

Diversity, Equity and Inclusion

Kaylan Celestin, MPH

She/Her- [Why do pronouns matter?](#)

kaylancelestin@gmail.com

January 2025



The information contained in this presentation is not reflective of the Colorado Department of Public Health and Environment (CDPHE.) CDPHE does not endorse this presentation.

Objectives

- 1.** Understand the concepts of diversity, equity, and inclusion.
- 2.** Identify the importance of diversity, equity, and inclusion.
- 3.** Determine contributions you can make to drive change in your daily work.
- 4.** Learn strategies to best engage with the community using a diversity, equity, and inclusion lens.

Kaylan Celestin, MPH



■ BACKGROUND

- B.A. in English and Text Studies & Public Health, Syracuse University.
- Masters in Public Health, SUNY Upstate Medical School.
- Oak Ridge Institute for Science and Education Research Participant, US Pathways Program, CDC Public Health Associate Program (PHAP).
- CDC Public Health Associate for the National Environmental Health Association (NEHA).
- CDC Public Health Advisor for the COVID-19 Pandemic supporting vaccine distribution in Colorado.
- Vaccines for Children Program Manager for Colorado.
- Current Lead Local Liaison for Maternal Child Health at the Colorado Department of Public Health and Environment.

Level Setting & Honoring Where You are Today

Feelings When Needs Are **NOT** Being Met

HOSTILE Animosity, Antagonistic, Appalled, Aversion, Cold, Contempt, Disgusted, Dislike, Disdain, Hate, Horrified, Repulsed, Scorn, Surly, Vengeful, Vindictive
ANGRY Enraged, Furious, Incensed, Indignant, Irate, Livid, Mad, Outraged, Resentful, Ticked off
ANNOYED Aggravated, Bitter, Cranky, Cross, Dismayed, Disgruntled, Displeased, Exasperated, Frustrated, Grouchy, Impatient, Iried, Irritated, Miffed, Peeved, Resentful, Sullen, Upright
UPSET Agitated, Alarmed, Discombobulated, Disconcerted, Disturbed, Disquieted, Perturbed, Rattled, Restless, Troubled, Turbulent, Turmoil, Uncomfortable, Uneasy, Unnerved, Unsettled
TENSE Antsy, Anxious, Bitter, Distressed, Distraught, Edgy, Fidgety, Frazzled, Irritable, Jittery, Nervous, Overwhelmed, Pressured, Restless, Stressed out, Uneasy
AFRAID Apprehensive, Concerned, Dread, Fearful, Foreboding, Frightened, Hesitant, Mistrustful, Panicked, Petrified, Reserved, Scared, Sensitive, Shaky, Suspicious, Terrified, Timid, Trepidation, Unnerved, Wary, Worried, Unsteady
VULNERABLE Cautious, Fragile, Guarded, Helpless, Insecure, Leery, Reluctant
CONFUSED Ambivalent, Baffled, Bewildered, Dazed, Flustered, Hesitant, Lost, Mystified, Perplexed, Puzzled, Skeptical, Torn
EMBARRASSED Ashamed, Chagrined, Contrite, Disgraced, Guilty, Humiliated, Mortified, Remorse, Regretful, Self-conscious
LONGING Envious, Jealous, Nostalgic, Pining, Wistful, Yearning
TIRED Beat, Burned out, Depleted, Exhausted, Fatigued, Lethargic, Listless, Sleepy, Weary, Worn out
DISCONNECTED Alienated, Aloof, Apathetic, Bored, Cold, Detached, Disengaged, Disinterested, Distant, Distracted, Indifferent, Lethargic, Listless, Lonely, Numb, Removed, Uninterested, Withdrawn
SAD Blue, Depressed, Dejected, Despair, Despondent, Disappointed, Discouraged, Disheartened, Downcast, Downhearted, Forlorn, Gloomy, Grief, Heavyhearted, Hopeless, Melancholy, Sorrow, Unhappy
SHOCKED Appalled, Disbelief, Dismay, Horrified, Mystified, Startled, Surprised
PAIN Agony, Anguished, Bereaved, Devastated, Heartbroken, Hurt, Miserable, Wretched

