



# **Inclusivity Education**

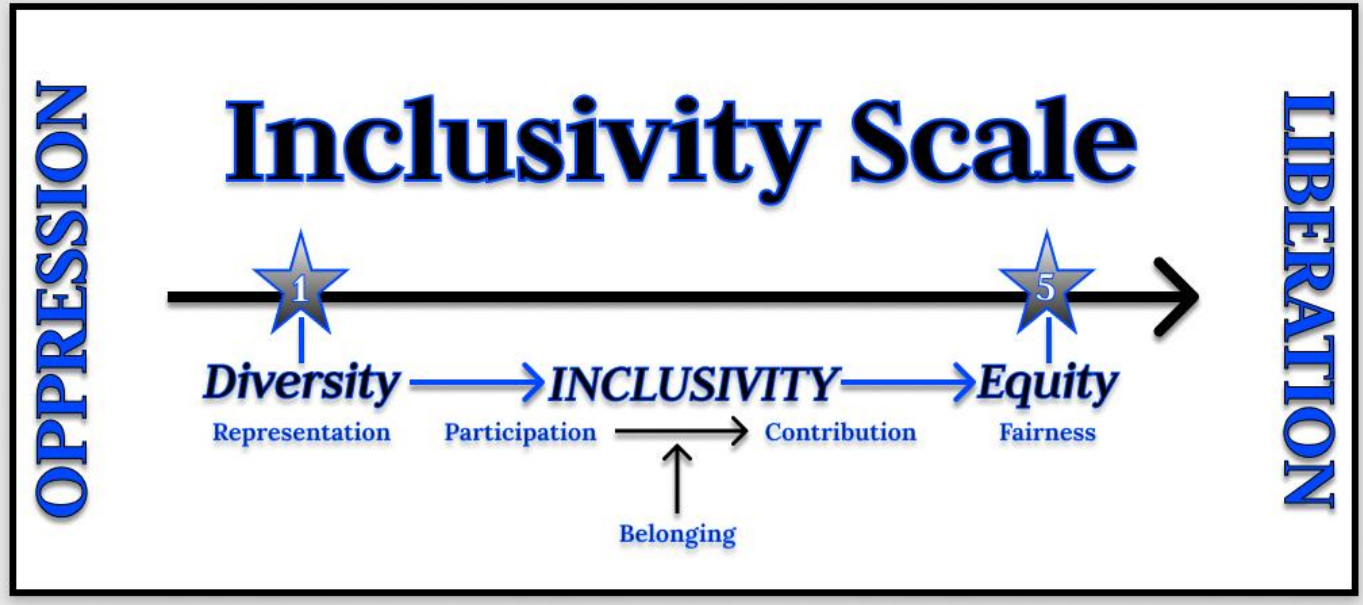


## **Inclusivity Scale Explanation**

**A Quick Guide for Inclusivity Education's Research-Aligned Analytical Tool**

# Inclusivity Scale

A research-aligned approach to measuring levels of organizational Inclusivity towards liberation



