



WAKE FOREST
UNIVERSITY

CLASS OF 2023

Building Community through Diversity and Inclusion



GOALS & OBJECTIVES

- Build cultural competence and self-awareness about your own identities and expectations
- Explore the impact of inclusion and exclusion on yourself and your peers
- Understand the importance of empathy in building community
- 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



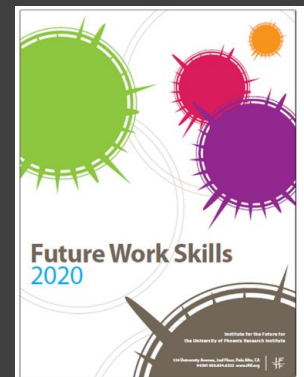
Novel & Adaptive Thinking:
Thinking and coming up with creative solutions



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

BELONGING:
What we do when we feel that we are valued and accepted for our similarities and unique differences to others

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*



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.

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



FOUR CIRCLES OF DIVERSITY



Who Am I?

- **Personality**
 - Tell your partner about yourself by answering the question "Who are you?"
- **Identity Dimensions**
 - Tell your partner who you are by discussion selected dimensions. Starting each dimension statement with "I am..."
- **Impact**
 - Share an example of an adversity that you have faced in relation to an identity dimension that you mentioned.

Personality

Who am I? _____

Dimensions of your Identity

I am _____
I am _____
I am _____
I am _____
I am _____

Impact

An adversity I have faced in relationship to my identity is _____

Unique Voice

STRATEGIES FOR BEING EFFECTIVE & EMPATHETIC



- Be open-minded
 - Challenge YOUR assumptions, biases, and opinions
 - Avoid using stereotypes and generalizations
- 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

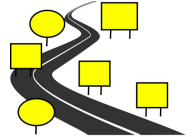
BASIC REQUIREMENTS FOR CREATING EXTRAORDINARY RELATIONSHIPS

- Do you **get me**? Do you care to know who I am?
- Do you **value/respect me**? Do you demonstrate 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?"



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** and **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

Upcoming Diversity Ed Opportunities



UNIQUE DEAC
Cultivating
Me - We - Us



#UniqueDeac19

Engage with your first-year peers in activities and discussions that encourage self-development and understanding of the similarities and differences within our community.

WEEKLY MEETINGS
6:00-7:30 PM
ANGELOU CLASSROOM, MEALS PROVIDED*

Opening Session Wednesday 8/28
Meeting 1: Monday 9/2
Meeting 2: Monday 9/9
Meeting 3: Monday 9/16
Meeting 4: Monday 9/23
Meeting 5: Monday 9/30
Closing Session: Wednesday 10/2

Contact: Shannon Ashford, ashforsk@wfu.edu



THANK YOU!



 Scan me



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	CARE Team 336.758.2645 careteam.wfu.edu	Safe Office 414 Benson Center 336.758.4963 safeoffice.wfu.edu
Intercultural Center 348 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	



WE CREATE BARRIERS TO BUILDING COMMUNITY WHEN WE...



- Use derogatory language (e.g. racial slurs, homophobic jokes, anti-Semitic or Islamophobic terminology)
- 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

- 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, and when you see something, say something
- Get involved as there is no shortage of opportunities to connect at Wake

