

Engaging Across Difference

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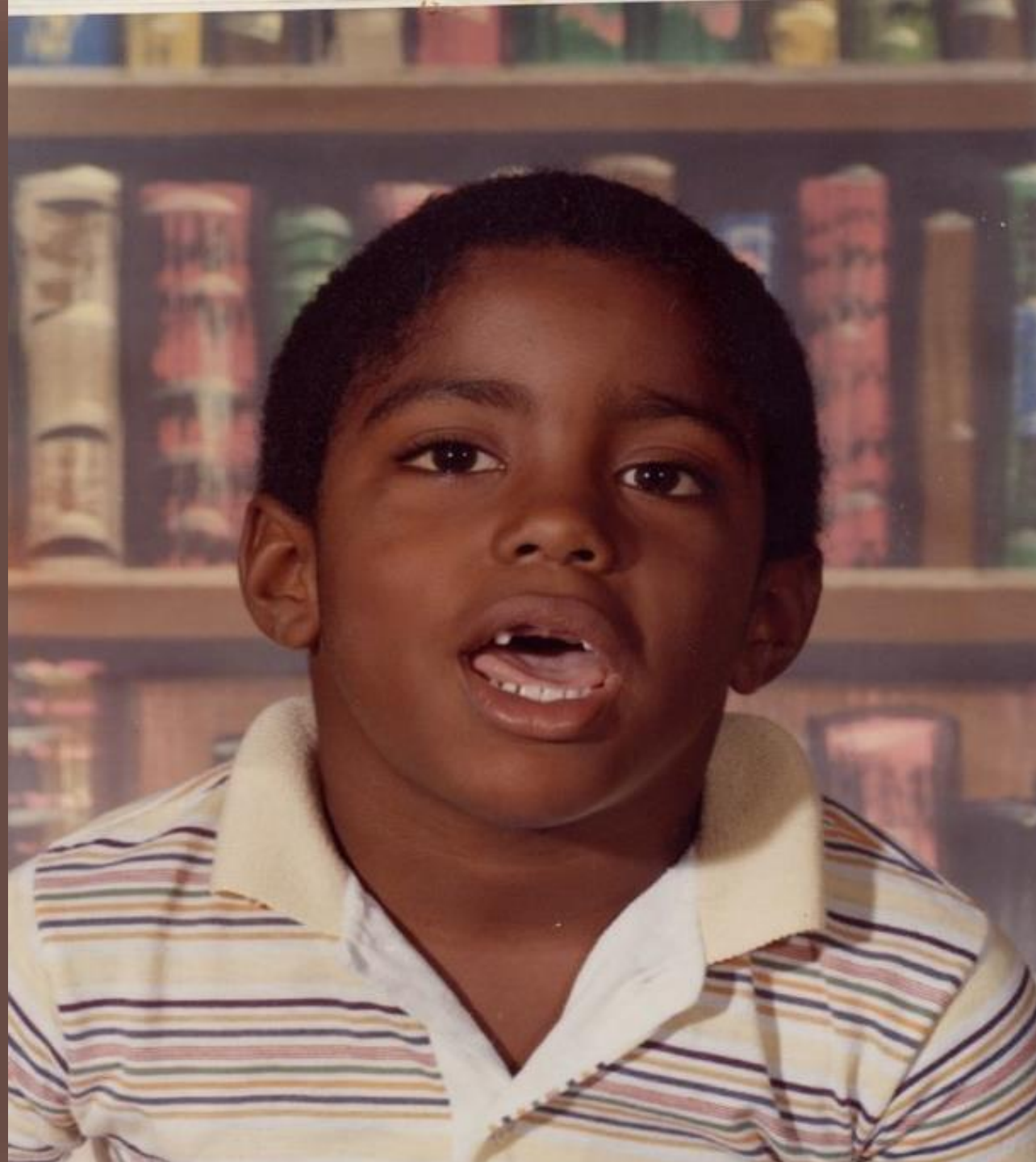
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MICHAEL  **JR.**

