

Making the Case for DEI Addressing Common Types of Resistance

Type of Resistance	Can Look/Sound Like...	Strategies for Addressing This Type	My case for DEI
<p>The Thinker Concerned with the truth, want the data to back it up</p>	<ul style="list-style-type: none"> ● Skepticism ● Devil's Advocate ● "Where's the proof?" ● "What does the data/research show?" 	<ul style="list-style-type: none"> ● Have some data points or research citations prepared ● Point out that data rarely convinces people who do not want to be convinced 	
<p>The Doer Wants practical strategies, not to waste time</p>	<ul style="list-style-type: none"> ● Frustration towards processing/planning time ● Finding a solution is more important than finding the root of the problem ● "We need to address this now!" 	<ul style="list-style-type: none"> ● Remind them that process/planning time aligns mindsets, values, and ideologies ● Point out that strategies will impact different people differently - not taking the time beforehand will perpetuate inequities 	
<p>The Believer Hold strong feelings about equity and social justice</p>	<ul style="list-style-type: none"> ● "They don't get it." ● "Why are we still talking about this? We already know what's right." ● Frustration with others not understanding or not wanting to do things their way 	<ul style="list-style-type: none"> ● Affirm their commitment ● Ask how "we" can collectively move toward shared goals ● Ask them to be a "helper" ● Call in around privilege if necessary 	

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<p style="text-align: center;">The Fairness-Seeker Concerned with whether the rules are being equally applied to all</p>	<ul style="list-style-type: none"> • Focuses on equality over equity • “That doesn’t sound fair” • “But I grew up poor!” • Rigidly adhere to rules, policies, procedures regardless of whether an inequity has been identified 	<ul style="list-style-type: none"> • Explicitly teach the difference between equity and equality • Give examples that most people would agree are equal and unfair • Invite others to share examples or situations when equal was not fair 	
<p style="text-align: center;">The Minimizer Concerned that talking about DEI is “stirring the pot”</p>	<ul style="list-style-type: none"> • “Why can’t we all just get along?” • “I don’t see color.” • Don’t understand inequities in systems, believe things are mostly fair • Less likely to say something in a group 	<ul style="list-style-type: none"> • Provide case studies, story-telling, or other sources of expanded perspective • Model and name best practices, especially thinking mapping • Acknowledge discomfort 	

Source: Marceline DuBose, Tess Ormseth, “Facilitating Groups Through Resistance” 2020

Closure & Commitment

Which of these elevator pitches can you practice tomorrow? _____

Which do you need to practice more to gain confidence? _____