

## 2024 International IPS Learning Community Annual Meeting

Breakout Group: Equity, Diversity, and Inclusion Stakeholder Group

Facilitator: Ruth Brock

Introductions – IPS state leaders, trainers, researcher and international IPS practitioners (Brazil, Canada, and Japan), VR, IPS specialists and supervisors.

The participants were divided into groups according to the “decade” of graduating from high school. Participants were asked to reminisce, use memories and experiences and not to Google.

Group listed responses to following:

Popular musicians/songs during the decade

Popular movies

Popular toys

Popular persons and inventions

World geography, environmental, political climate during the decade.

Many, many discussions on how furthering EDI in IPS.

Simple exercise that is fun and engaging can be a starting point on EDI engagement.

Exercise reminded people that the world is evolving. Experiences, personal biases, beliefs, misconceptions can shape peoples’ thoughts and actions.

Ageism is one of the biases that people may experience when pursuing employment.

Everyone has a sphere of influence (family, children, co-workers, community, clients, etc.)

People are hearing, watching, and learning from “us.”

We can learn from each other. For example, think of a person of color in the 80’s who is gay and lives in a community that it is a taboo to talk about gender. Use of pronouns/nomenclatures is important. People may have a time to adjust. Respect.

Research has not kept up with diversity. Needle is not moving.

In Japan it is all about order. Generational and old school mindset. But landscape is changing.

In Montreal, EDI is getting mainstreamed and not just a buzzword.

Working through trauma. Where they came from instead of “what is wrong.”

Use of technology has changed communication – texting instead of calling. There are challenges when people are not talking.

School system should be more aware.