



The Courageous Conversations: Building an Inclusive College Community

Sponsored by  **Cornerstone**

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KNOWLEDGE | RESOURCES | ADVOCACY | CONNECTIONS

cupa·hr™ Webinar

Presenters



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Director of HR Operations
Anne Arundel Community College



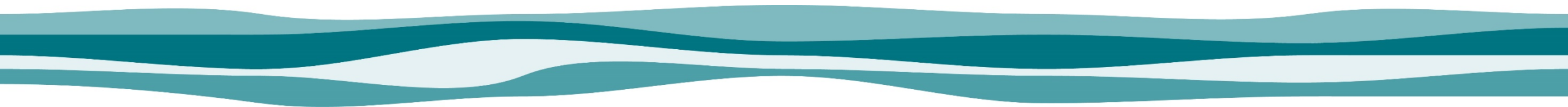
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Building an Inclusive College Community

A **FRESH** perspective on creating an
inclusive culture at your institution



Building an Inclusive Community



This webinar provides higher education HR professionals with tools, activities and a deeper understanding of inclusive excellence in higher education. We are uniquely positioned to lead change and create an inclusive culture on our campuses.

Building an Inclusive Community

Poll



How many of you feel that your institution has a clear commitment to an **inclusive workplace**?

- a) Yes, my organization is strongly committed to an inclusive workplace
- b) Maybe
- c) No, my organization does not have a clear commitment to an inclusive workplace
- d) I'm not sure

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Is this training different?

Just lecturing about diversity and inclusion has *minimal impact* when it comes to changing beliefs, especially when it comes to bias, stereotypes and micro aggressions.

Hands-on activities and real-world application are essential tools for an impactful diversity and inclusion training. Lisa and I draw upon our skills and training as Engagement Coaches and Intergroup Dialogue Facilitators.

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Community Agreement

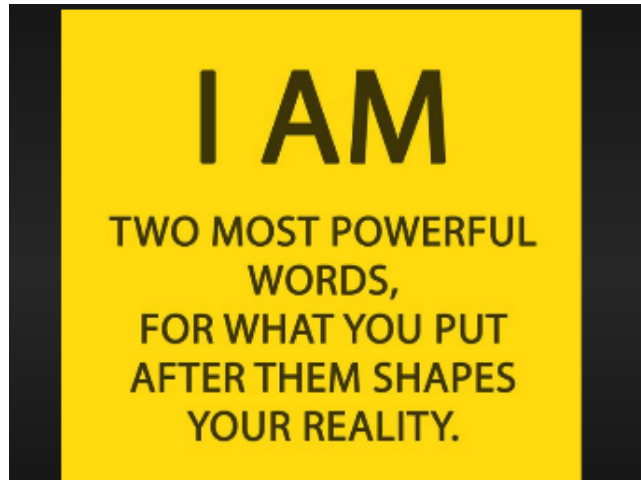
1. This is a judgement free zone
2. There are no big “I’s” or little “you’ s”
3. Share as you feel comfortable. Don’t be afraid to share, even if you don’t think you have the “right words”
4. Even when we disagree, we must remain **respectful**
5. Step up, step back: If you normally speak often or find yourself talking more than others, I challenge you to open the space for others to share. If you normally don’t speak up, I ask that you consider bringing your voice forward in the discussions today.

“Most people do not listen with the intent to understand; they listen with the intent to reply.”

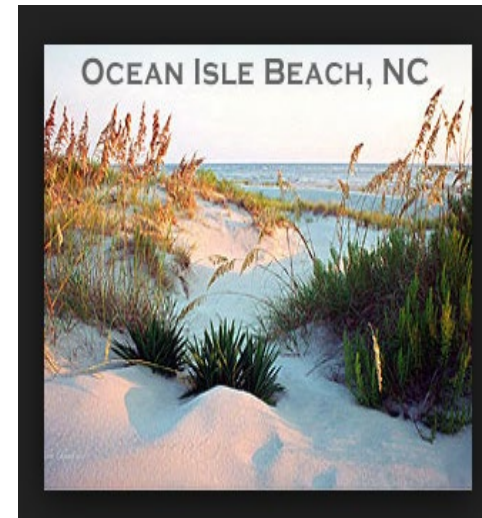
Stephen R. Covey
(1932-2012)

