

CLASS OF 2022

Building Community
through Diversity
and Inclusion

Facilitator Introductions



Name
Class Year or Title
Pronouns



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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



Adaptive Thinking:

Thinking and coming up with creative solutions



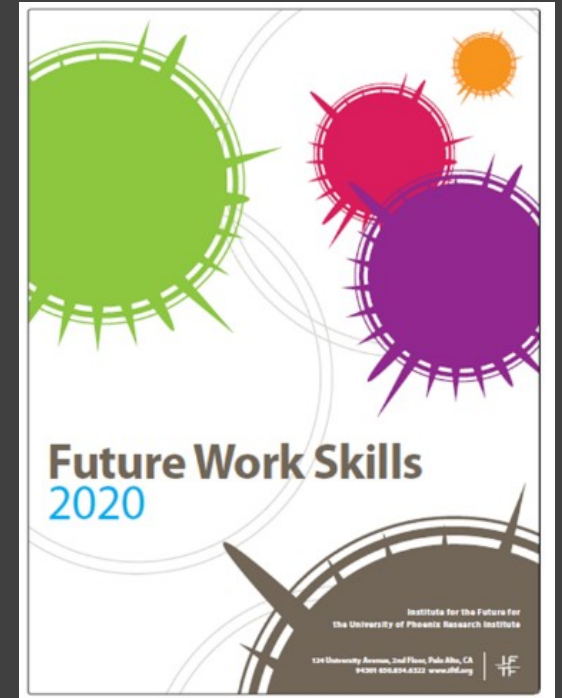
Social Intelligence:

Connecting to others and sensing stimulating reactions



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: _____



Unique

Deaf

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?

FOUR CIRCLES OF DIVERSITY



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

From *Diverse Teams at Work*, Gardenswartz & Rowe (2nd Edition, SHRM, 2003)



The more that we understand who we are and what aspects of our identity impact us...

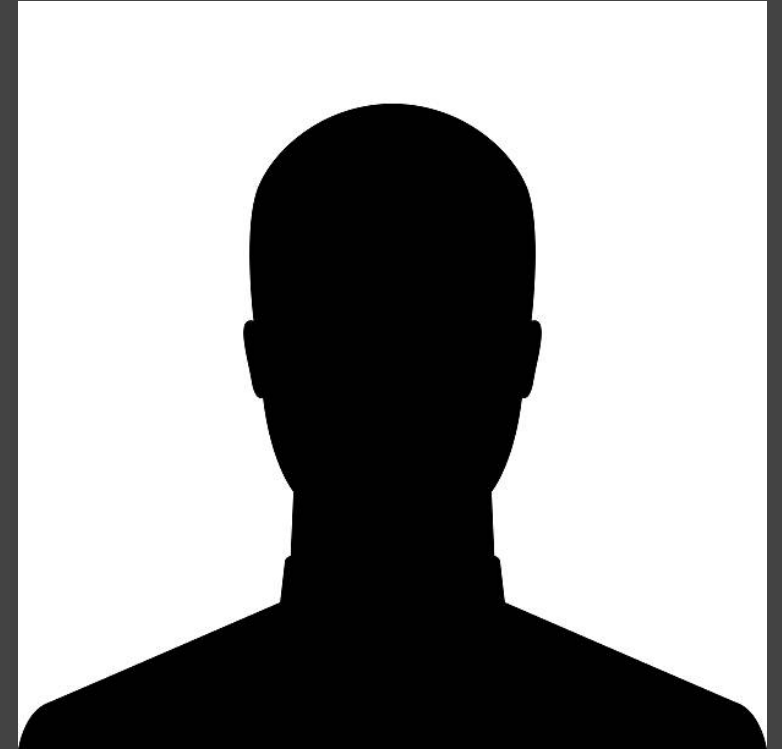
the more likely we are to understand and build **connections with others, even those who are different from us.**