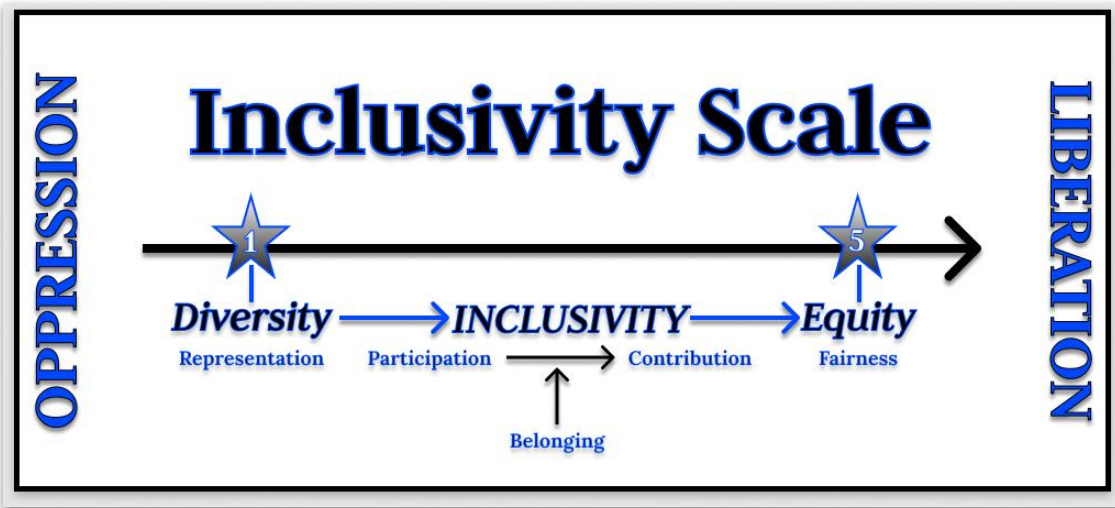
# Inclusivity Scale

## **A research-aligned approach to measuring levels of organizational Inclusivity towards liberation**

The 1-5 aligns to Low (1) through Exceptional (5). The Inclusivity Scale is used throughout the Inclusivity Appraisal process including in its own uniquely designed survey. **An organization at a 1 is just beginning diversity**, still focused on achieving varied numerical racial representation. **Increasing levels of Inclusivity steadily, from diversity of demographics to authentically valuing and integrating people and cultures that have been historically marginalized—and not including them as performance or tokenization—progresses an organization across the Scale. This progression is measured via research-aligned criteria related to diversity, inclusivity, and equity.**

Organizations at a 1 are perilously close to overwhelmingly oppressive states regarding the needs of BIPOC members, and **the arrow continuing after the 5 represents equity not being the end goal as Inclusivity Education works with organizations to consider, design, and progress towards critically transformative Liberatory goals.**

# Inclusivity Scale | Use



Inclusivity Rubric

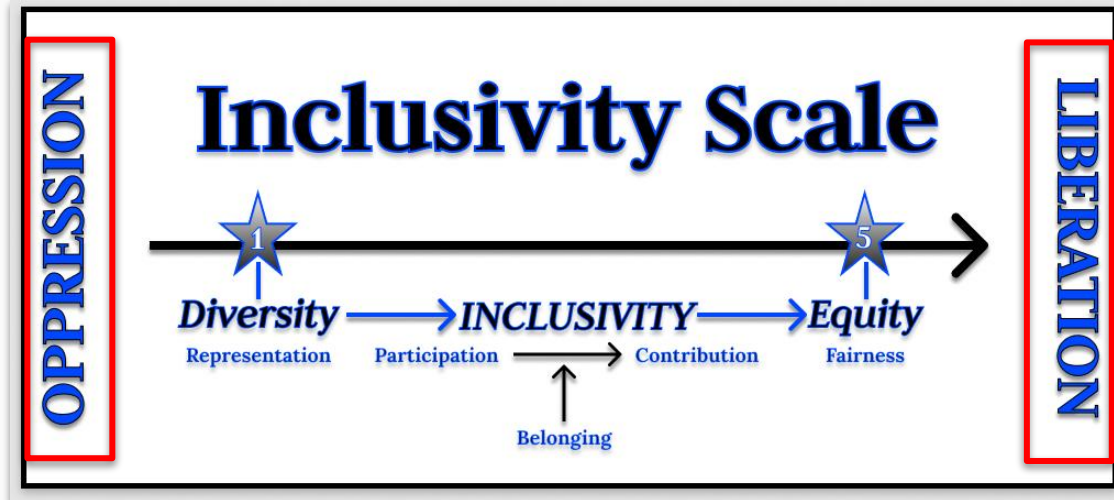
1	Low
2	Developing
3	Acceptable
4	Proficient
5	Exceptional

Example: 2.43 = Beyond Developing

Analysis is broken down into Diversity, Inclusivity, and Equity measurement. Data within the categories receives a rubric rating between 1-5 based on specific measurement requirements.

Each DEI category receives a numerical rating. Using the ratings for each category, an overall numerical rating is given rounded to the nearest hundredth. There is no rounding to the nearest whole number to ensure that the goal is to wholly realize the rubric ratings, and not try to benefit from rounding. Only a 4 is a 4. A 3.5 is not "Proficient," and proficiency is the minimum.

