

DHEWD Unity

November 13, 2023



DHEWD VISION

*Every Missourian
EMPOWERED with the skills and education
needed for success.*

DHEWD MISSION

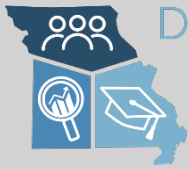
*To put Missourians
ON A PATH to learn, work, and prosper.*

DHEWD VALUES

*ACCOUNTABILITY, WORK-LIFE BALANCE,
TEAMWORK, COLLABORATION*

DHEWD PRINCIPLES

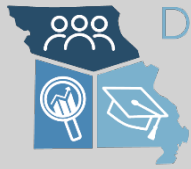
*PEOPLE-CENTERED, EQUITY-FOCUSED,
IMPACT-DRIVEN, WORKFORCE-ALIGNED*



DHEWD's meaning behind Unity, Culture and DEIB

To better serve each team member and all Missourians, we focus on

- Recognizing and respecting each persons' varied backgrounds (diversity),
- Providing adequate resources and support to meet the individual, and at times, specialized needs of a person (equity),
- Ensuring all members have a voice in setting the direction of the department and its activities (inclusion), and
- Being a place where team members feel connected and a part of our larger mission (belonging)



Topics

- **Dia de Los Muertos – November 1 – 2**
- **Diwali – November 12**
- **International Men’s Day – November 19**
- **Transgender Day of Remembrance – November 20**
- **Veterans Day – November 11**
- **Introverts, Extroverts, Ambiverts, and Omniverts**
- **The Big Question – How do we disagree?**

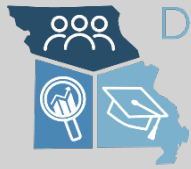
Dia de Los Muertos (Day of the Dead) – November 1 - 2



The Day of the Dead is a holiday traditionally celebrated on November 1 and 2. It is widely observed in Mexico and other areas by people of Mexican heritage.

Traditions connected with the holiday include honoring the deceased using calaveras (skull) and marigold flowers, building home altars with favorite foods and beverages of the departed, along with photos and memorabilia of passed love ones. Visiting graves with these items as gifts for the deceased is intended to encourage visits by the souls of the departed.

In modern Mexico the marigold is sometimes called Flor de Muerto (flower of dead). These flowers are thought to attract souls of the dead, that the bright petals and strong scent can guide the souls from cemeteries to their family homes.



Diwali – November 12

The Hindu five-day long festival of lights with variations celebrated in other Indian religions. It symbolizes the spiritual victory of light over darkness, good over evil, and knowledge over ignorance.

Celebrants prepare by cleaning, renovating, and decorating their homes and workplaces with oil lamps and colorful art circle patterns. Those celebrating wear their finest clothes, illuminate the interior and exterior of their homes, perform worship ceremonies of the goddess of prosperity and wealth, light fireworks, and partake in family feasts, where sweets and gifts are shared.



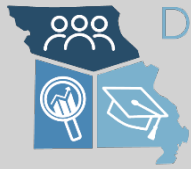
Transgender Day of Remembrance – November 20



An annual observance that honors the memory of the transgender people whose lives were lost in acts of anti-transgender violence.

Started in 1999 by transgender advocate Gwendolyn Smith as a vigil to honor the memory of Rita Hester, a transgender woman who was killed in 1998.

Typically, a memorial celebration includes a reading of the names of those who died from October 1 of the former year to September 30 of the current year, and may include other actions, such as candlelight vigils, dedicated services, marches, art shows, food drives and film screenings.



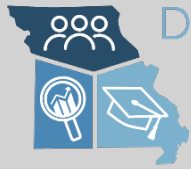
Veterans Day

Originally known as Armistice Day, is a federal holiday observed annually on November 11, for honoring military veterans.

November 11, 1918, the armistice was signed between Allies of World War I and Germany at 5:45 am for the cessation of hostilities on the Western Front of World War I, which took effect at eleven in the morning – the eleventh hour of the eleventh day of the eleventh month of 1918.

At the urging of major U.S. veteran organizations, the day was renamed to Veterans Day in 1954.





Introvert

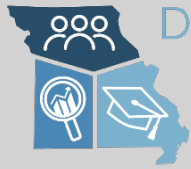
Introversion is one of the major personality traits identified in many theories of personality.

The word introvert is used to describe someone who tends to turn inward, meaning they focus more on internal thoughts, feelings, and moods rather than seeking out external stimulation.

Common signs of Introverts:

- Being around too many people drains your energy
- You have a small group of close friends
- People think you're quiet and may find it difficult to get to know you
- You enjoy solitude
- You are very self-aware





Extrovert

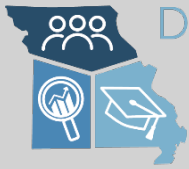
Extrovert is another one of the major personality traits identified in many theories of personality.

The word extrovert is used to describe someone who tends to be expressive and outgoing. People who are extroverts tend to be very talkative, sociable and energetic.

