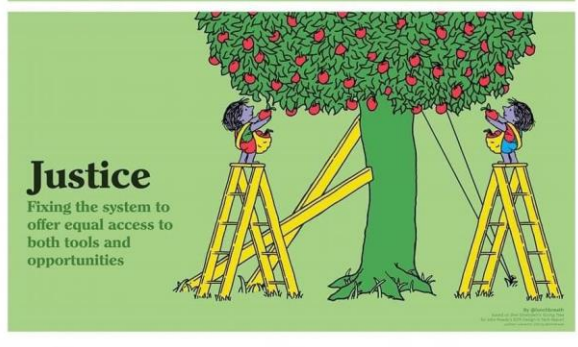
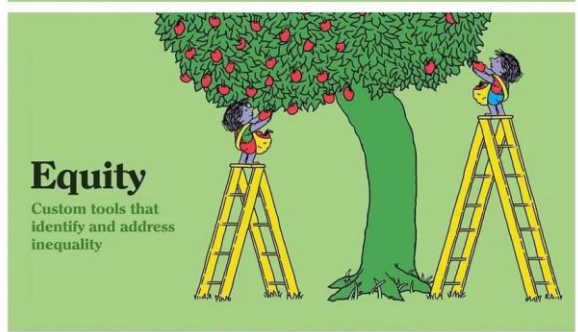
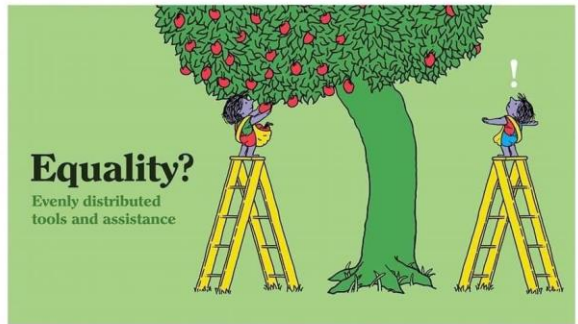
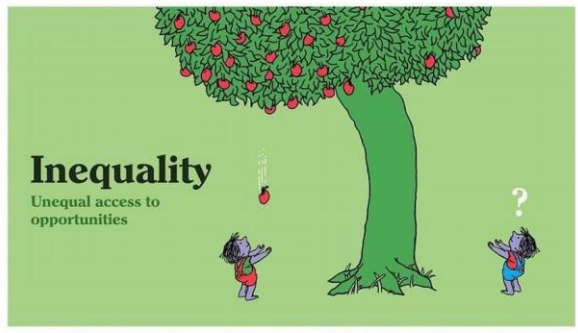
Barriers to
Diversity,
Equity,
and
Inclusion

Basic Aspects of Privilege

Experienced by individuals in majority and/or dominant cultural groups

Unearned benefits that are automatically accrued

Often invisible to the individual



Equality: Each individual or group of people is given the same resources or opportunities

Equity: Recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome

Milken Institute School of Public Health

Image source: Tony Ruth (@lunchbreath) for the DesignInTech.Report

Historically rooted

Intentional disadvantaging of targeted groups by dominant groups

Manifests in economical, political, social, and cultural systems

Systemic oppression and racism are real.

Microaggressions

Real or perceived everyday verbal, nonverbal and environmental slights, snubs or insults that communicate negative or hostile messages to marginalized or perceived marginalized people

Happen on the individual level

Are no less harmful

Macroaggressions

Act of racism toward an entire race

Occur at a structural level with intent to exclude, either by action or omission

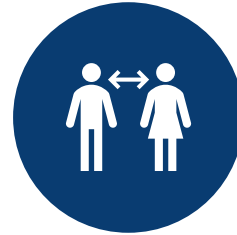
Often inform acts of microaggressions consciously or subconsciously





Inclusion
Starts
with You!