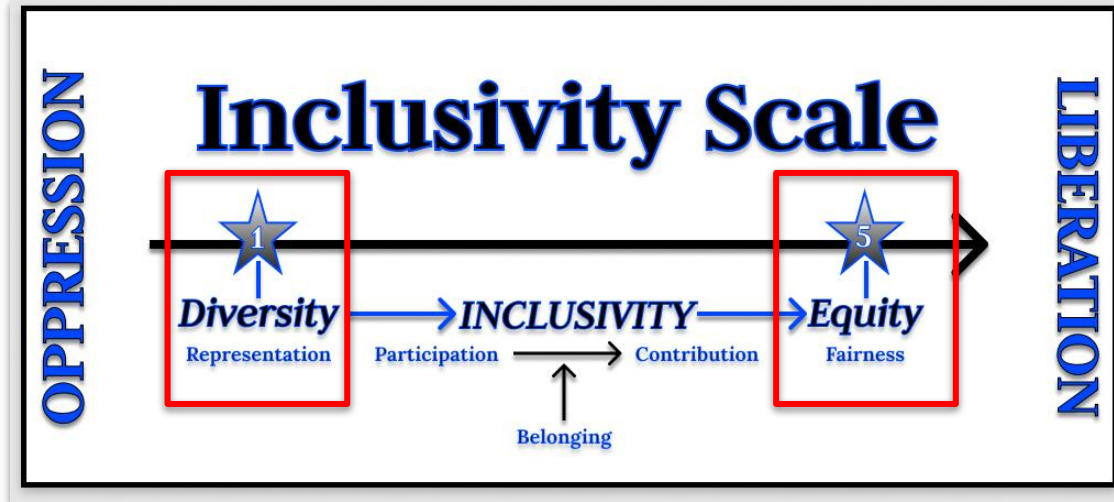
# Inclusivity Scale



**Oppression:** Unjust systems, treatment, and control that subjugate the value, voice, power, and empowerment of members of historically marginalized groups

**Liberation:** Critical transformation of oppressive systems and their associated assumptions, norms, rules, and roles, via communal processes, to bring about social reconstruction

# Inclusivity Scale

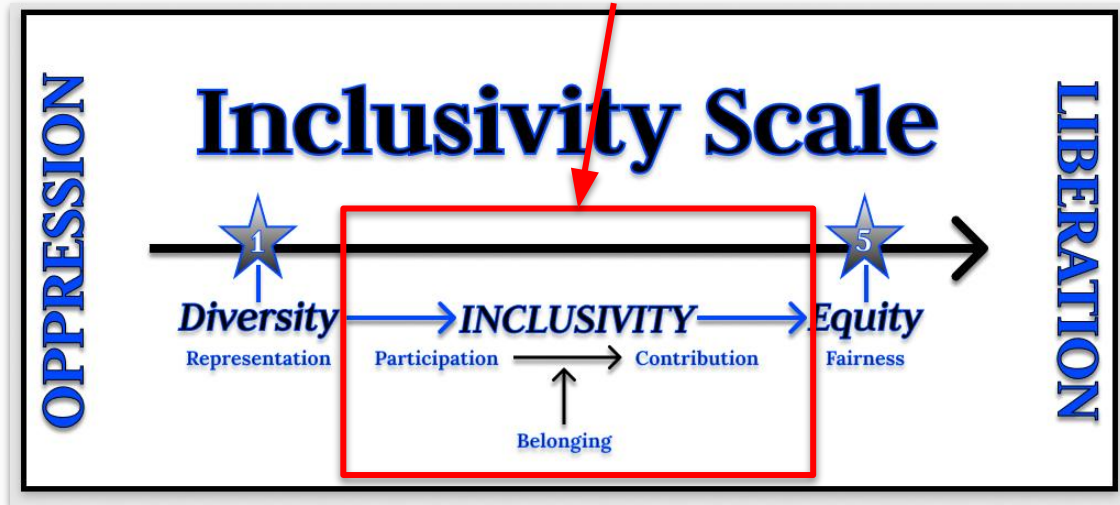


**Diversity:** Representation and recognition of human differences and uniquenesses, in identities and characteristics, in socially constructed categories such as race, gender, and class

