A DIVERSE AND INCLUSIVE CAMPUS: REDUCING THE “PUSH OUT” EFFECT

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AGENDA

- Campus Needs
- Microaggressions
- Bias
- “Push Out Effect”
- Diversity Mission Statement
- What is Diversity?
- Rethinking Diversity

- Diversity on Campus
- What is Inclusion?
- Academic Setting
- Personal & Systematic Approaches
- Diverse vs. Inclusive Campus
ADDRESSING CAMPUS COMMUNITY NEEDS

- Campus issues include:
  - Hate, bias, and bullying
- Learning is approached inside and outside classroom setting
- Cooperation from faculty, staff, administrations, and students
MICROAGGRESSIONS

- Small-scale insults to members of underrepresented groups
- Communicates negative or insulting slights
BIAS

- Action in which a person or group is intentionally targeted and subjected to harassment
- Stem from:
  - Fear
  - Misunderstanding
  - Hatred
  - Stereotypes
BIAS EXAMPLES

- Racial and Ethnic Stereotype Theme Parties
- Bias in the Classroom
- Harassing Comments in the Workplace

ALL INCIDENTS SHOULD BE REPORTED!!
“PUSH OUT” EFFECT

- Inappropriate images seen on campus
- Non-inclusive programming
- Bias language in the classroom
- Lack of diversity in residence hall/floor
- Self-defeating resistance category
- Withdraw from activates on campus
- Become reclusive
- Remove themselves from university
DIVERSITY MISSION STATEMENT

• “We strive to make diversity and inclusion visible and critical elements that indelibly permeate the life and values of the university community.”

• “Student success is at the core of all we do, we believe that a diverse and inclusive campus plays a significant role in guaranteeing this success. Diversity, as a concept, describes an inclusive community of people with varied human characteristics, ideas and world views related, but not limited, to race, ethnicity, sexual orientation, gender, religion, color, creed, national origin, disabilities, socio-economic status, life experiences, geographical region, or ancestry. Inclusion recognizes the creation of a safe, supportive, and nurturing environment that honors and respects those differences.”
DIVERSITY

- The quality or state of having many different forms, types, ideas, etc.

- The state of having people who are different races or who have different cultures in a group or organization

- An active and continuous process of engagement with differences
DIVERSITY GAME
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Diversity is an ever changing-definition

Diversity is not just an access issue

Diversity is about who is having successful outcomes
DIVERSITY ON CAMPUS
INCLUSION

- The act of including: the state of being included

- Something that is included
  - A gaseous, liquid, or solid foreign body enclosed in a mass (as of mineral)
  - A passive usually temporary product of cell activity within the cytoplasm or nucleus

- A relation between two classes that exist when all members of the first are also members of the second
INCLUSION

- Welcoming environment
- Access for all
- Awareness and understanding
DIVERSITY AND INCLUSION IN AN ACADEMIC SETTING

- Everyone benefits in an environment where differences are recognized.
- Students are encouraged to engage with others and society.
- Inclusive institutions not only engage diverse groups.
INCLUSIVE EXCELLENCE WORK

- Employ dual focus in diversity efforts
- Ensuring students fulfill educational potential
- Diversity is at the center of institutional life
- Close attentiveness of students experiences
PERSONAL APPROACH

- Encourage students to find a mentor
- Students need to know that university/college is interested in what they can bring to the table
- Professional development/Open forums
- Modeling diversity at the highest level
- Inclusive hiring
- Engaging diversity in curriculum
- Campus tours to Cultural/Resource Centers
SYSTEMIC APPROACH

- Increase collaboration
- Open dialogue
- Team building opportunities
- Dissemination of information
- Strength existing programs
- Campus climate
DIVERSE VS. INCLUSIVE UNIVERSITY

- It takes recognizing diversity on campus to become an inclusive campus
- The inclusive piece is ensuring that access is available
- Taking a diverse and inclusive approach allows for rich and excellent education experience
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