<http://www.youtube.com/watch?v=KMfMVw5LKRA>

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

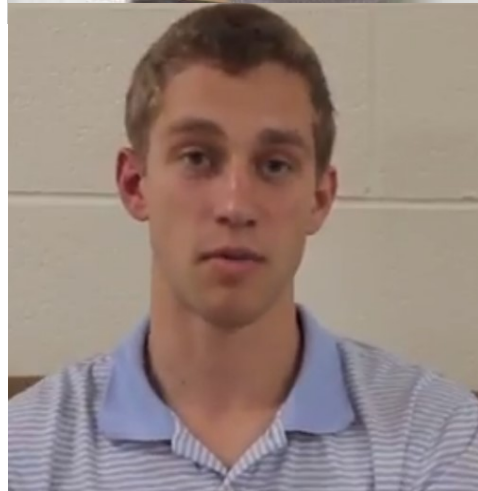
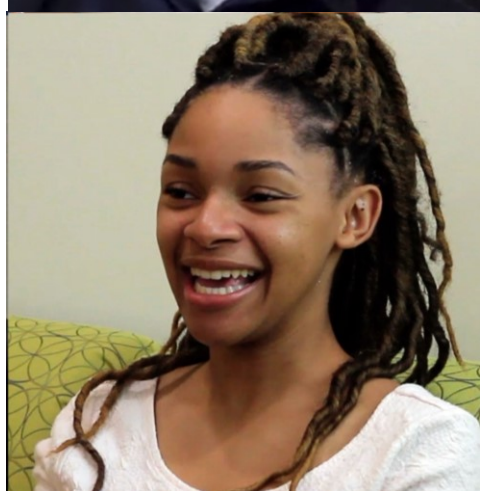
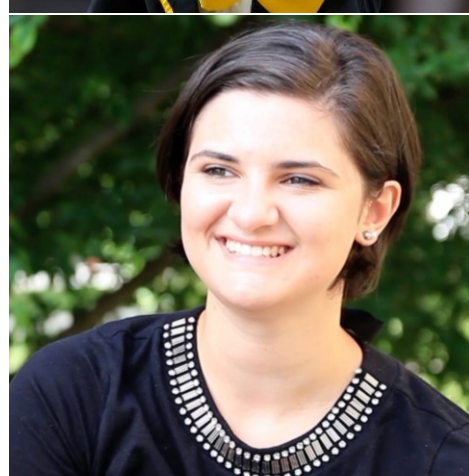
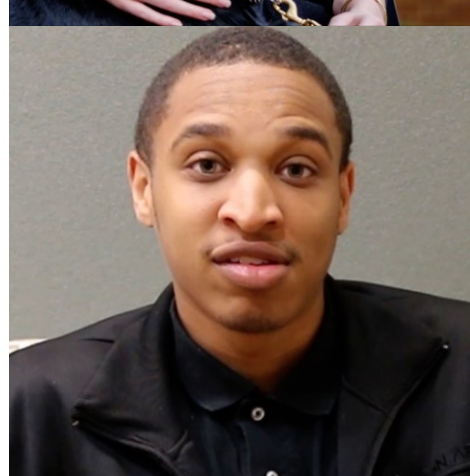
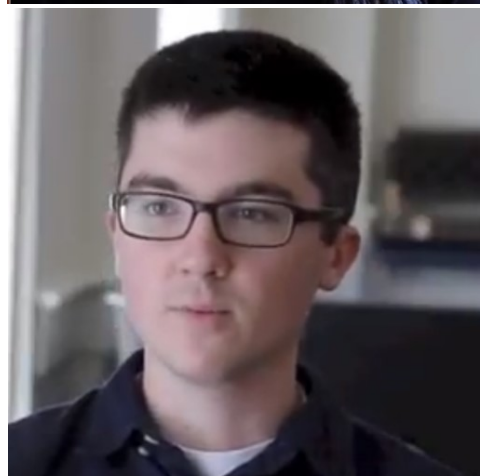
RSA SHORT