**Equity:** Fair treatment, opportunity, and access to all things for all people to overcome unjust systemic barriers that have disproportionately affected those from historically marginalized groups

# Inclusivity Scale

Central to the Scale

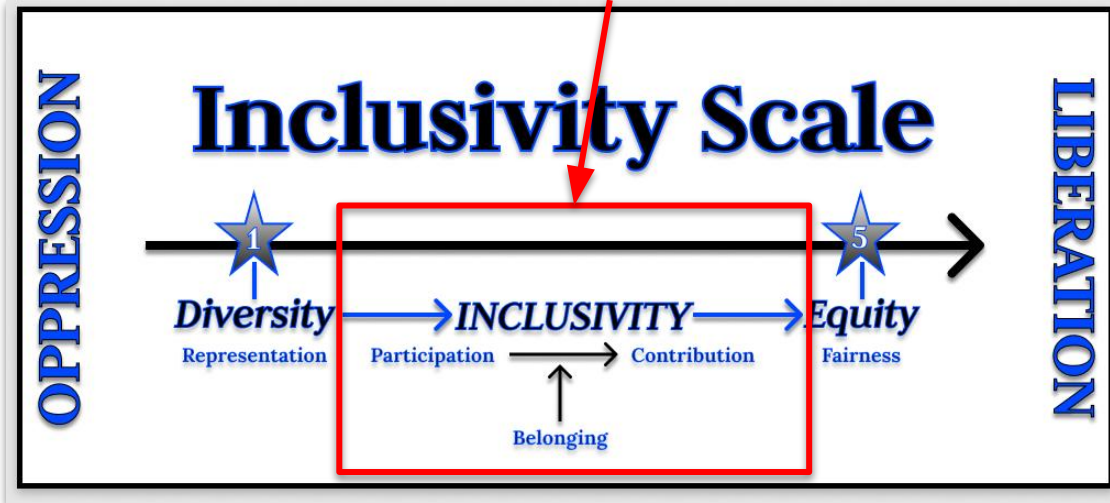


**Inclusivity:** The practice or policy of including people who might otherwise be excluded or marginalized

Participation and Contribution can be conceptualized as left and right Inclusivity poles, respectively, **with Belonging moderating the strength of the level of Inclusivity.**

# Belonging | Moderating Variable

Central to the Scale and Appraisal



Strength of the Level of Inclusivity is Affected by sense of BELONGING

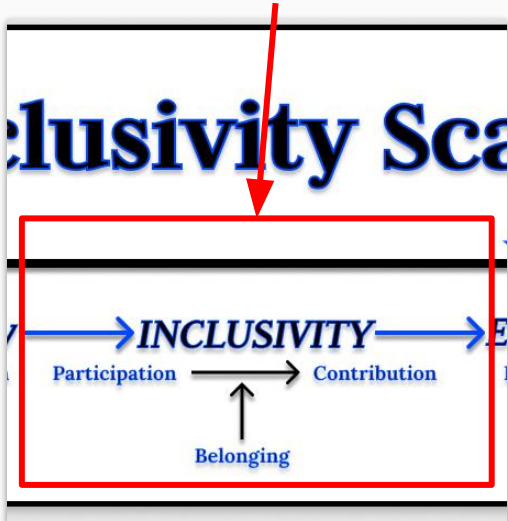
## Belonging

- Authentic self is allowed (in the space)
- Authentic self is embraced (in the space)
- Authentic self is integrated (into the space)



# Moderating Variable | Example

## Central to the Scale and Appraisal



On the scale of Participation to Contribution that considers the 3 levels of involvement (essentialness, thoroughness, and accomplishment), the average Likert-Scale rating is a 4 (out of 5).

