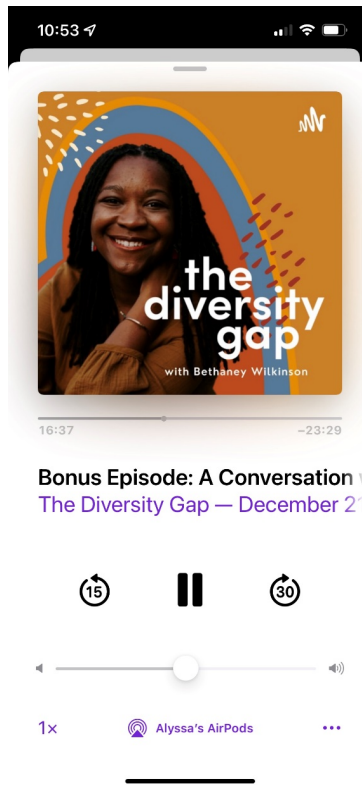


The Diversity Gap



Bonus Episode: A Conversation w/ Aiko Bethea The Diversity Gap

<https://podcasts.apple.com/us/podcast/bonus-episode-a-conversation-w-aiko-bethea/id1546764793?i=1000545644037>

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The Diversity Gap podcast is what I selected to review for this assignment. The Diversity of Gap is a book by Bethaney Wilkinson. In this podcast she interviewed Aiko Bethea. Aiko is a leader, builder and the founder of RARE Coaching and Consulting – working with companies to remove internal and external barriers to inclusion. In her company she coaches leaders and organization to remove internal and external barriers within their organization.

Aiko started by giving a background of herself. She was raised in a Japanese speaking household. She was the first generation living in the United States. Her family did not speak English so she would have to translate for them. She admitted that this was the time she realized they were different and could see how differently her parents were treated. This was troubling most of the time because she feared that since her parents were not English speaking that they would get ripped off at the grocery store. Aiko lived in a poor area but due to her needing gifted classes she would get bussed to a richer area for schooling. This also was a culture shock for her because most kids did not ride the bus; they were driven to school by their parents. Also, she was the first student at that school on free and reduced lunches. These experiences shaped her to realize that she needed to change the system.

Aiko's company works with companies to remove the internal and external barriers to inclusion. She talks about themes/values and one of her biggest values is Justice. She explains that Justice is understanding who has and who does not have..... who has by default and who does not by default.... This is understanding that not everyone in the room has the same upbringing or was given the same life. In the past we were so used to everyone in the room looking just like you but now that is not the case. Leadership in a company must have emotional intelligence with their employees. Aiko mentions that you must not be a reaction person when confronted with racial bias. We must take what we learned from the past to help us with the future. Racial bias is learned and we must break this cycle and not react in a negative way but educate and improve.

I can use what I've learned in this podcast in my classroom daily. Aiko stated several times do not just have words on a wall. That was something that stuck with me. So many times I see in companies when you walk in or even schools their "values" listed. Integrity, responsibility, respectful etc. This is great to have your values displayed but take that one step further and implement it in the day to day. Change the behaviors around you to reflect your values.