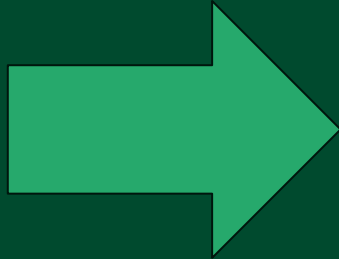
Feelings When Needs **ARE** Being Met

EXHILARATED Ecstatic, Elated, Enthralled, Exuberant, Giddy, Silly, Slap-happy
EXCITED Alive, Amazed, Animated, Eager, Energetic, Enthusiastic, Invigorated, Lively, Passionate
INSPIRED Amazed, Astonished, Awed, Dazzled, Radiant, Rapturous, Surprised, Thrilled, Uplifted, Wonder
JOYFUL Amused, Buoyant, Delighted, Elated, Ecstatic, Glad, Gleeful, Happy, Jubilant, Merry, Mirthful, Overjoyed, Pleased, Radiant, Ticked
RELAXED At ease, Carefree, Comfortable, Open
CURIOUS Adventurous, Alert, Interested, Intrigued, Inquisitive, Fascinated, Spellbound, Stimulated
CONFIDENT Empowered, Proud, Safe, Secure, Self-assured
ENGAGED Absorbed, Alert, Ardent, Curious, Engrossed, Enchanted, Entranced, Involved
HOPEFUL Expectant, Encouraged, Optimistic
GRATEFUL Appreciative, Moved, Thankful, Touched
REFRESHED Energetic, Enlivened, Rejuvenated, Renewed, Rested, Restored, Revived
AFFECTIONATE Closeness, Compassionate, Friendly, Loving, Openhearted, Sympathetic, Tender, Trusting, Warm
PEACEFUL Blissful, Calm, Centered, Clear-headed, Mellow, Quiet, Serene, Tranquil
RELIEVED Complacent, Composed, Cool, Trusting
CONTENT Glad, Cheerful, Fulfilled, Satisfied

Interactive Learning Using Mentimeter

- Go to Mentimeter.com & enter the access code
- Access code: 5685 0615

Use a smartphone to
access Mentimeter using
the QR Code



Group Norms

- ❖ Be fully present
- ❖ Speak from the "I" perspective
- ❖ Listen, listen, listen, then respond
- ❖ Value multiple perspectives
- ❖ Lean into discomfort
- ❖ Explore new behaviors and responses
- ❖ Accept conflict as a catalyst for learning
- ❖ Be comfortable with silence
- ❖ Suspend judgment
- ❖ Assume positive intent
- ❖ Honor confidentiality
- ❖ Take risks, make mistakes

DIVERSITY, EQUITY, AND INCLUSION DEFINED

■ DIVERSITY

Lines of differences that can be expressed in many ways; ethnicity, gender, gender identity, race, age, religion, (dis) ability, political affiliation, etc.

■ EQUITY

Providing equal opportunity for all in a fair manner. This may include specific diversity resources to enhance the opportunity for all.

