

# Board Study: Diversity, Equity, and Privilege: Part 1

## September 15, 2015

During September and October, Board Study will focus on organizational and personal cultural competency, specifically around issues of diversity, equity, and privilege. In September, we'll introduce the concepts, define key terms, and explore how these issues relate to our work as members of La Montañita's Board, laying the groundwork for training.

### Readings/Viewings

Start with *2015-09-15 Board Study Reading - 2010 Census Information*.

Take a look at the Powerpoint presentation, *2015-09-15 Board Study Reading - Lucero Slides*. The slideshow is from a different presentation, so ignore the agenda, etc, paying attention to the definitions and concepts that are introduced.

Next, watch Google's [Unconscious Bias at Work](https://www.youtube.com/watch?v=7nyFtS). It is a full hour, but an interesting one.  
<https://qoo.gl/7nyFtS>

Take the "White Privilege Survey," *2015-09-15 Board Study Reading - White Privilege Survey*. You don't need to bring your answers or share your score, but whether you ended up with a high score or a low one, think about the questions and why you answer them the way you do.

Finally, read the article on cultural humility: *2015-09-15 Board Study Reading - Cultural Humility*. Does the idea of cultural humility have resonance for you in the work the Board does?

Come to Board Study ready to engage with these often difficult and sensitive topics, with the goal of developing a shared understanding of how they relate to our strategic visioning process specifically, and the work of the Co-op more generally.