



AWWA Virginia Section

**Thoughtful Tuesday: The Humanity in Us**  
**Workshop on Equitable Decision-Making**

Kyana Wheeler, Lauren Whalley-Hill, Keri Shoemaker

January 10, 2023

# Welcome

## Virtual Housekeeping

- Please turn off video and mute your lines
- Chatroom is available for questions, comments, and general connectivity 😊
- Use the "Live Transcript" button and click on "Show Subtitle" to activate closed captions
- Place your Zoom on Gallery View (change your view feature available on the upper right-hand corner)
- This workshop will be recorded for those who would like to revisit the information and for those that were unable to attend today's live recording
- Embrace learning opportunities, keep an open mind, and **HAVE FUN!!!**

## Our Presenters



**Kyana Wheeler**

*Senior Director of Diversity,  
Equity, & Inclusion*



**Lauren Whalley-Hill**

*Community Outreach  
Specialist*



**Keri Shoemaker**

*Principal; Water Sector Lead*

## Today's agenda

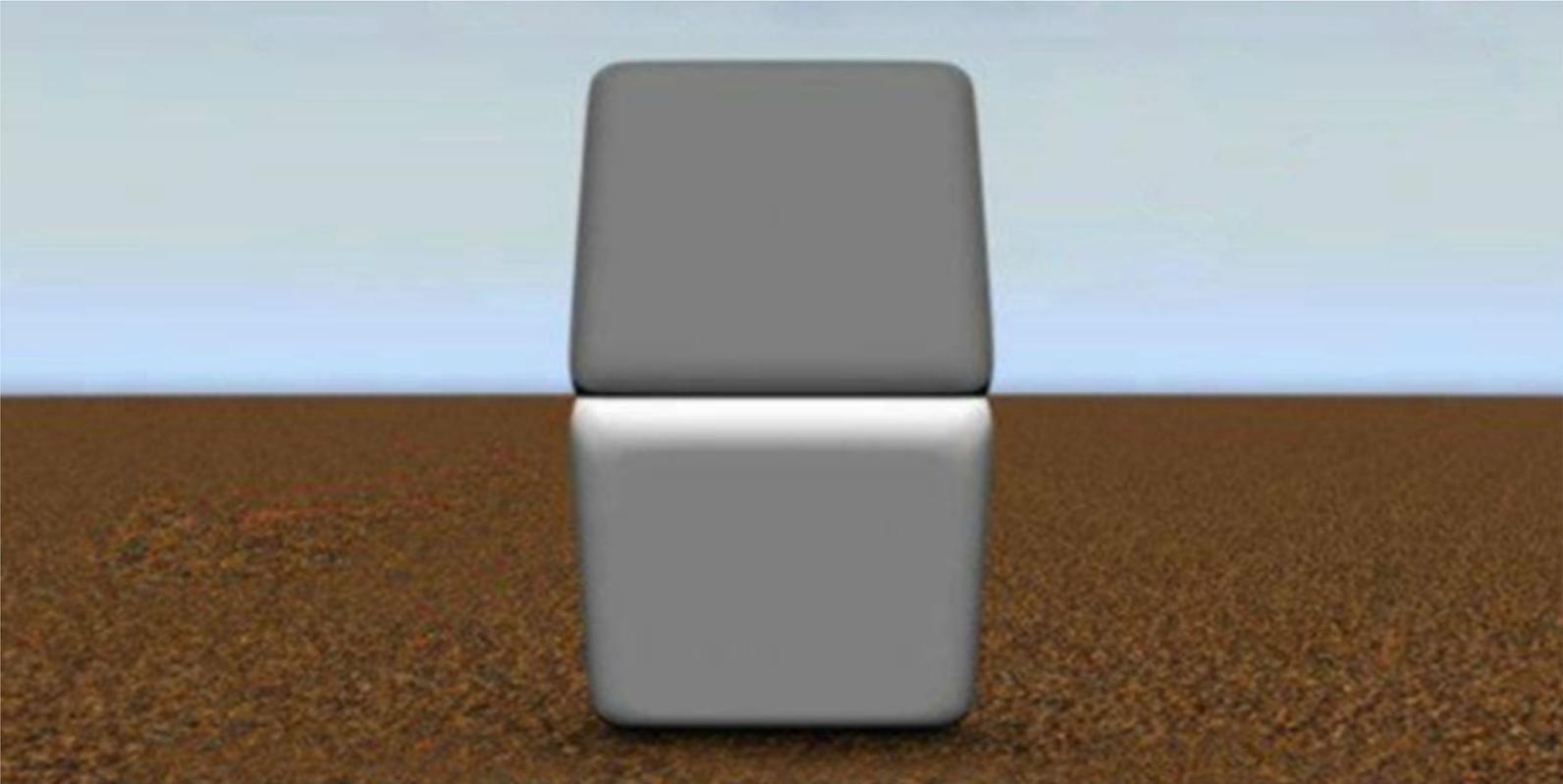
- Welcome and Introductions
- Meeting agreements
- Ice breaker
- Positionality
- Defining equitable decision making through intersectionality
- Reflective exercise & scenario
- Tips for centering humanity in your work
- Q&A
- Closing remarks

## Agreements For Today's Conversation

Rake It All In,  
Don't Shovel It Out



What do you see?



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# Human-centered Approach: Defining equitable decision-making through Intersectionality

Who you are is influenced by how you perceive everything in the world.  
This is our personal lens, what we see and understand as true.

What do you see?

What we see  
depends on what  
perspective we take.



# Humanity – We all have it, what is it?

What is Humanity?  
How would you center it?