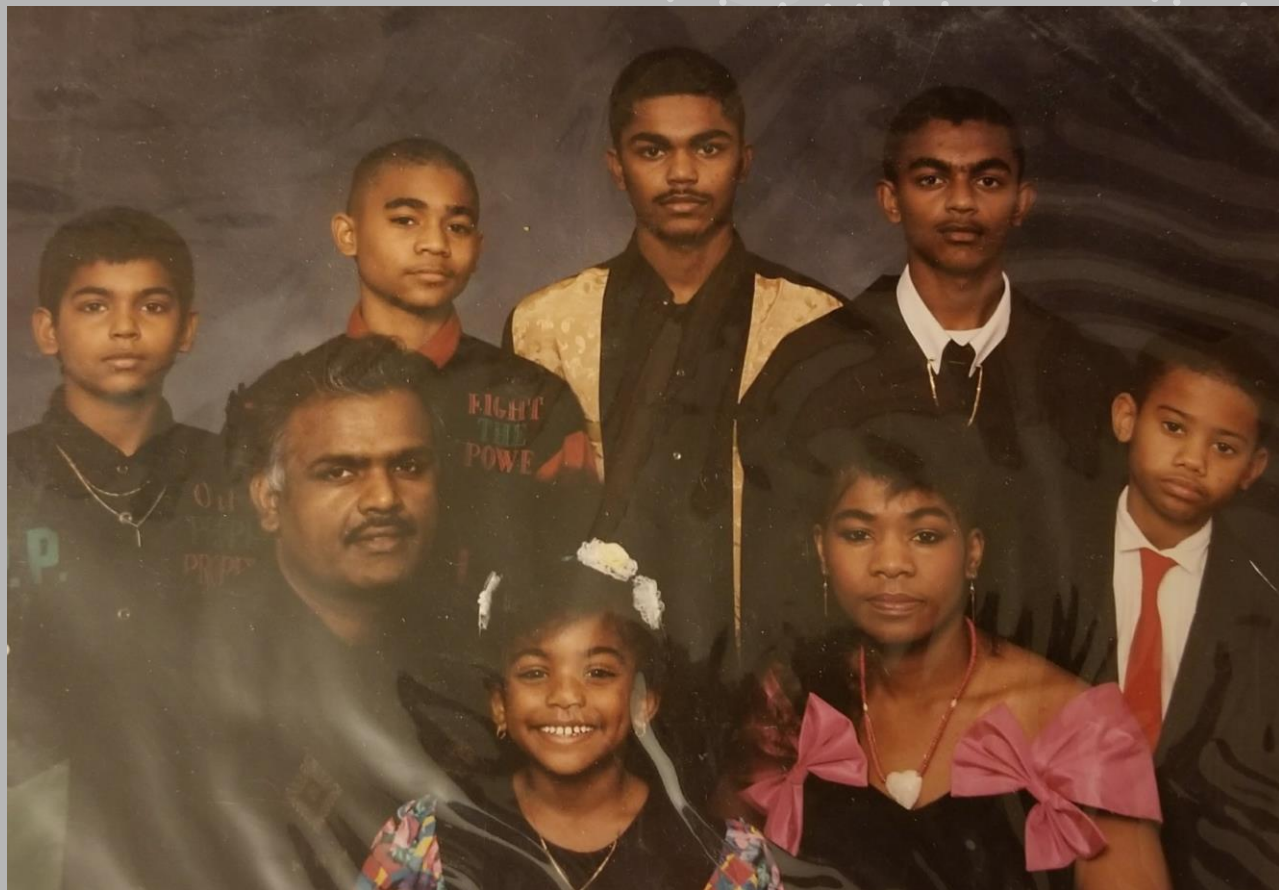
What is your
why?













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**Me & My Husband –
Together 19 years
Married 12.5 years**

**Daughter – 10.5 y/o
Son – 6 y/o**

**German Shepherd – 9.5 y/o
2 Cats – 3.5 y/o
12 Chickens – 8-10 months**

Appreciating our **DIFFERENCES**

Culture: (1) the customary beliefs, social forms, and material traits of a racial, religious, or social group; (2) the set of shared attitudes, values, goals, and practices that characterizes an institution or organization.

Stereotypes: an idea or statement about all members of a group or all the instances of a situation.

Generalize: (1) to derive or induce (a general conception or principle) from particulars; (2) to draw a general conclusion from.

Generalizations vs Stereotypes

Cultural Generalizations

A statement/opinion about a group of people based upon observation and perception.

Cultural Stereotypes

Rigid description/application of a generalization to each person in a particular group.

A cultural generalization may become a stereotype if it is definitively applied to individual members of the group.



What makes
working across
difference so
difficult?

BIAS:

Subconscious vs. Conscious

According to a research at Nottingham University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be in the right place. The rest can be a total mess and you can still read it without a problem. This is because the human mind does not read every letter by itself, but the word as a whole.



How do we
disrupt our
BIAS?