Common signs of Extroverts:

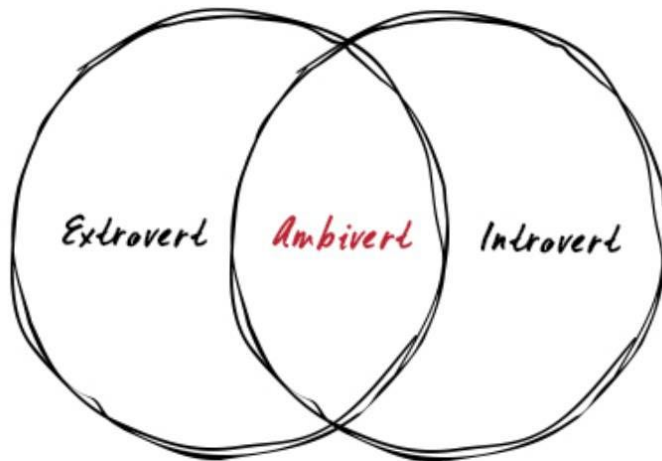
- Like social gatherings and to network
- Enjoy being the center of attention
- Being alone saps your energy
- Easily share what bothers you or your problems
- You want to be liked by everyone





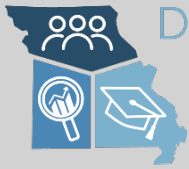
Ambivert

An ambivert is in the middle of introvert and extrovert.



Common signs of Ambiverts:

- You value alone time and social time
- People can both drain and energize you
- You can be both shy and confident
- Your personality has evolved over time
- You are different things to different people
- You are different at work and at home



Omnivert

An omnivert experiences extremes in introversion and extraversion.

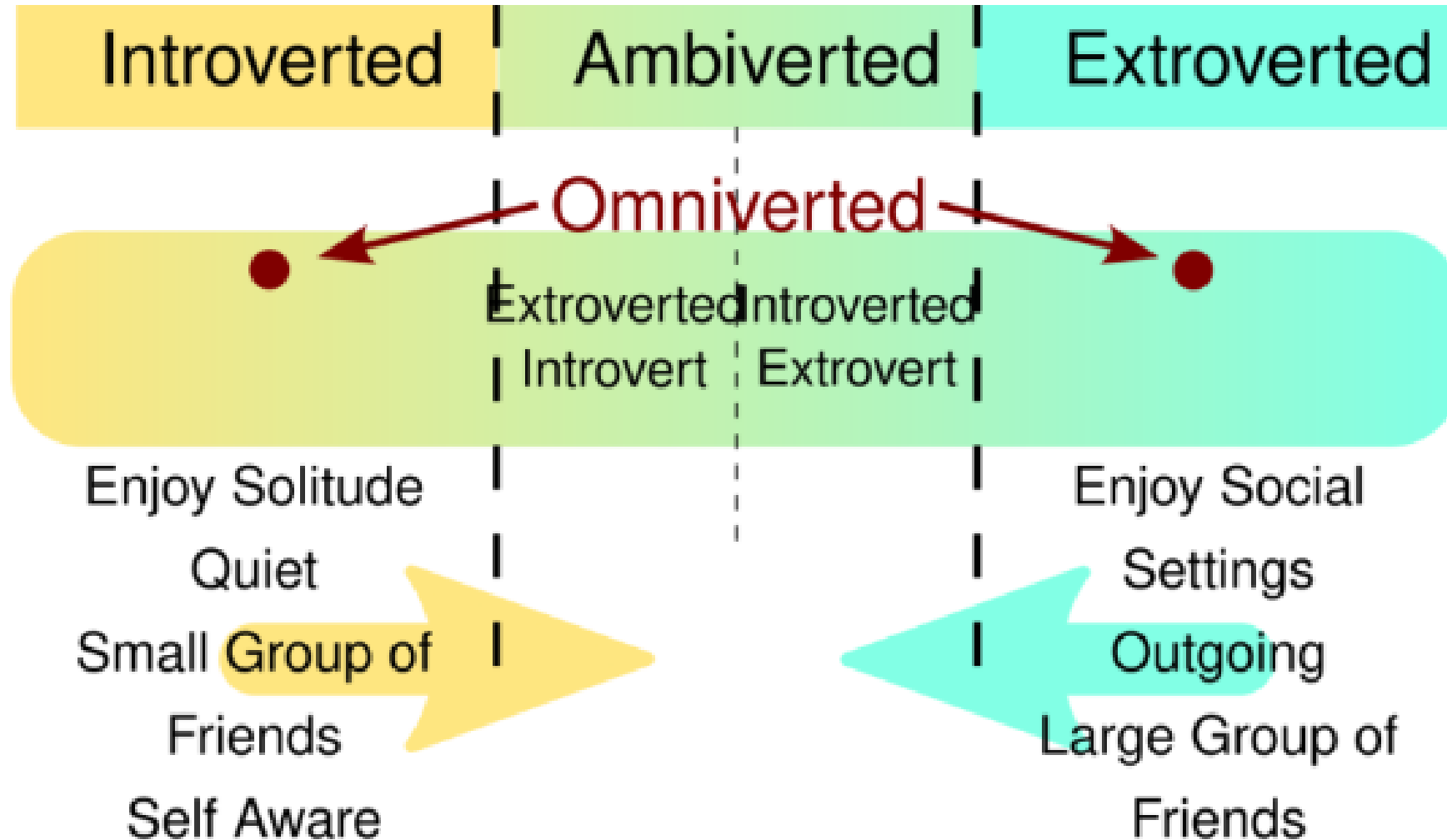
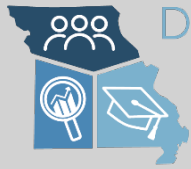
Omniverts have trouble balancing outgoingness and shyness. As a result, they can seem like they have a dual personality depending on the situation they are in.