BUT when the 3 levels of Belonging are measured (permission, comfort, and integration), the average is a 3/5. **This %, or 60%, now becomes how the contribution level must be moderated:**

**$.6 \times 4 = 2.4 \rightarrow$  the ACTUAL level of Inclusivity**

Levels of inclusion are PERFORMATIVE without a sense of Belonging, i.e. individuals comfortably existing in their full authenticity

# Belonging vs. Discrimination

# Mediating Variable | Discrimination Triad

A **Mediating Variable** explains the relationship between two variables

The mediating variables **between belonging and levels of inclusivity** are:

**Stereotype**

**Implicit Bias**

**Aggression (Macro & Micro)**

Inclusivity Education refers to these three belonging barriers as **the Discrimination Triad**

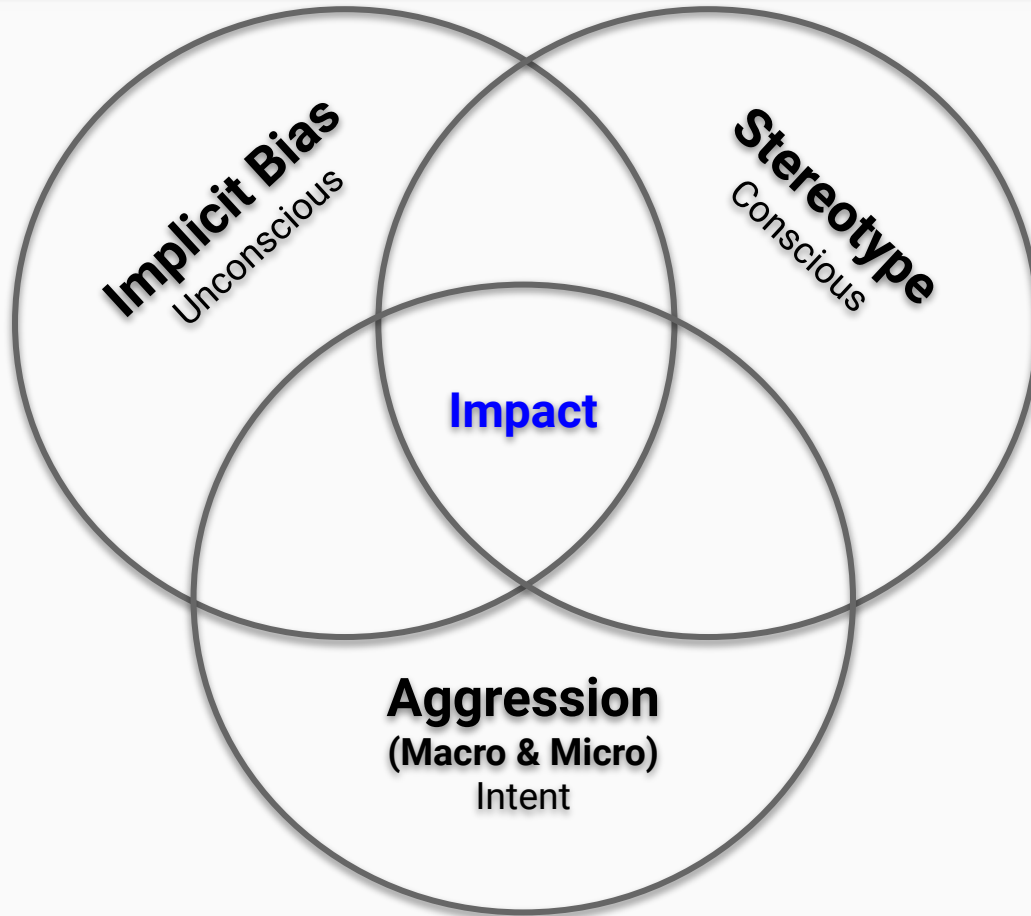
**Discrimination: the unjust or prejudicial treatment of a person because of group membership, especially race/ethnicity**