5 Basic Skills



AWARENESS AND
ACCEPTANCE OF
DIFFERENCES



SELF-AWARENESS



DYNAMICS OF
DIFFERENCE

Ongoing Process



SEEKING TO
UNDERSTAND
PERSON'S CULTURE



ADAPTATION OF
SKILLS

Your Center

Acknowledge and address the power and privilege with yourself and organization

How does power and privilege manifest in your work and daily life?

Who does it affect?

What resources do you need to support responsive change?

Your Community

Center the voices of the community you are seeking to work with

What is the need? Is there a need?

Are you ready to help and not cause harm?

Do not put the work on the community, the work is yours to do

Yourself

What is your understanding and belief about others?

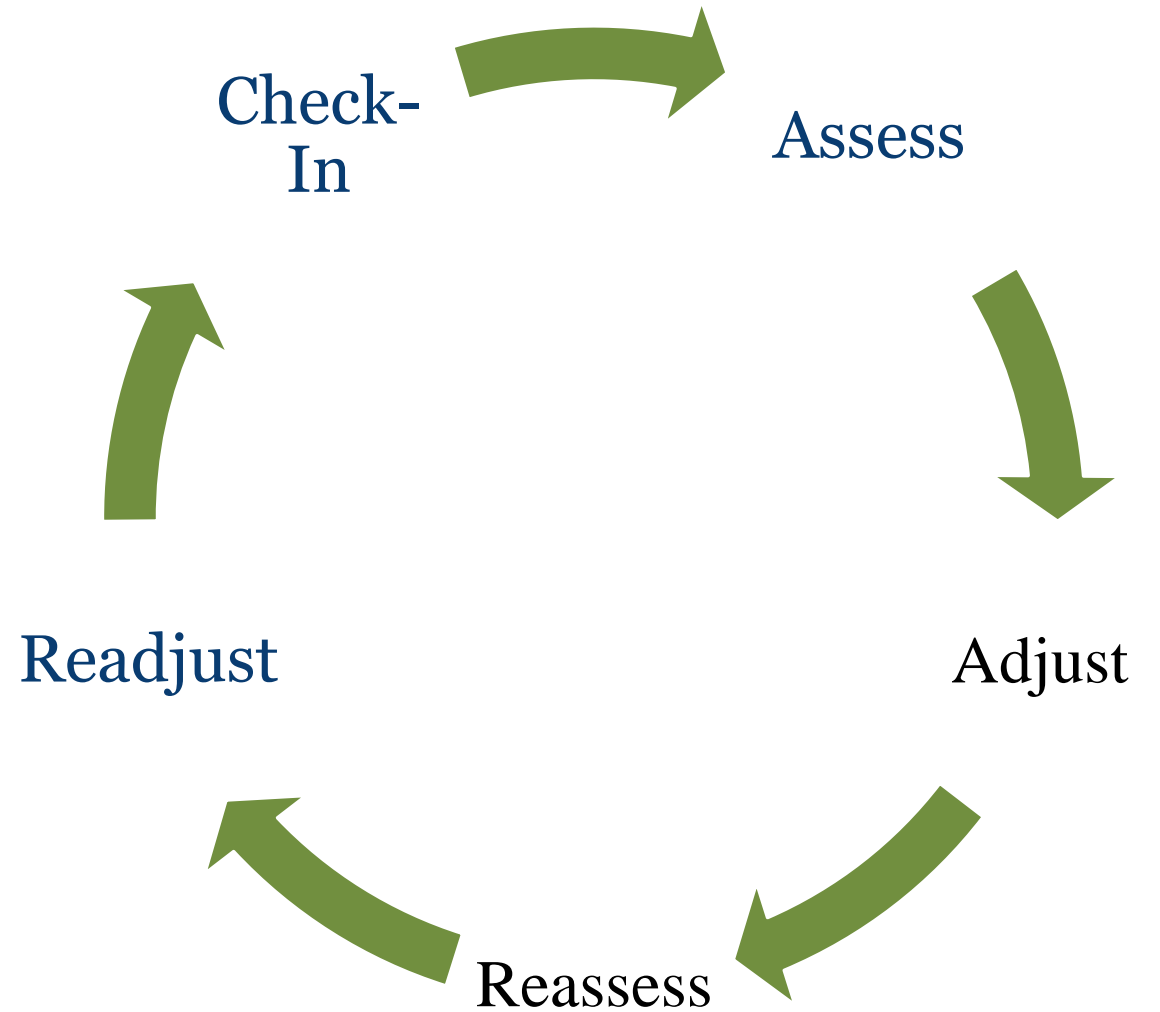
Are you ready to own the 'ick'?