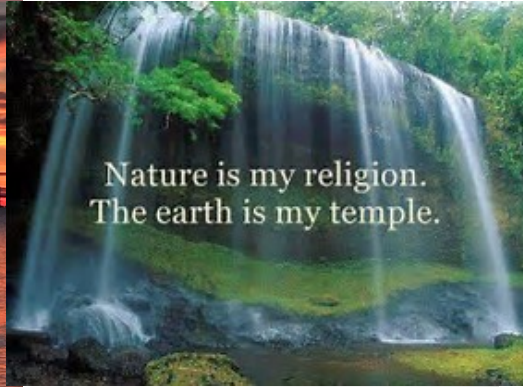
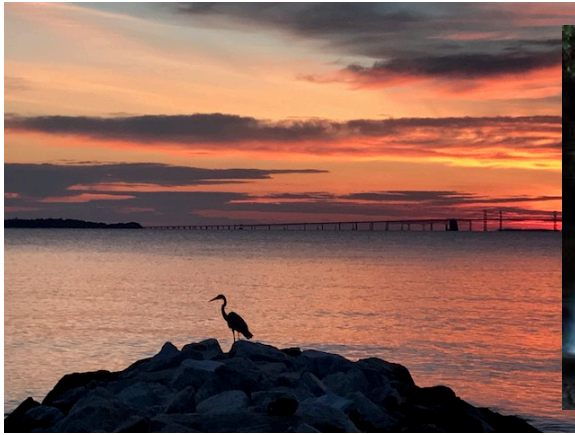
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Using an Icebreaker as a tool to teach Diversity



Complete Three "I AM" statements.....





Lisa Sanford—Who Am I?

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Can you have *diversity* without *inclusion*?

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Diversity

The range of human differences. It can include, but is not limited to, race/ethnicity, gender and gender identity, spiritual affiliation/religious expression, ability, sexual orientation, military/veteran status, and socioeconomic status. In the workplace, it is how we “show up”, our authentic selves.

