CLASS OF 2022

Building Community through Diversity and Inclusion
Facilitator Introductions

Name
Class Year or Title
Pronouns

Name
Class Year or Title
Pronouns
GOALS & OBJECTIVES

• Build cultural competence and self-awareness about your own identities and expectations
• Understand some of the adversities that you and your peers may experience
• Increase awareness of barriers to building community
• Learning strategies for being more effective and empathetic
GROUND RULES

• Have fun
• Listen to understand
• Allow all voices to be heard
• Pay attention (no electronics)
• Maintain confidentiality
• Share what you are comfortable sharing
• Use universal pronouns (they/them/theirs)
• Respect others opinions - even if you don’t agree
The Institute for the Future and the University of Phoenix Research Institute teamed up to identify skills needed to thrive in the workplace by the year 2020. The Top 4 Skills for 2020 are:

- **Sense-Making:** Determining the deeper meaning or significance of what’s being expressed
- **Social Intelligence:** Connecting to others and sensing stimulating reactions
- **Adaptive Thinking:** Thinking and coming up with creative solutions
- **Cross-Cultural Competency:** Operating in different cultural settings
DEFINITIONS

DIVERSITY: The unique characteristics or differences that each of us have

INCLUSION: How we treat people in order to make them feel valued or a part of the group or team

ENGAGEMENT: What we do when we feel that we are valued and accepted for our similarities and unique differences to others
ARE YOU UNIQUE?
My name is: ____________________________

I was taught that I should always (or never): ____________________________

I enjoy: ____________________________

My ethnic/racial identity is: ____________________________

Career aspiration: ____________________________

I am passionate about: ____________________________

I believe in: ____________________________

I am from: ____________________________

Most people don’t know that I: ____________________________

I am afraid of: ____________________________

*Share as much as you are comfortable sharing
Find a partner and.....

• Share your responses
• Listen to each other
• Pay attention:
  • What similarities and differences did you discover?
  • What, if anything, surprised you?
The more that we understand who we are and what aspects of our identity impact us…

the more likely we are to understand and build **connections** with others, even those who are different from us.
Share Out

• What did you learn or notice during the video?
• What surprised you?
CONNECTION MATTERS BECAUSE…

- We all experience adversity, inclusion, and exclusion
- Connection helps us to understand how people feel even when we can’t fully understand their experience
- Connection builds empathy
- Empathy helps us to build extraordinary relationships
What’s one thing that you took away from the video?
What emotions might they feel?
Consider their feelings

Suspend your opinions, assumptions, and perspectives. It's not about you.

Accept their feelings & experience as truth

What could you say or do to affirm their feelings?
Affirm them (Respond thoughtfully)

It's okay if you can't relate, don't all have the same experiences.
Relate to their experience (if you can)

Unique Deacs!!!
SO FAR WE HAVE…..

• Built self-awareness by identifying aspects of who we are and discovered similarities and differences with others
• Explored how adversity has impacted others
• Increased our understanding of empathy and its importance in building community
• Now we’ll explore some tips for building community, especially with people who are different from you
STRATEGIES FOR BEING EFFECTIVE & EMPATHETIC

• Be open minded
  • Challenge YOUR assumptions, biases, and opinions
  • Avoid using stereotypes and generalization

• Be thoughtful
  • Slow down and think about positive solutions
  • Consider the impact of your behaviors and responses

• Be curious
  • Get to know people who are not like you
  • Assume that everyone has an incredible story

• Be responsible
  • Remember that your intent may not always equal your impact
  • Take responsibility for how you impact others
MAKE IT PERSONAL
FOUR CIRCLES OF DIVERSITY

Organizational Dimensions
- Residence Hall

External Dimensions*
- Geographic Location
- Income
- Student Org

Internal Dimensions*
- Age
- Gender
- Personal Habits
- Recreational Habits
- Residence Hall

Major
- Marital Status
- Parental Status
- Appearance
- Race
- Ethnicity
- Work Experience
- Physical Ability
- Sexual Orientation
- Religion
- Educational Background
- Extra-curricular Activities
- Classification
- Job Status

*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, Workforce America! (Business Ono Irwin, 1991)

My Top 5:
(1) Identify the five sections or dimensions of the *three outside circles* that have the most impact on your feelings, thinking and behavior on a daily basis.
(2) Describe about how you feel about those aspects of who you are and
(3) what you would want other people to understand about you?

<table>
<thead>
<tr>
<th>DIMENSION</th>
<th>HOW DO YOU FEEL ABOUT THIS ASPECT OF YOUR IDENTITY?</th>
<th>WHAT WOULD YOU WANT OTHER PEOPLE TO KNOW OR UNDERSTAND?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
• Share your selections with others in your group and listen for **similarities, differences, and surprises**.

• How might people react to these similarities and differences?