Are you doing this for your own satisfaction?

How do you contribute?

Self-Assessment

- Be open and honest about successes and struggles
- Be accountable
- Remain flexible
- Reassess regularly



Follow Through



The PATH Intl. Diversity, Equity, and Inclusion Committee

WHERE WE'VE BEEN AND WHERE
WE'RE GOING

The PATH Intl. DEI Committee

PATH Intl. believes in the inherent worth and dignity of every person and **recognizes the historical and current lack of diversity within the equine-assisted services industry.**

We commit to increasing diversity, equity and inclusion, leading by example within the equine-assisted services industry, and expanding access and opportunity for all people.

We will provide education and resources and collaborate with marginalized and/or underrepresented people and communities, while actively seeking representation from those communities for our governing Board of Trustees, staff, members, certified members, and volunteers.

The Purpose of the PATH Intl. DEI Committee



The purpose of the PATH Intl. Diversity, Equity and Inclusion Committee (DEI Committee) is to be an advisory group to the PATH Intl. Board of Trustees (the “Board”) and staff in order to actively create, support and promote a diverse, equitable and inclusive culture acting as a resource for the Board and staff toward realizing the Diversity, Equity, and Inclusion (DEI) vision for PATH Intl. The DEI Committee’s primary functions are:

Primary Functions

01

To provide feedback to the board on the DEI goals and objectives.

02

To work with the staff to develop action plans for the DEI goals and objectives set forth by the board.

03

To assist in implementing those action plans.

04

To provide ongoing feedback to the staff regarding DEI implementation.

Goals of the DEI Committee

Goal 1: PATH Intl. commits to diversity, equity and inclusion within its organizational programs to expand access, engagement and participation from marginalized and/or underrepresented people and communities.



Goal 2: PATH Intl. builds relationships with marginalized and/or underrepresented individuals and communities to increase collaboration and model diversity, equity and inclusion.



Goal 3: PATH Intl. invests in and develops organizational practices to ensure increasing representation of marginalized and/or underrepresented individuals in staff, board and volunteer leadership to model a commitment to diversity, equity and inclusion.

Goal 1: PATH Intl commits to diversity, equity and inclusion within its organizational programs to expand access, engagement and participation from marginalized and/or underrepresented people and communities.

OBJECTIVES

All PATH Intl. trainings and educational opportunities will be reviewed, developed and conducted with an intentional effort to uphold DEI

PATH Intl. membership, accreditation and certification processes will be consistently reviewed and modified with an intentional effort to foster and sustain DEI

PATH Intl. facilitates opportunities to invite certified members, members and centers of marginalized and/or underrepresented people and communities to connect with each other as part of the PATH Intl. community.

PATH Intl will proactively invite marginalized and/or underrepresented people and communities to connect, participate and share their expertise and resources as part of the PATH Intl. community.

To encourage participation in PATH Intl. programs, financial support opportunities will be created for eligible certification applicants, certified members, members and centers from marginalized and/or underrepresented people and communities

OUTCOMES

Present at regional and national conferences

Updated demographic information on forms (center and individual level)

DEI presentations, Affinity Space, and Booth at national conference

DEI Scholarship to attend conference

Goal 2: PATH Intl. builds relationships with marginalized and/or underrepresented individuals and communities to increase collaboration and model diversity, equity and inclusion.