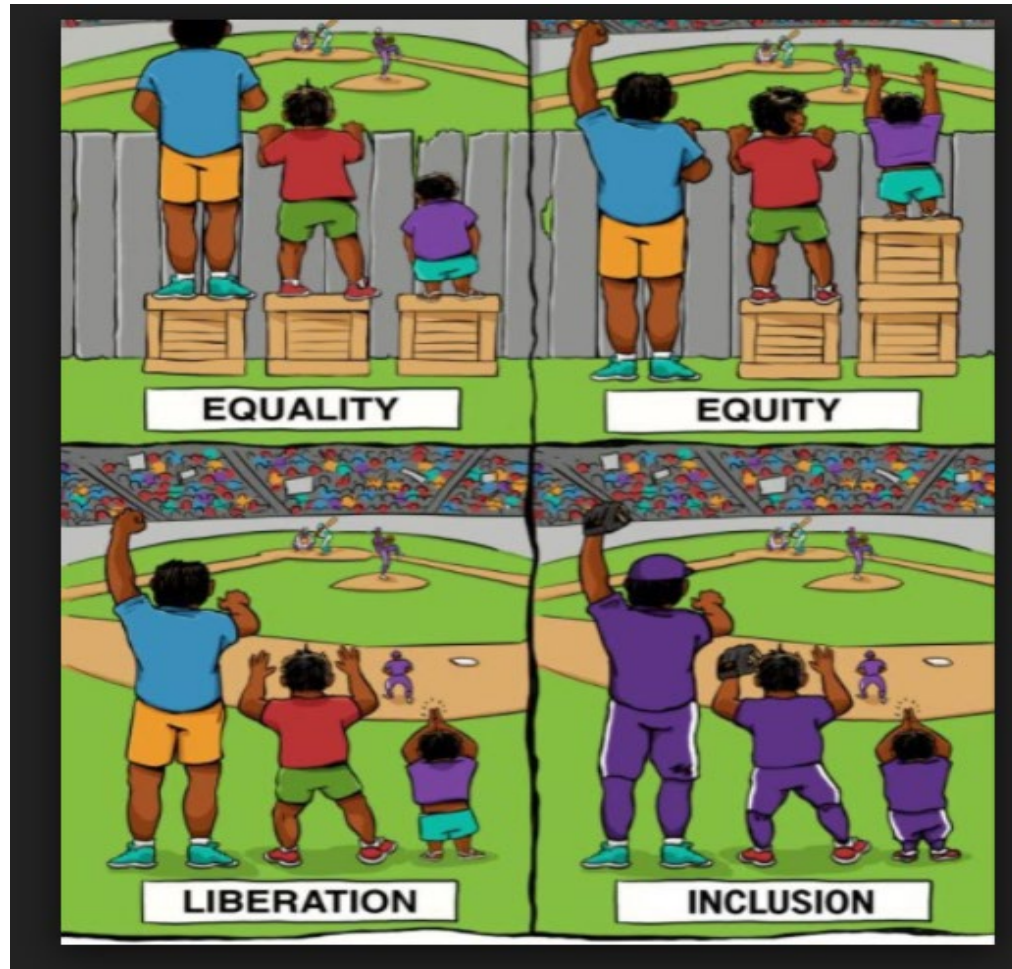
Inclusion

A sense of belonging; *feeling respected and valued for who you are*; feeling a level of supportive energy and commitment from others so that you can do your best at work.



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Adding equity into the mix*



*<https://twitter.com/3jstone/status/898911459501101056>

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Let's Talk



In what ways can HR promote equity?

Recruitment/Hiring

Performance Management

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Advantage versus Disadvantage

Unlike the term “privilege” which is very generic and abstract, “advantage” is more precise.



“Any and all advantages one can have are based -- in part, or in whole -- on a system of oppression designed to elevate certain innocuous expressions of humanity over others (skin color, sexual preference and so on). Thus, the language of advantage begins by first enumerating one’s advantages and understanding their origins”- <https://www.insidehighered.com/views/2016/11/15/why-its-better-talk-about-advantage-rather-privilege-essay>

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Busting Stereotypes and Unconscious Bias



- Understand what stereotypes are
- Discover stereotypes we might have
- Raise awareness of unconscious bias
- Engage in dialogue and activities to remediate stereotypes and unconscious bias

Awareness is a key component to building an inclusive workplace

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Microaggressions

"a thousand daily cuts" - Dr. Gloria Ladson Billings



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Micro aggression: *A comment or action that is subtly and often **unintentionally hostile or demeaning** to a member of a minority or marginalized group.*

Microinsult: behavior and/or verbal remarks or comments that convey rudeness, insensitivity to demean a person's heritage or identity.

Microassault: primarily conscious acts of explicit derogations characterized by a violent verbal or nonverbal attack.

Microinvalidation: primarily conscious verbal comments or behaviors that exclude, negate or nullify the psychological thoughts, feelings or experiential reality of a person in a marginalized group.

Microexclusion: the omission or lack of presence of people in marginalized groups in real or symbolic locales that serve to facilitate perceptions of exclusion.

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Poll



How have microaggressions impacted your campus?

- a) Mostly microinsults
- b) Mostly microassaults
- c) Mostly microinvalidations
- d) Mostly microexclusions
- e) A combination
- f) I don't know/no impact

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How to fix a microaggression you didn't mean to commit

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Know the difference between *intent* and *impact*



Try not to get on the



Find someone you can feel “safe with” who has a solid understanding of microaggressions and implicit bias. Talk to them on these topics to increase your knowledge, challenge yourself and check your bias

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Words of wisdom to share..

- The American workforce is becoming increasingly complex and diverse.
- Recruiting diverse employees is an important first step.
- An inclusive college community recognizes the value that each employee brings to the college/university. This leads to increased retention, employee morale, a spirit of teamwork and a culture of service excellence.
- Higher education diversity initiatives must have total buy-in from top management, particularly from the President, Provost, VPs and Deans, These efforts must be carefully **planned, nurtured, and measured.**
- Being committed to diversity and inclusion enhances your college's brand.

*adapted from http://workforcediversitynetwork.com/docs/business_case_3.pdf

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Let's Talk



- **What are you going to take from today's presentation that you can apply on your campus?**
- **What is the top challenge to creating a campus of inclusive excellence?**
- **What is an opportunity underlying the challenge?**



Thank You!

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