Common signs of Omniverts:

- React as extroverted or introverted based on what they feel others need from them
- Show no consistency, making others unsure of which side they'll get
- Maintaining relationships takes a lot of effort

**Neither like
being included.**

**Nor like being
excluded.**



Ask Big Questions

- **Big Question conversations help us connect through questions that matter to everyone**
- **Big Questions:**
 - **Don't require any expertise so anyone can answer**
 - **Are meant to open us up to sharing stories rather than debating issues**
 - **Focus on understanding and learning over convincing and persuading**

The Big Question

**How do we disagree?
Do you find it easy or hard to
express disagreement?**

Agreement of Mutual Responsibility

- **Share the Air:** We will strive to share this time, space, and learning process equitably, so that all can participate and share in the benefit. We will not expect other individuals or groups to bear the responsibility of educating us.
- **Uphold Confidentiality:** We will not share others' stories or identities outside of this conversation, although we may share what we have learned from this experience.
- **Maintain Respect:** We will treat others with respect. We will not shame, blame, demean, or attack others.
- **Allow for Silence:** We won't rush to fill silences, recognizing that we may need time to gather our thoughts or find our courage to speak.
- **Listen to Understand:** We will acknowledge the limits of our own knowledge and open ourselves to what we can learn from the experiences and circumstances of others. We will listen to understand and learn, not to debate.

Agreement of Mutual Responsibility

- **Speak Only for Ourselves:** We will each speak from our own experience, not for others, not for entire groups. We will not expect others to speak for entire groups.
- **Consider the Bigger Picture:** We will strive to recognize how our own and others' experiences and perspectives are influenced by heritage, cultural environments, social groups, our diverse identities, and social systems.
- **Explore Disagreement:** We will strive to be open and curious about our disagreements, and to engage with disagreement even when it feels uncomfortable.
- **Lean in to Discomfort:** We will be willing to grapple with challenging ideas and feelings, and examine our own reactions.
- **Practice Generosity:** We will recognize that we are all people in process and are more than we express in any one moment. We will give ourselves and each other permission to not know. We respect each other's right to be fully human, including experience strong emotions, not knowing, and making mistakes.

Share

- **Disagree**
 - *Have or express a different opinion*
 - *To differ, be dissimilar, be unlike, be different, vary*

Learning to disagree fruitfully, constructively, and respectfully is an essential skill, but it can be difficult, especially when we treat disagreement and conflict as the same thing. In today's world, interaction in the media, online and in person can devolve quickly into inflammatory statements and personal attacks that leave all parties feeling angry and frustrated. We don't have to agree, but can we find ways to disagree productively?

That's the question we want to explore today.

Learn

Most people say they prefer to avoid conflict, but entrepreneur and author Margaret Heffernan makes the case that good disagreement is central to progress, illustrating the benefits of getting beyond echo chambers of like-minded people, and how great research teams, relationships and businesses allow people to deeply disagree.

Heffernan began her 2012 TED talk, “Dare to Disagree,” by sharing the story of Alice Stewart, a doctor in Oxford, England, in the 1950s whose research on the rising rate of childhood cancers revealed a statistically clear link to mothers being x-rayed when pregnant. Despite the clarity of her results, she had to fight for 25 years to get the medical establishment to abandon the practice.

Learn



Learn

- **Do you think of disagreement and conflict as the same or different things? Why?**
- **Have you ever been afraid to discuss concerns because you are afraid of conflict?**
- **Why do you think so many of us struggle with expressing disagreement? What could make it easier?**
- **What conditions do you think have to exist for people with differing view points to be in collaboration instead of in conflict?**
- **When have you had a productive disagreement with someone? What helped it be productive?**
- **“Constructive conflict” requires that we find people different from ourselves and be prepared to change our minds. Is that enough?**
- **From the video and our discussion, have you picked up on any ideas that could help you or our workplace have better disagreements?**



Do

- **What insights do you have about yourself, your values, or your world view after today's Big Question?**
- **What insights do you have about others?**
- **What will you take from today's conversation that will shape or reshape your thinking about disagreements and/or conflict?**



Please send your ideas for future topics!

Remember our Agreement of Mutual Responsibility

Final closing comments or questions

Thank you for your participation