OBJECTIVES

PATH Intl. will build relationships with marginalized and/or underrepresented individuals, organizations and community groups

PATH Intl. will develop and implement strategies to prioritize engagement with marginalized and/or underrepresented people and communities.

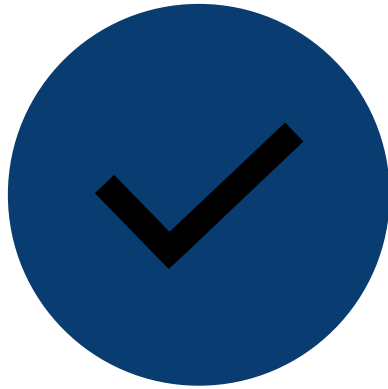
OUTCOMES

Book Club

Helmet Survey - see highlights on next slide

DEI scholarship

Helmet Study: Center Responses



201 TOTAL RESPONSES



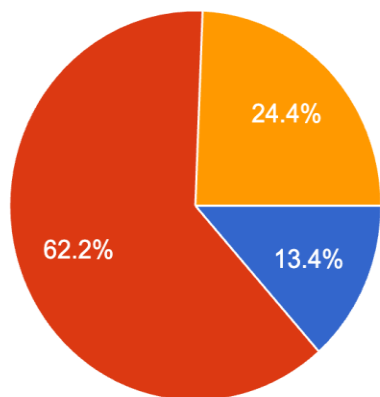
166 (83%) PROVIDE
HELMETS



30% ENCOURAGE
PARTICIPANTS TO
PURCHASE THEIR OWN

Have you ever had to restrict a student's participation (ex: not ride, but have access to programming) because the Center did not have a helmet that fit appropriately?

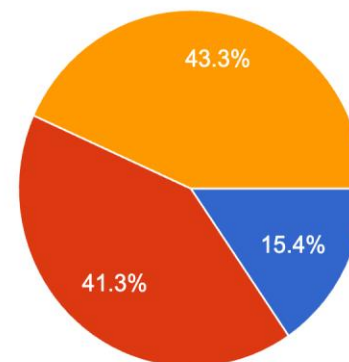
201 responses



- Yes
- No
- Modifications to programming offering a ground lesson in riding)

Have you felt uncomfortable while fitting a helmet for a student?

201 responses



- Yes
- Minimally
- No

Results

Goal 3: PATH Intl. invests in and develops organizational practices to ensure increasing representation of marginalized and/or underrepresented individuals in staff, board and volunteer leadership to model a commitment to diversity, equity and inclusion.

OBJECTIVES

The Board of Trustees will align policies and practices with the organization's commitment to DEI.

Formed a sub-committee of BOT and DEI committee members.

Developed a process to monitor world events and/or conversations that impact the board's engagement with DEI

Practice and policy development process established to be followed for any new practice and policy

WHAT COMES NEXT?



SELF-REFLECT, JOURNAL,
AND PROCESS



ENGAGE IN DIALOGUE
WITH FAMILY, FRIENDS,
AND COLLEAGUES



SEEK TO UNDERSTAND –
RESEARCH AND READ DEI
RESOURCES

DEI RESOURCE GUIDE

Diversity, Equity, and Inclusion (DEI) Organizational Assessment Tools: A Resource Guide

Overview

This is a point-in-time snapshot of instruments from the rapidly evolving field of Diversity, Equity, and Inclusion (DEI) created in 2021. This resource guide provides:

- a list of assessments by organization type;
- an overview of the benefits  and limitations  of each assessment, to assist in selection; and
- direct links and references to encourage further reading.

Content was drawn primarily from searching the grey literature in January 2021. Instruments were chosen based on potential utility for the Institute for Economic and Racial Equity's (IERE) evaluation of the [HEAL Winchendon](#) initiative, a [Moving Massachusetts Upstream](#) (MassUP) project, recency (the majority were created in the last 10 years), and reflection of a diversity of disciplines, domains, and sectors.