• Be prepared to share.
BASIC REQUIREMENTS FOR CREATING EXTRAORDINARY RELATIONSHIPS

• Do you **get me**? Do you really know who I am?
• Do you **value/respect me**? Do you show it the way I need you to?
• Do I **feel safe** bringing my whole self to this space?
• Are you **there for me**? Do you “have my back?”
WE CREATE BARRIERS TO BUILDING COMMUNITY WHEN WE...

Don’t

• Use derogatory language (e.g. racial slurs, homophobic jokes)
• Assume and/or treat others as if they don’t belong here
• Allow stereotypes and generalizations to influence our treatment of others
• Assume people needing help is a sign of weakness
• Appropriate or disregard other’s cultural or religious beliefs, practices, and values
• Assume what people’s identities are (e.g. gender, sexual orientation, race). You can discover a lot through dialogue.
• Attack people because of their identities or beliefs
• Assume that all Wake Forest students are wealthy
STRATEGIES FOR BUILDING COMMUNITY

• Say hey (hello)!
• Appreciate language differences. Deacs speak many languages.
  • HOLA (Spanish)
  • NI HAO (Mandarin)
  • MARHABA (Arabic)
  • BON JOUR (French)
  • GUTEN TAG (German)
  • CIAO (Italian)
  • NAY HOH (Cantonese)
  • NAMASTE (Hindi)
  • SALAAM (Persian – Farsi)
  • OHAYO (Japanese)
  • JAMBO (Swahili)
  • ZDRAS-TVUY-TE (Russian)
STRATEGIES FOR BUILDING COMMUNITY

• Learn about the cultural & religious beliefs and practices of people you meet
• Listen without judgement OR distractions
• Allow yourself to be uncomfortable. (You’ve survived your share of awkward moments)
• Speak up. When you see something, say something
• Get involved. There is no shortage of opportunities to connect at Wake
TODAY YOU HAVE.....

• Built self-awareness and discovered similarities and differences between yourself and others
• Heard about adversity and increased your understanding of empathy and its importance in building community
• Learned about strategies and barriers to building community and creating extraordinary relationships
But what happens next is up to you…..

• You are responsible for helping to create and maintain a community that values and educates the WHOLE person EVERYDAY
• You belong here and so does every Unique Deac (student, faculty, staff) here and abroad
• Your thoughts matter. Your actions matter
• What you do most often will become your habits
• Your habits will frame your reputation and legacy
• Our mission is Pro Humanitate….what will your mission be?

---

Dr. Maya Angelou
#UNITY #WELIVEBIG

Location:
ZSR Library Circle Lawn

Dates:
Monday 8/27: 10am-12pm; 3-5pm
Tuesday 8/28: 10am-12pm; 3-5pm
Wednesday 8/29: 10am-12pm; 3-5pm
## DIVERSITY & INCLUSION RESOURCES

<table>
<thead>
<tr>
<th>Office of Diversity &amp; Inclusion</th>
<th>Global Programs &amp; Studies</th>
<th>CARE Team</th>
<th>Safe Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>302 Reynolda Hall</td>
<td>116 Reynolda Hall</td>
<td>336.758.2645</td>
<td>414 Benson Center</td>
</tr>
<tr>
<td>336.758.3824</td>
<td>336.758.5938</td>
<td>careteam.wfu.edu</td>
<td>336.758.4963</td>
</tr>
<tr>
<td>diversity.wfu.edu</td>
<td>global.wfu.edu</td>
<td></td>
<td>safeoffice.wfu.edu</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Intercultural Center</th>
<th>Pro Humanitate Institute</th>
<th>Campus Climate Implementation Team</th>
<th>Office of Wellbeing</th>
</tr>
</thead>
<tbody>
<tr>
<td>346 Benson Center</td>
<td>2599 Reynolda Road</td>
<td>community.wfu.edu</td>
<td>Sutton Center</td>
</tr>
<tr>
<td>336.758.5864</td>
<td>336.758.4070</td>
<td></td>
<td>thrive.wfu.edu</td>
</tr>
<tr>
<td>interculturalcenter.wfu.edu</td>
<td>phi.wfu.edu</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LGBTQ Center</th>
<th>Office of the Chaplain</th>
<th>Bias Incident Response Team</th>
<th>Women’s Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>311 Benson Center</td>
<td>8 Reynolda Hall</td>
<td>reportbias.wfu.edu</td>
<td>314 Benson Center</td>
</tr>
<tr>
<td>lgbtq.wfu.edu</td>
<td>336.758.5210</td>
<td></td>
<td>336.758.4053</td>
</tr>
<tr>
<td></td>
<td>chaplain.wfu.edu</td>
<td></td>
<td>womenscenter.wfu.edu</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>University Counseling Center</th>
<th>Learning Assistance Center</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>117 Reynolda Hall</td>
<td>118 Reynolda Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td>336.758.5273</td>
<td>336.758.5929</td>
<td></td>
<td></td>
</tr>
<tr>
<td>counselingcenter.wfu.edu</td>
<td>lac.wfu.edu</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>