# What is a Human – Centered Approach?

A Human-Centered approach is based on a philosophy that empowers an individual or team to design products, services, systems, and experiences that address the core needs of those who experience a problem.



**Are we truly giving  
everyone a chance to  
speak up and be heard?**

SPU Case Study &  
Oxon Run Testimonial



Reflective Exercise

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# Determining your social identity and positionality

## How do you self-identify?

Take a moment and think about who you are and what is important to you.

Share some of the things that are important to you in the chat.



## Takes Place at 4 Levels

*Internalized* - The stories in our mind. Our private beliefs and biases about others, influenced by our culture, our experience, and those who raise us.

*Interpersonal* – The actions between us. Occurs when individuals interact with others and their personal beliefs affect their public interactions.

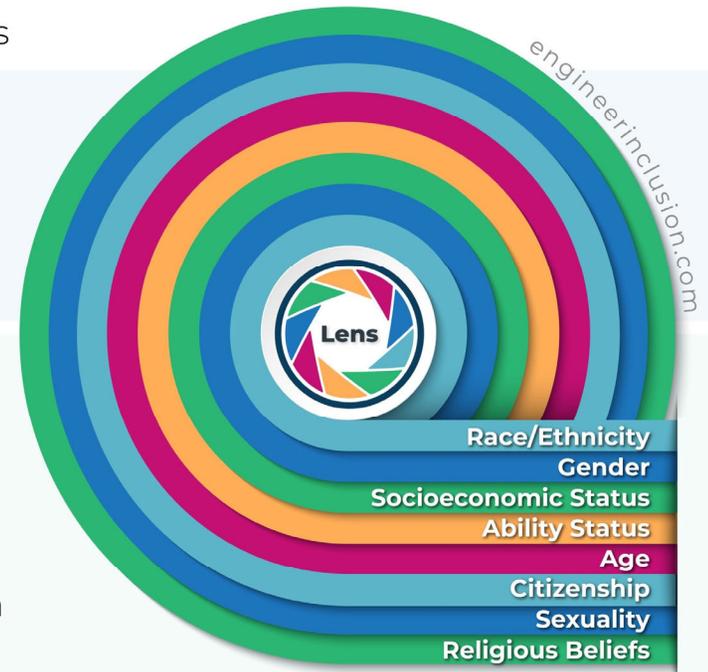
*Institutional* – The actions and beliefs of the org. The policies and discriminatory practices of a specific institution or process.

*Structural* – The interlocking actions and beliefs across organizations. The cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically.

### Positionality is

1) the social and political context that creates your identity and

2) how your identity influences and biases your perception of and outlook on the world.



AGENT	SOCIAL IDENTITY	TARGET	OPPRESSION
Colonists/Colonizers	Indigeneity	Indigenous, First People, Native American, Native Hawaiian, Native Alaskan, Pacific Islander, more	Colonialism
White	Race	Asian/Asian American, Native Hawaiian and Pacific Islander, Indigenous, Latiné, Hispanic, Arab, Persian, Black, African diaspora, African American, Mixed-race, Multi-racial, Multi-ethnic, and many more	Racism
Cis-gender Men	Gender	Women, Transgender, Intersex, Non-conforming, Gender fluid, Non-binary and many more	Sexism
>18 - <65 Middle Age	Age	Child, Youth, Young-adult, Elderly	Ageism/Adultism
Wealthy	Class	Poor, Working Class, Middle Class	Classism
Non-Disabled, Neurotypical, Able body	Ability	People with Disabilities including physical, emotional, developmental, cognitive, and more	Ableism
Heterosexual (Monogamous)	Sexuality/Orientation	Lesbian, Gay, Bisexual, Asexual, Pansexual, Polyamorous, non-monogamous, and many more	Heterosexism
Christian, Christian socialized Christian passing	Religion	Non-Christian, Muslim, Jewish, Buddhist, Hindu, Atheist, Agnostic, and so many more	Christian Hegemony
Formally Educated	Education	Globally educated, vocationally educated, informally educated, undereducated, differently educated, more	Elitism
Fluent, 'proper' non-accented English	Language	English language learner, English as a second language, accented, no English, non-'proper' English, non-literate and more	Elitism
U.S. Born	National Origin	Globally born, naturalized, documented, differently documented, undocumented, and many more	Nationalism

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## Scenarios -

### Scenario 1:

#### A well-known indigenous artist

- They speak multiple languages, but not English.
- They are between housing.
- You have asked them to speak at your event.

### Scenario 2:

#### A Brilliant Business Development Trainer

- They identify as a woman
- They have two children
- They have a felony
- They will have access to your financials

### Scenario 3:

#### A Caregiver for Your Engagement Effort

- They are undocumented
- They were a lawyer back home
- They identify as gay

**What do we need to consider to make the scenario work for them, not for the business need.**

## Report out

- What came up for you?
- What did you learn about yourself and others?



## Applying human-centered decision making in your own work



TOOLS



RESOURCES

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# Q & A

Kayla Sanon, AWWA Virginia Section

# Closing Remarks

## Special Thanks

- ❖ *Geneva Hudgins- VA Sector of AWWA*
- ❖ *Supriya Murthy- DEI Committee Chair Person*
- ❖ *Giovana Batista and the "Thoughtful Tuesdays"- DEI Workstream*

# Upcoming DEI Events

## Thoughtful Tuesdays

- ❖ *The 2<sup>nd</sup> Tuesday of Every Month; Up next: February 14, stay tuned for more information*



Thank you for attending!



Email [kwheeler@prrbiz.com](mailto:kwheeler@prrbiz.com)  
for additional resources



Visit [prrbiz.com](http://prrbiz.com) for more  
information