**By building our
cultural competence**

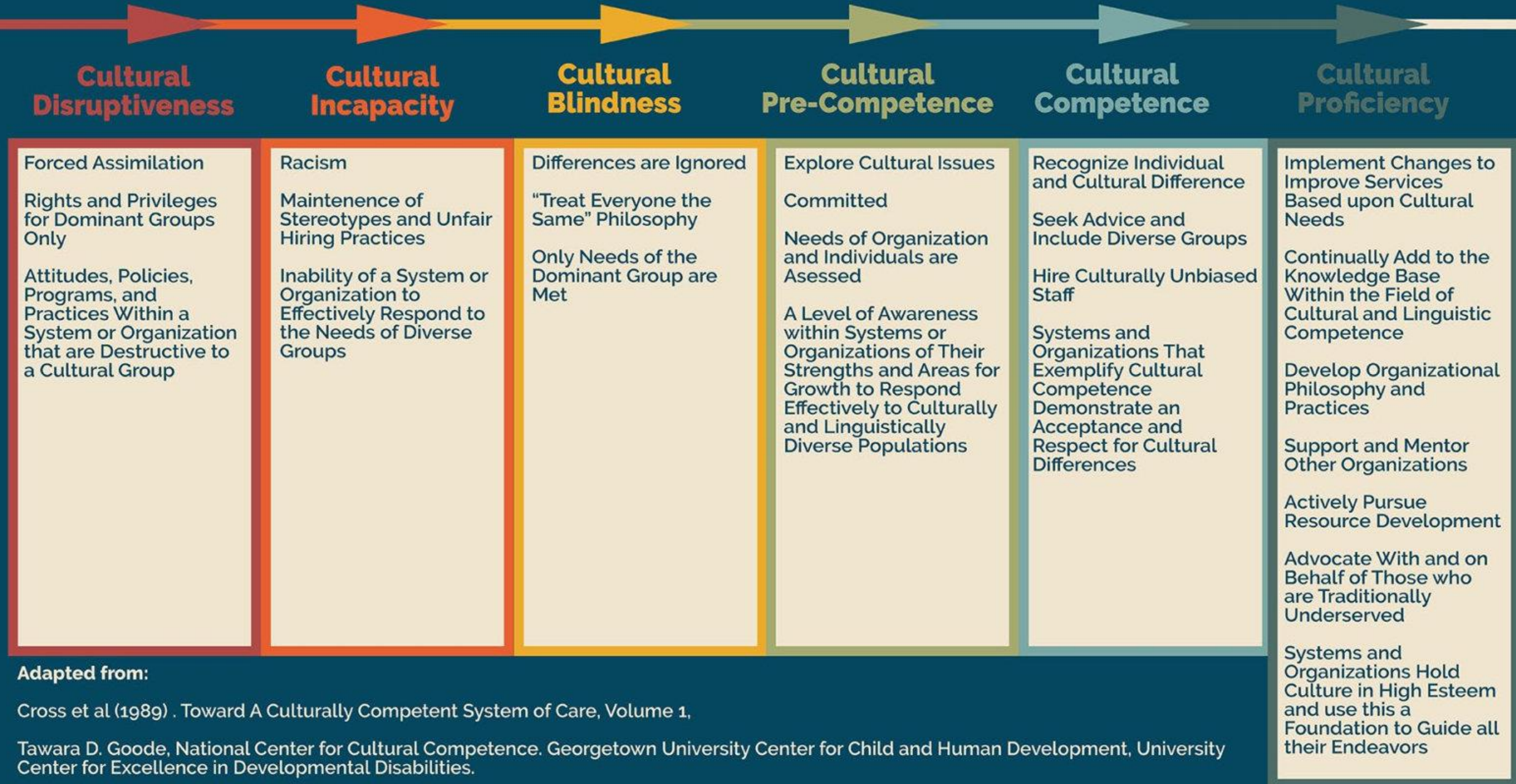
Cultural competence is key to learning how to engage across difference. Opportunities to engage others in their different lived experiences allow for us to transform both personal and professional relationships.

Critical in this work is to create environments where different perspectives and experiences can be openly shared and all are equally valued.

It requires us to develop our capacity to respond to difference with curiosity, not defensiveness, and to respond to the discomfort that may result with a learning orientation, not withdrawal.

When groups come together with this stance, new insight and possibilities almost always emerge.

Continuum of Cultural Competency



Addressing the empathy gap

Empathy:

The action of understanding, being aware of, being sensitive to, and vicariously experiencing the feelings, thoughts, and experience of another.

Sympathy vs Empathy

Sympathy

Emotion directed towards another's welfare (rarely similar to the emotion the other feels).

Empathy

Putting oneself in another's situation.

Cognitive Empathy:

The ability to understand another person's thoughts or beliefs.

Emotional Empathy:

The ability to feel what another person feels emotionally.

Compassionate Empathy:

Doing something about another's distress. Helping the other person deal with their situation and emotions.

