



# ADEI PRESENTATION

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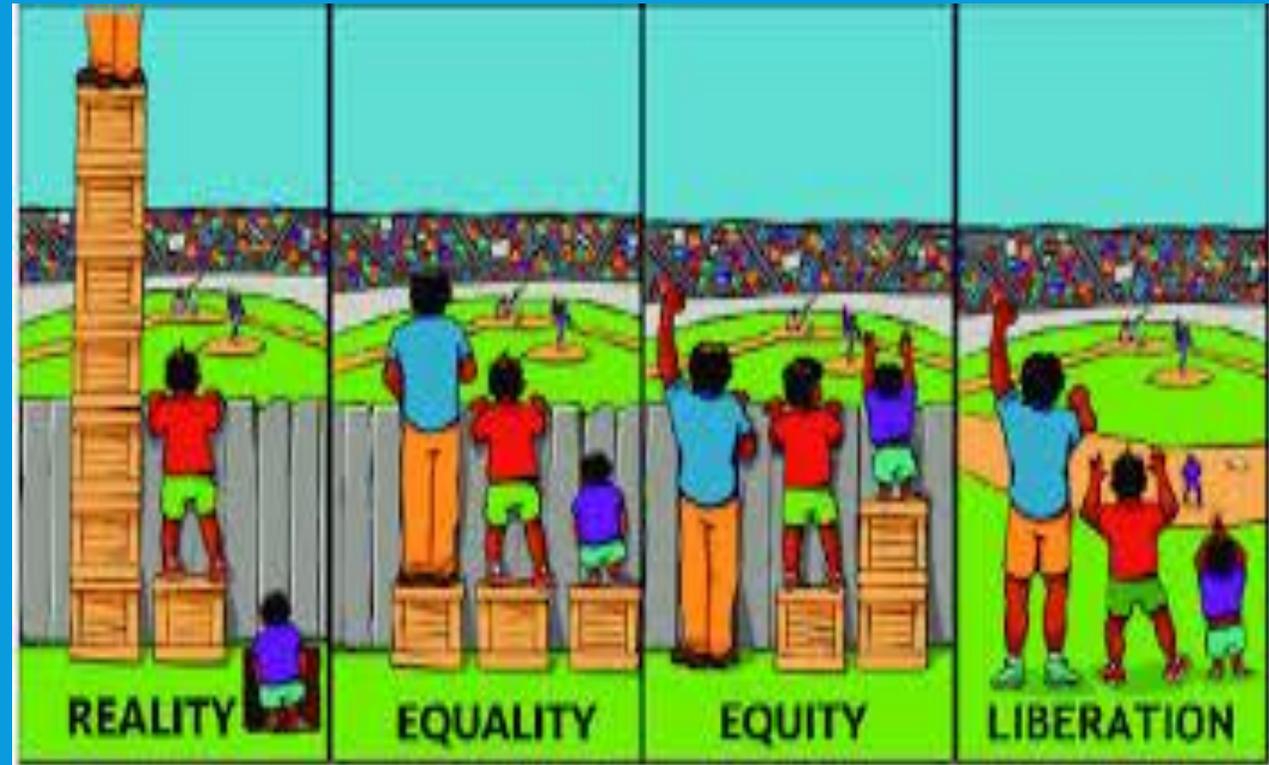
# WHAT IS ADEI?

- A- Anti-Racism
- D-Diversity
- E- Equity
- I- Inclusion



# EQUALITY VS EQUITY

- Equality- an individual or group is given the same resources or opportunities
- Equity- recognizes that each group individual or group has different circumstances and require different resources or opportunities to be successful



# IMPLICIT BIAS

## What is it?

- Unconscious attitudes, prejudice or reactions towards a specific group
- Can be developed through prior influences and imprints throughout your life

## Can I prevent this?

- You can't ... but you can mitigate it!
- Admit that you have bias
- Reflect on yourself
- Explore awkward conversations to learn
- Be intentional

# MICRO-AGGRESSIONS

- Statements or actions that demonstrate indirect and subtle discrimination
- Can be unintentional
- Be mindful of your words and attitudes
- Examples:
  - “Good job! I was surprised you did it”
  - “Wow you did really well for...”
  - “I can’t believe you’re 8 and can’t...”



# BULLYING

- Teaming – making own groups and excluding others due to their differences
- This includes Staff and Campers
- Signs – avoiding social situations, aggression, fights, decreased self-esteem

## How to navigate bullying

- See something, say something
- Explain that everyone has their own preferences of how they dress
- Illustrate how silly comments are
- Show empathy and compassion

# EMOTIONAL INTELLIGENCE

- Understanding your emotions and understand the emotions of people around you
- 4 Pillars of Emotional Intelligence
- Self-Awareness – recognize your emotion and how it influences your actions
- Self-Regulation – manage emotions in a healthy way
- Empathy – offer support and comfort
- Social skills – communicate, build relationships

# NEED HELP?

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# QUESTIONS