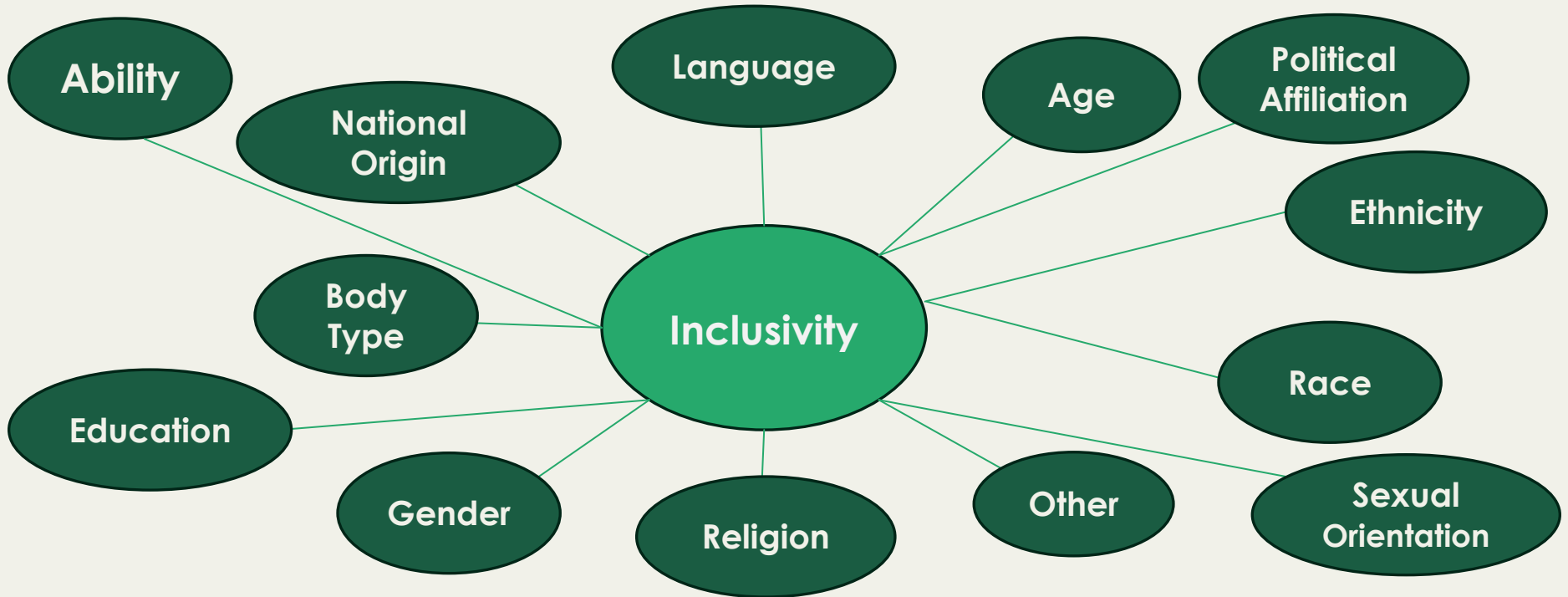
■ INCLUSION

Ensuring groups of people are not marginalized. Rather, practicing all people being welcome and having the opportunity to be included.



Source: Adobe Stock Images

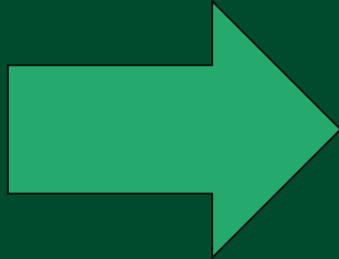
DIVERSITY, EQUITY, AND INCLUSION



Interactive Learning Using Mentimeter

- Go to Mentimeter.com & enter the access code
- Access code: 5685 0615

Use a smartphone to
access Mentimeter using
the QR Code





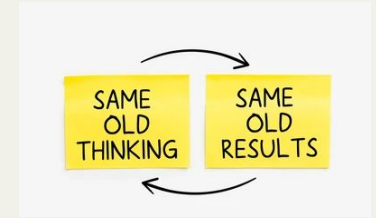
CHANGE THE WAY YOU LOOK AT
THINGS AND THE THINGS YOU
LOOK AT CHANGE.

- WAYNE DYER



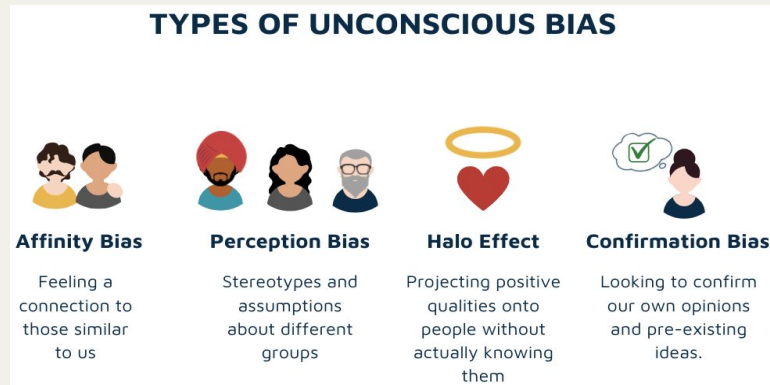
WHY IS DIVERSITY, EQUITY AND INCLUSION IMPORTANT IN THE WORKPLACE?

- ❖ Work efficiency
- ❖ Innovation to problem solving
- ❖ Deepen our understanding to serve communities
- ❖ Reduces disparities
- ❖ Increase trust
- ❖ Employee retention
- ❖ Increase opportunities for success
- ❖ Opens lines of communication



IMPLICIT OR UNCONSCIOUS BIAS

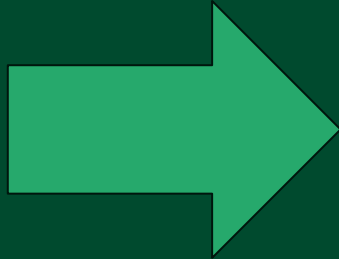
- ❖ The unconscious attitudes or stereotypes that affect our actions and decisions for or against a particular person or group. Everyone carries bias. We each have a responsibility to be aware of when and why this might occur.



Interactive Learning Using Mentimeter

- Go to Mentimeter.com & enter the access code
- Access code: 5685 0615

Use a smartphone to
access Mentimeter using
the QR Code



Unconscious Bias Examples

<i>"I'm looking for the manager on duty, is he available?"</i>	<i>"The older staff members working will not know how to electronically sign paperwork."</i>
<i>"If I have a female manger I'm working with during the inspection, she will be more responsible to quickly resolve any violations."</i>	<i>"I work with another inspector who is Asian, I'll just ask them to help me with this restaurant establishment. They probably would know what to do."</i>
<i>"I can't pronounce their name on their name tag so I will ask if I can shorten their name."</i>	<i>"I don't think anyone here will speak English since it's an Ethiopian restaurant."</i>



Evaluating Inclusive Practices

Inclusive

- Introductions and use of pronouns
- Creating space to be the majority
- Representation

Non-Inclusive

- Microaggressions
- Gossip
- Negative physical reactions to different smells, cuisine types, etc.