*More discrimination results in a lower sense of belonging*

# Discrimination Triad | Definitions

- **Stereotype:** a **conscious**, widely held, fixed, and an over-generalized—even if unfair or untrue—belief about a particular group of people
- **Implicit Bias:** an **unconscious**, automatic, and unintentional yet deeply ingrained belief about a particular group of people
- **Aggression** (racial/ethnic): a hostile and/or violent statement, action, and/or incident towards a person due to racial/ethnic membership
  - **Macroaggression:** an overt and direct aggression that is **often intentional**
  - **Microaggression:** a subtle, indirect, and/or disguised aggression, **whether intentional or not**

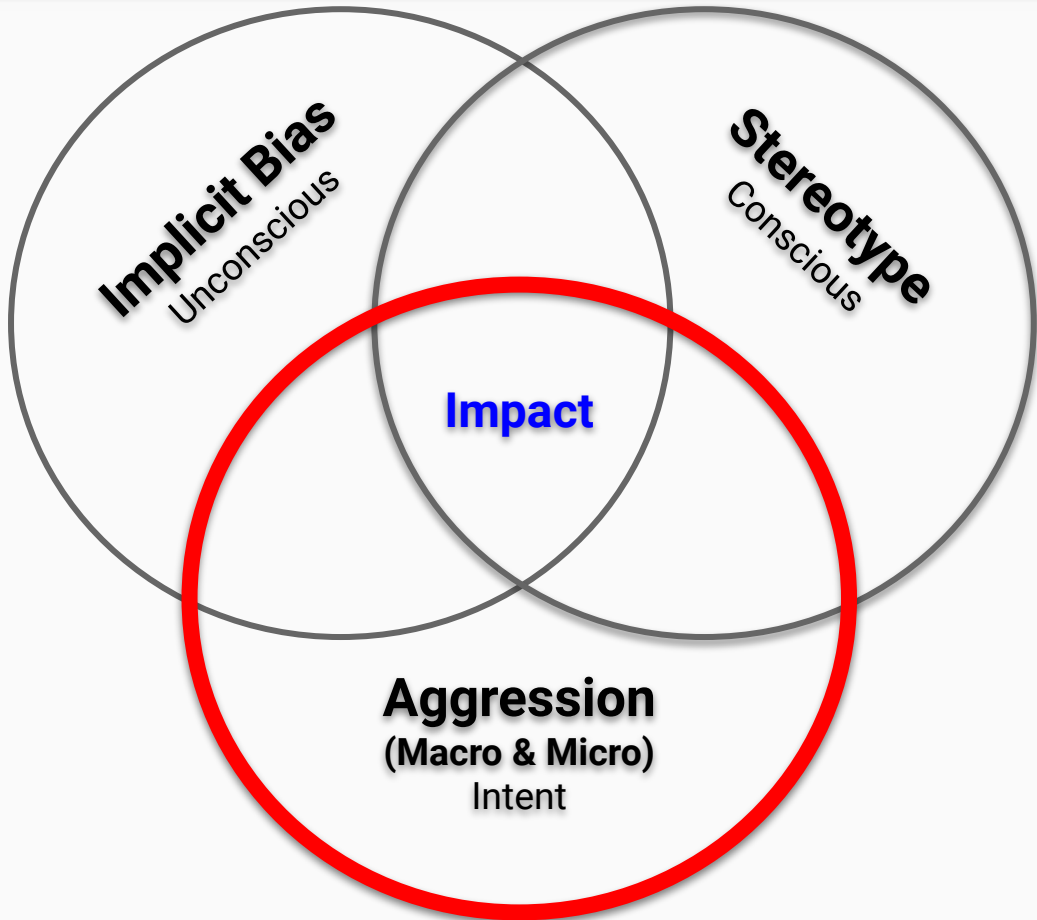
# Discrimination Triad



In explaining barriers to increased feelings of belonging, **the Discrimination Triad is a key area for increasing inclusivity**

The majority of the time, **the higher the Discrimination Triad average, the lower the Belonging average**

# Discrimination Triad | Understanding Aggression



Micro and Macro **AGGRESSION** are together because form and intent do not determine the level of impact on the recipient

Understanding the distinction AND connection between Micro and Macro **AGGRESSION** is required to address independently and jointly

**Want to Learn More?**

**[InclusivityEd.com](https://www.inclusivityed.com)**