Purpose

This resource guide is designed to assist organizations and coalitions in a change process to identify, define, and achieve goals related to diversity, equity, inclusion, and racial justice. It is appropriate for a wide range of organizations from across the health and healthcare, human and social service, education (K-12), and non-profit sectors.

Because of the continual evolution of the DEI field as well as the variation of terms used historically in different disciplines, instruments may refer to cultural and linguistic competence, cultural effectiveness, equity, DEI, and/or justice.

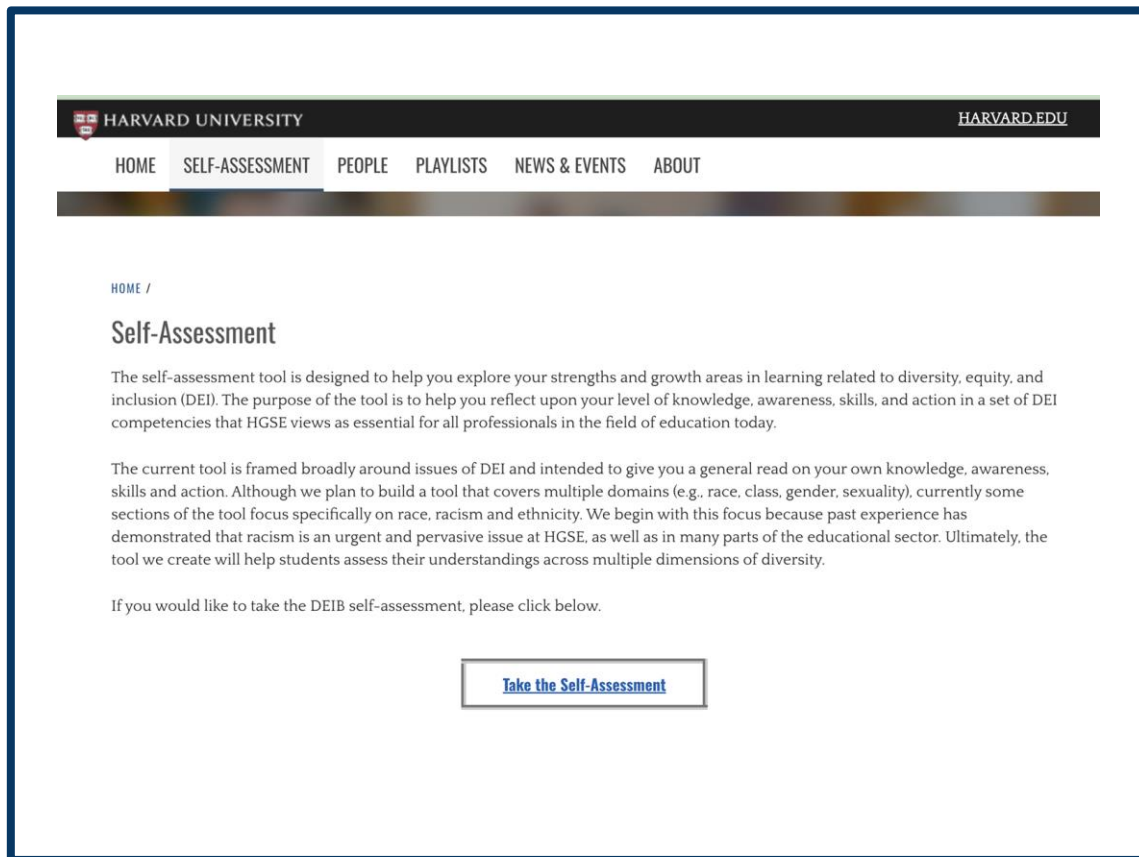
Organizational assessments provide a benchmark to inform quality improvement efforts, recognizing that change is an adaptive process that takes time. All of the instruments included in this list outline a set of dimensions through which DEI is assessed, with specific indicators to reflect the extent to which DEI is put into practice. They are designed for assessment at the organizational level, *not* the individual level. For individual assessment resources, see Georgetown University's National Center for Cultural Competence.*

The project described here was supported by an Investment Award from the Commonwealth of Massachusetts Health Policy Commission (HPC). The contents of this resource guide are the sole responsibility of the authors and do not necessarily represent the views of the HPC.