Source: Adobe Stock Images

Windows and Mirrors

- Windows – What can you see?
- Mirrors – What do you see?

Representation Matters!



[Source: \(Pete Souza / The White House\)](#)

NEHA's Journal for Environmental Health - Uncover EH

TABLE 1

Race, Ethnicity, and Professional Characteristics of Environmental Health Professionals in Health Departments in the United States

Characteristic	#	%
Race		
American Indian or Alaska Native	53	3
Asian	73	4
Black or African American	126	7
Native Hawaiian or other Pacific Islander	13	1
White	1,494	86
Ethnicity		
Hispanic	105	6

Note. Respondents sometimes selected more than one race; percentages for each category were based on the number of respondents ($n = 1,735$).

Journal for Environmental Health, Uncover EH (2019) Retrieved from:
<https://2022.neha.org/sites/default/files/jeh/JEH6.19-Feature-Uncovering-EH.pdf>



Organizational Infrastructure & Policy

- Positive contributions to company culture.
- Implement a policy to support workplace diversity, equity, and inclusion.
 - Non-discrimination policy based on race, ethnicity, gender, religion, ability, age, etc.
 - [NEHA's Policy Statement on the Role of Environmental Health in Addressing Racism as an Environmental Health Issue.](#)
- Representative and supportive Leadership.
- Initiate Lunch & Learns to highlight different cultures, raise awareness or provide engagement to learn in with curiosity.

Personal Story

From the “I” Perspective

Intention vs Impact



- “I didn’t mean it like **that**.”
- “You’re being sensitive, **that** wasn’t what I meant.”
- “I’m **not** racist.”
- “I have a friend that’s LGBTQIA+, I wouldn’t mean it like **that**.”
- Self-doubt or imposter syndrome
- Feeling less valued in the workplace
- Stereotype threat
- Fear of being called out
- Code-switching
- Chronic racial trauma and stress



Transactional vs Transformational Questions

Transactional

- ❖ Allows for a one-word response
- ❖ Encourages bias
- ❖ Maintains control

Transformational

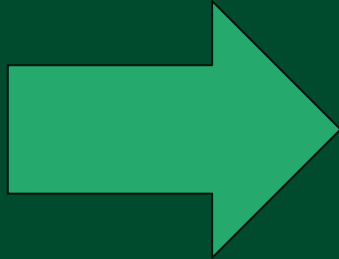
- ❖ Requires more complex responses
- ❖ Encourages critical thinking
- ❖ Gives control of the narrative



Interactive Learning Using Mentimeter

- Go to Mentimeter.com & enter the access code
- Access code: 5685 0615


Use a smartphone to
access Mentimeter using
the QR Code





DEI Leadership Training Opportunities

- ❖ Facilitate ongoing conversations with executive leadership
- ❖ Cross-cultural communication training
- ❖ Navigating the workplace with emotional intelligence
- ❖ Cultural sensitivity training
- ❖ Seek and provide feedback consistently
- ❖ Organizational change
- ❖ Change management



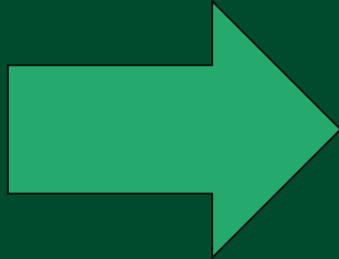
How can you be apart of change in your daily work?

- Hold yourself and others accountable.
- If you see something, say something.
- Follow the group norms from today when having a conversation.
- Don't assume.
- Advocate as needed.
- Familiarize yourself with the diverse resources available to you:
 - Interpreters or interpretation resources (ie. pocket talks)
 - Materials available in different languages
 - Search the internet to learn about other cultures, cuisines, etc.

Interactive Learning Using Mentimeter

- Go to Mentimeter.com & enter the access code
- Access code: 5685 0615

Use a smartphone to
access Mentimeter using
the QR Code



Action Items



- What did you learn?
- What is the significance?
- Now what will you apply?



Thank You!

Thank you for participating in AFDO's Inspector Boot camp training session on Diversity, Equity, and Inclusion. Please see my contact information below for any follow-up questions you may have or if you would like to stay in touch or have additional questions:

Kaylan Celestin, MPH

kaylancelestin@gmail.com