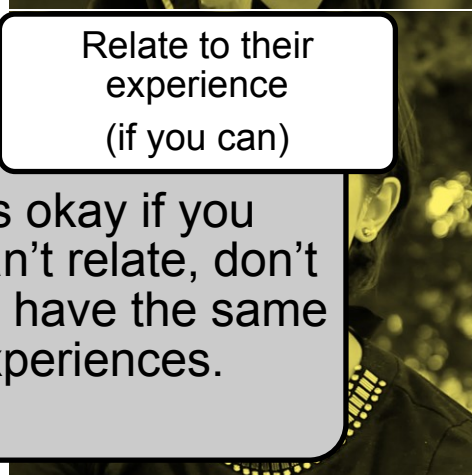
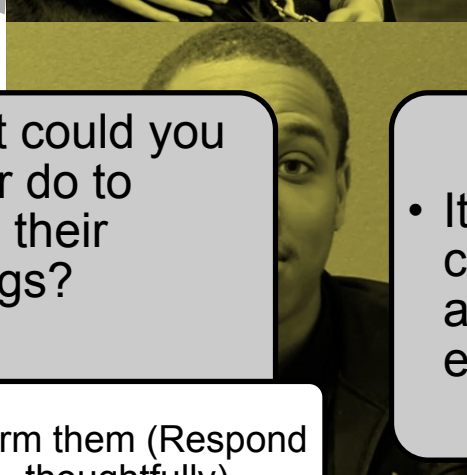
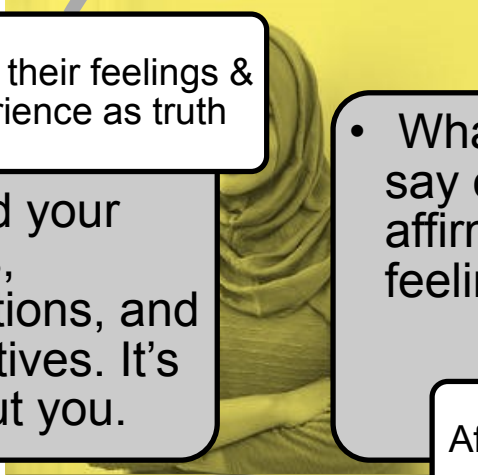
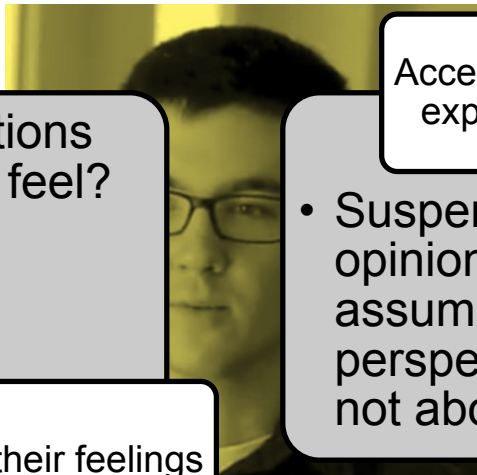
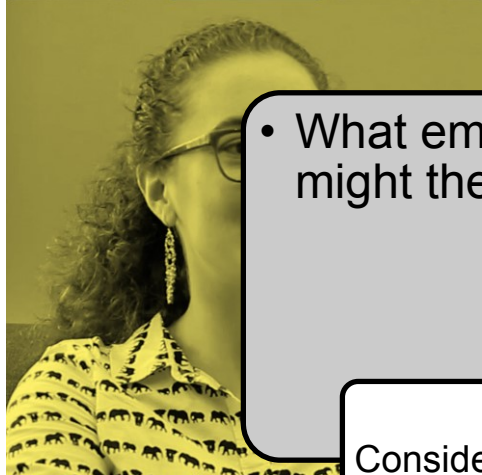


Empathy

SYMPATHY

What's one thing that you took away from the video?





• What emotions might they feel?

Consider their feelings

Accept their feelings & experience as truth

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

• What could you say or do to affirm their feelings?

