Seriously!? Do Sign Language Interpreters Still Need Talk About Diversity?

Angela Roth
CEO ASL Services/Global VRS







Name any ONE News item that shows the depth of pre-set bias, "ism"

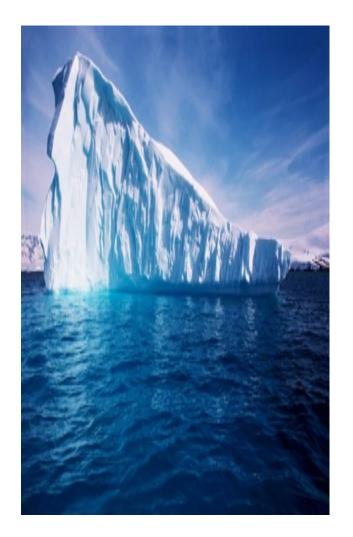




We ALL come from "Communities"



THE **DEPTH** OF the **UNCONSCIOUS EFFECT** on Each of US From our **Communities** Is the Proverbial





Three Challenges We Unconsciously Face

Community → Inside



#1.

"The Righteous Mind: Why Good People Are Divided BY Religion and Politics"

by Jonathan Haidt



"Groupishness"

While our **GROUPISHNESS** is particularly adept at binding us to the organizations of which we are a part, it also sets us against those who are a part of opposing groups, and makes it especially difficult for us to identify with them and to appreciate their point of view.

#iamleverage

The end result is...

.... that people not only have opposing viewpoints, but they are often even unable to appreciate (or truly understand) the viewpoints of their rivals.



ONLY



<u>#2</u>

Emotional Intelligence by Daniel Coleman

Emotions can win out over

- Emotions have the foresto insrupt thinking itself
- Strong emotions have a "short cut" to turn off the "thinking/reasoning"

#iamleverage

 Emotional memory scans for experience to connect what is happening now, with what happened in the past

BUT its SLOPPY



#3

The Case for More Conversation About Diversity and Inclusion

Jeffrey Cufaude. CEO of Idea Architects & Chris Argyris, Former Harvard Business Professor

*A Person may feel the fundamental need to be "right"...protect "self"

*Perspectives are Personal and Local

*Some will see "no need" for discussion



Reality

Respect

Responsibility



Wherever We are, can we have the COURAGE to ask: Who is not here? Why not? If "they" came, would they really "BE" here?



Teach Signs? Let Signs Teach Us



Grant me the serenity To accept the ones I cannot change,

The courage to change the one I can;

And the wisdom to know It's me

