

12th Equality, Diversity and Inclusion Conference, 22-24 July, 2019

Workshop Title: A Diamond is a Diamond: The Core Five Components to Social Justice

Workshop Organizer: Sherard Robbins, Founder & CEO of Visceral Change

Presenter Bio

Sherard Robbins serves as the founder and Senior Executive Officer of Visceral Change. For the last six years, Robbins has operated as a diversity and inclusion consultant and specialist in the matters of inclusive excellence and equity for groups, organizations, and people across the country. He has championed efforts to bring about social change in areas of race relations, social class inequities, and gender and sexuality issues, while working to recenter the rights of all marginalized identities. Robbins' work is grounded in the Core Five Components to Social Justice (TM), a theory he developed to help people better understand the broader concepts of the work. He suggests that these components: Power and Privilege, Identity and Intersectionality, Systems of Socialization, Cultural Competence, and Allyship and Advocacy, are the foundations of social justice and through understanding these core five components, one is able to become an effective ally.

A Diamond is a Diamond: The Core Five Components to Social Justice offers a first-hand look at the Core Five Components to Social Justice; a model theorized and designed by the presenter, Sherard Robbins. These components, Power & Privilege, Identity & Intersectionality, Systems of Socialization, Cultural Competence, and Allyship & Advocacy, according to the presenter, serve as the foundations that make up the work of social justice. Encouraging participants to “disassociate in order to dismantle,” Robbins provides new ways for individuals to begin thinking about diversity and inclusion as a means to impact their organizations at large.

Abstract

In this workshop, participants will be guided through each core component, participating in critical dialogue and transformative exercises along the way. Each component is coupled with its own unique approach to the ways in which the concepts that make up social justice are latticed with systemic intervention. The presenter explores the realms of privileged identities as social discourses and offers a new way of thinking that encourages participants to challenge their hidden biases. Participants will enjoy this highly engaging and symbiotic learning environment that will address how we move from diversity and inclusion to inclusive excellence.

Learning Outcomes

1. Participants will learn how to address power and privilege by gaining an understanding of how their manifestations.
2. Participants will learn how to critically examine systems of socialization.
3. Participants will be able to identify the cost/benefit relationship within allyship and advocacy.

Summary

This presentation will focus on the concept of social justice. Through exploring the Core Five Components to Social Justice, I will articulate to the audience how diversity & inclusion is, in fact, interwoven into all that we do. I created this concept on the grounds that one must first understand the role social justice plays in their own lives before they can move onto become effective allies and

advocates for others. This session will be styled as a workshop that will heavily rely on engagement, dialogue, and discussion. Participants will enjoy critical exercises and activities designed to challenge one's way of thinking as it relates to their common understanding of equity, inclusion, and social justice. This session will include activities, research, and resources from multiple arenas, such as Visceral Change, the Social Justice Training Institute, the University of Arizona, the National Center for State Courts, and McIntosh, 1992; Robinson & Howard-Hamilton 2000.

Participants will enjoy interactive exercises and activities that will require them to work, both, independently and in small groups. Exercises like the Privilege Checklist and the Identity Wall will ask participants to think deeply about their identities in order to offer valuable insight to the larger group. Activities will challenge audience members when asked to confront their own implicit biases and stereotypes as they relate to how we perceive certain traditions and cultural norms.

Takeaways & Objectives

1. As a result of attending my session, participants will be able to more effectively identify the social inadequacies that arise in their workplaces.
2. As a result of attending my session, participants will be able to utilize the Core Five model as a framework from approaching visceral and individual change.
3. As a result of attending my session, participants will have learned how to view societal isms as a social discourse in order as a means of disassociating in order to dismantle.