Affirm them (Respond thoughtfully)

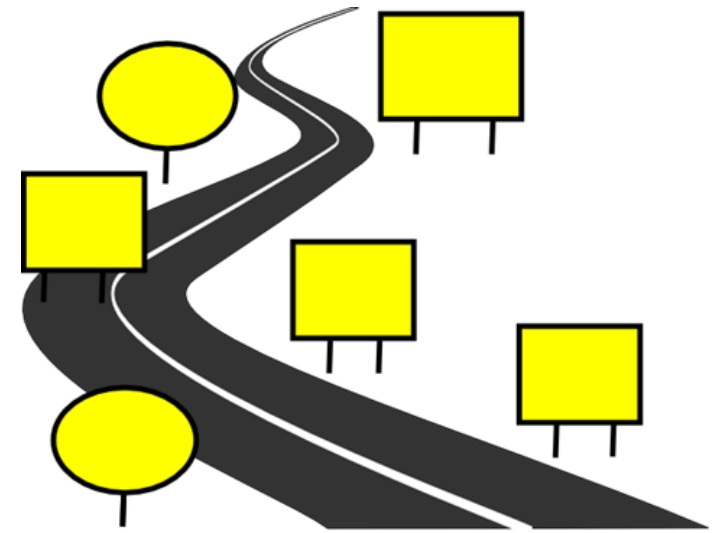
Relate to their experience (if you can)

• It's okay if you can't relate, don't all have the same experiences.

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



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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?



DIMENSION	HOW DO YOU FEEL ABOUT THIS ASPECT OF YOUR IDENTITY?	WHAT WOULD YOU WANT OTHER PEOPLE TO KNOW OR UNDERSTAND?

- 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)



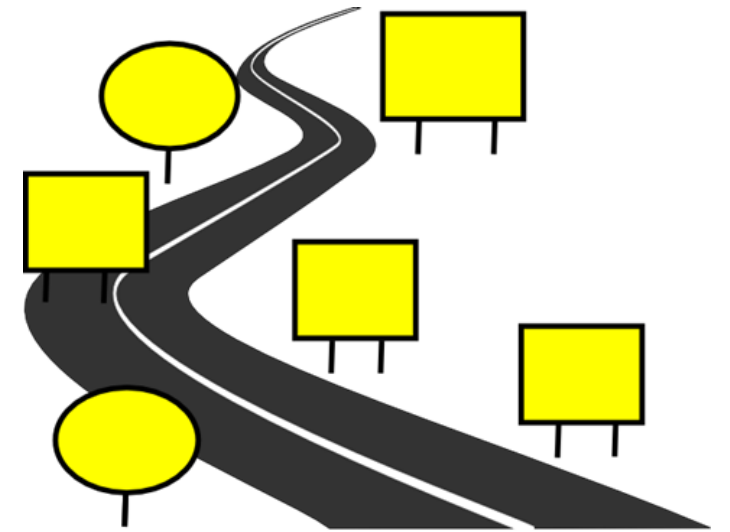
STRATEGIES FOR BUILDING COMMUNITY

- 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

Office of Diversity & Inclusion 302 Reynolda Hall 336.758.3824 diversity.wfu.edu	Global Programs & Studies 116 Reynolda Hall 336.758.5938 global.wfu.edu	CARE Team 336.758.2645 careteam.wfu.edu	Safe Office 414 Benson Center 336.758.4963 safeoffice.wfu.edu
Intercultural Center 346 Benson Center 336.758.5864 interculturalcenter.wfu.edu	Pro Humanitate Institute 2599 Reynolda Road 336.758.4070 phi.wfu.edu	Campus Climate Implementation Team community.wfu.edu	Office of Wellbeing Sutton Center thrive.wfu.edu
LGBTQ Center 311 Benson Center lgbtq.wfu.edu	Office of the Chaplain 8 Reynolda Hall 336.758.5210 chaplain.wfu.edu	Bias Incident Response Team reportbias.wfu.edu	Women's Center 314 Benson Center 336.758.4053 womenscenter.wfu.edu
	University Counseling Center 117 Reynolda Hall 336.758.5273 counselingcenter.wfu.edu	Learning Assistance Center 118 Reynolda Hall 336.758.5929 lac.wfu.edu	