

# Culture Awareness Raising Workshop

**VT Craft Brewers Conference**  
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# Setting the Stage...



- Invitation to explore this link (<https://native-land.ca/>) to continue or start progress of externalization.
- We in this room may have different citizenship statuses.
- We in this room come from various racial, ethnic, religious and socio-economic backgrounds, as well as different lived experiences.
- We in this room may identify as gay, lesbian, bisexual, transgender, non-binary, queer, questioning, straight, or none of the above.
- We in this room have identities that are invisible.
- We in this room are at various stages of understanding of our privileges/advantages and oppressions/disadvantages.
- We in this space are at various stages in becoming better communicators.
- We in this space may have a variety of understanding about how diverse social positionality manifests in society & experience it
- We in this space will each take something different from this experience, something we can apply to our own lives; old or new information we can use to make more informed decisions.

# Specific Learning Outcomes



- 1. Develop an understanding of Diversity & the tenets that enhance & uplift it**
- 2. Explore what is cultural awareness & how cultural awareness can pivot into humility/responsiveness in the world/business of Brewing**
- 3. Lean into discomfort: practicing what you do know, learning about what you don't know, and non-closure**

# What is Diversity?

***It is not just the difference of race/racial identity!!!***

Diversity as a concept is the spectrum and range of human differences, including but not limited to race, nationality, ethnicity, gender expression, sexual orientation, age, economic status, ability, religious beliefs, ethical values systems, political beliefs, and much more.

**Acknowledging *Diversity* is a constant & necessary practice because we all want to feel welcomed & a sense of belonging!!!**

**When we engage in this daily practice we allow ourselves to experience difference from a place of curiosity, relatability, & as a “matter of fact”.**

Such as our understanding of ***Time...***

Or when we are asked to use ***pronouns to promote inclusivity & cultural humility.***

Or moving away from saying, ***“I don’t see color or difference in ability...”***

**This turns into comfortability with Diversity & naturally INCLUSIVITY!!!**



The concept of Equity honors that it's the system that creates different forms of disparity and aspects of access/need, not the individual. I.e. Some people who navigate the capitalistic economic system may experience discrimination, bias, and down right denial more often than others. (Ex. White businesses vs. BIPOCS businesses getting loans)

## What is the real meaning of justice?

Justice is the ethical, philosophical idea that people are to be treated impartially, fairly, properly, and reasonably by those or by structures of power.

***\*\*\*I invite you to critically examine this definition and reimagine what this really means once your own individual understanding of self and level of cultural awareness increases...\*\*\****



**Additionally, acknowledging and becoming comfortable with Diversity strengthens the ability to engage with Equity, Inclusion, & Justice**

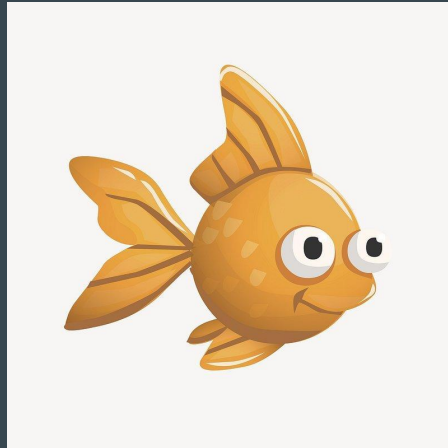
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**Let's Practice what Diversity, Equity, Inclusion, & Justice would say in the context of your work & profession**

**Diversity asks, “We have more BIPOC Brewers in our community now, what’s next?”**

**What would/could Equity, Inclusion, or Justice ask in response?**

# The tail of the 2 young fish & the Old fish!



## What is Culture?!

## What is Cultural Awareness?

Is the understanding that people acquire their life values, life perspectives, traditions, and overall ways of being a human being in various ways. One's identities and the connected life experiences from said identities inform our cultural beliefs and practices.

Meaning that cultural differences exist & this is okay and should be embraced...additionally, one lived experience should not outweigh another's; mutual understanding & consideration should be the goal!!!

# *The Final Word*

*Absorb & Process your learning*

*Here are the instructions (please feel free to ask questions during the activity!)*

# THANK YOU!!

You have been thoughtful. You have been engaged. You  
have dug deep.  
&  
I Greatly Appreciate this!