A list of assessments by organization type; an overview of the benefits and limitations, and direct links and references to encourage further read

<https://heller.brandeis.edu/iere/pdfs/dei-organizational-assessment-tools.pdf>

HARVARD SELF-ASSESSMENT



The screenshot shows the Harvard University website's navigation bar with the following links: HOME, SELF-ASSESSMENT, PEOPLE, PLAYLISTS, NEWS & EVENTS, and ABOUT. Below the navigation bar, the page title is "Self-Assessment". The main content area contains two paragraphs of text and a button labeled "Take the Self-Assessment".

HARVARD UNIVERSITY HARVARD.EDU

HOME SELF-ASSESSMENT PEOPLE PLAYLISTS NEWS & EVENTS ABOUT

HOME /

Self-Assessment

The self-assessment tool is designed to help you explore your strengths and growth areas in learning related to diversity, equity, and inclusion (DEI). The purpose of the tool is to help you reflect upon your level of knowledge, awareness, skills, and action in a set of DEI competencies that HGSE views as essential for all professionals in the field of education today.

The current tool is framed broadly around issues of DEI and intended to give you a general read on your own knowledge, awareness, skills and action. Although we plan to build a tool that covers multiple domains (e.g., race, class, gender, sexuality), currently some sections of the tool focus specifically on race, racism and ethnicity. We begin with this focus because past experience has demonstrated that racism is an urgent and pervasive issue at HGSE, as well as in many parts of the educational sector. Ultimately, the tool we create will help students assess their understandings across multiple dimensions of diversity.

If you would like to take the DEIB self-assessment, please click below.

[Take the Self-Assessment](#)

Self-assessment tool designed to help explore strengths and growth areas in learning related to DEI

<https://projects.iq.harvard.edu/deib-explorer/activities>

RACIAL EQUITY TOOLS

Resources

Title	Author	Organization
Race Equity Practices Spectrum Tool		Legal Foundation of Washington
Racial Equity & Social Justice Initiative		City of Madison, Wisconsin
Advancing Racial Equity at Duke		Racial Equity Advisory Council (REAC)
Social Determinants Framework	Sonali S. Balajee et al.	Multnomah County, Office of Diversity and Equity
Social Service and Social Change: A Process Guide	Linda Campbell and Frances Kunreuther, with Sarah Einstein et al.	Building Movement Project
Measuring Love in the Journey for Justice: A Brown Paper	Shiree Tena and Sammv Nuñez	

[Racial Equity resources complete with Surveys/Measures and Toolkits for action](#)

<https://www.racialequitytools.org/resources/plan/informing-the-plan/organizational-assessment-tools-and-resources>

WHERE TO FIND ADDITIONAL RESOURCES



WEBSITES ENDING IN
.EDU OR .GOV WHEN
POSSIBLE



CONTACT
ORGANIZATIONS WITHIN
YOUR AREA OR ONES
YOU WOULD LIKE TO
WORK WITH AND ASK IF
THEY HAVE A LIST OF
RESOURCES THEY
WOULD RECOMMEND



RESEARCH-BASED
PUBLICATIONS

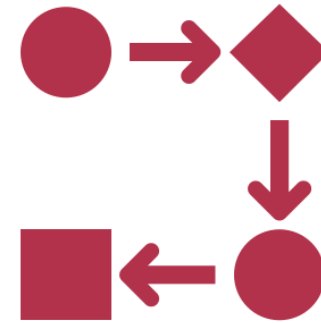


RESOURCES AUTHORED
BY OR BACKED BY THE
SOURCE COMMUNITY

ASPIRATIONS TO ACTIONS



How do you feel?



What do you want to take with you?

QUESTIONS? Interested in joining us?

DEI Committee Chair

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