3 R's



Reach **In**
Reach **Out**
Reach **Over**

Reach In

Reach In

Conduct a self assessment.

Reach In

Seek opportunities to increase cultural fluency, continuous learning, and coaching to interrupt biases.

Reach Out

Reach Out

Seek out a variety of different voices and LISTEN to understand. Learning and growth will not happen without being challenged.

Reach Out

**Become a champion &
advocate for our
underrepresented
colleagues.**

Reach Over

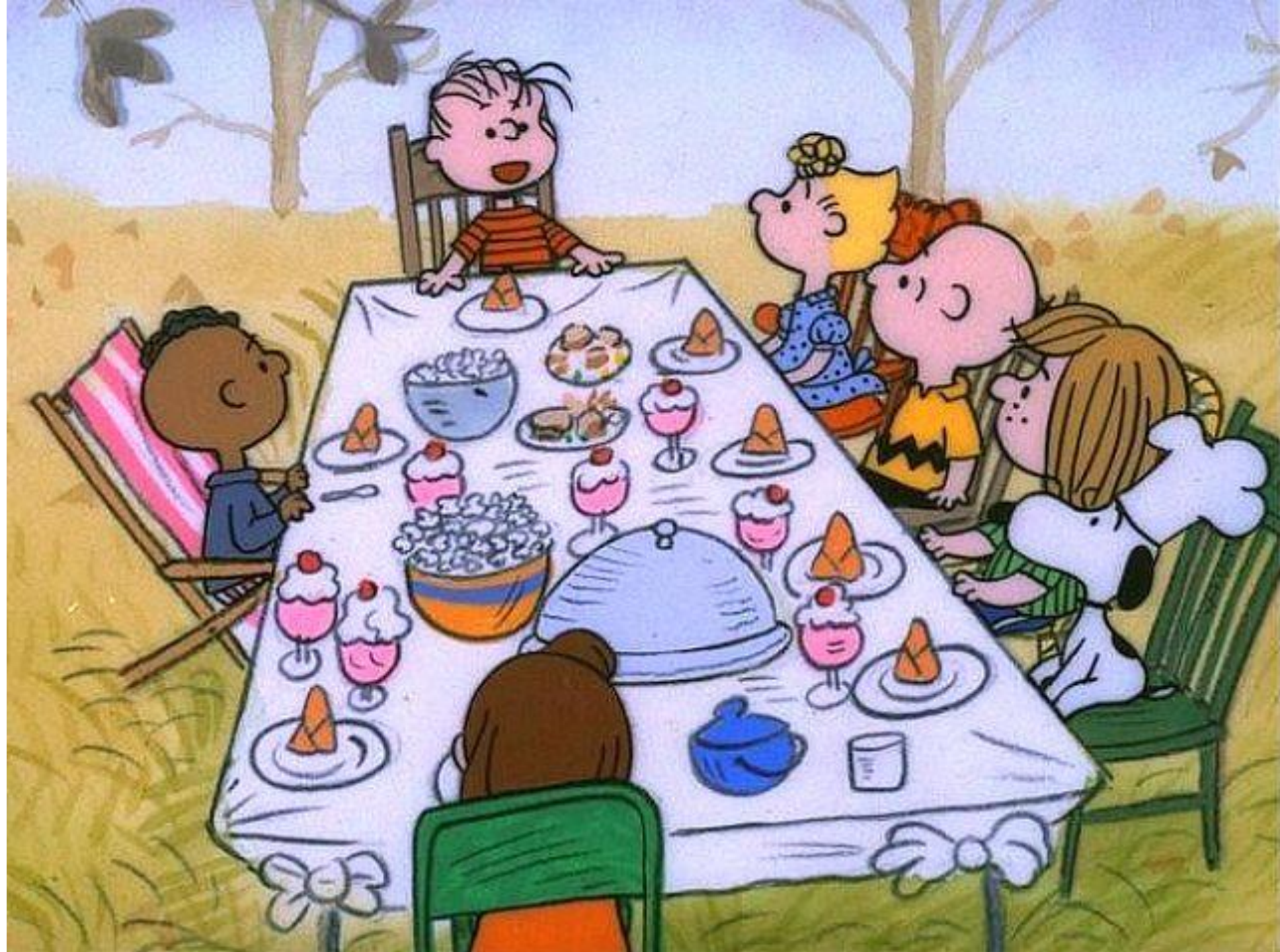
Reach Over

**Call out unacceptable
behavior and practices.**

Reach Over

Amplify the voices of others. Recognize your platform, position, and power to support building spaces for inclusion.

What is your
allyship story?



Contact Us

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