Time to Take Action with your Diversity Plan

University of North Carolina System Advancement Symposium 2018
May 15, 2018
Anita Walton, CASE
Christina Chang, UW Advancement
“If you have come here to help me, you are wasting your time.

If you have come because your liberation is bound up with mine, then let us work together.”

-Lilla Watson
## ACTIVITY: DIVERSITY PROFILE

<table>
<thead>
<tr>
<th>IN MY ENVIRONMENT</th>
<th>GENDER</th>
<th>RACE</th>
<th>ETHNICITY</th>
<th>SEXUALITY</th>
<th>ABILITY</th>
<th>RELIGION</th>
<th>VETERAN STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>I AM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY COWORKERS ARE PREDOMINATLY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY SUBORDINATES ARE PREDOMINANTLY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY SUPERVISOR(S) IS, ARE, WERE PREDOMINANTLY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY ELEMENTARY SCHOOL WAS PREDOMINATLY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY TEACHERS WERE PREDOMINANTLY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY CLOSE FRIENDS ARE PREDOMINANTLY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY DOCTORS ARE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY DENTIST IS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MY NEIGHBORS ARE PREDOMINANTLY</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WELCOME BACK

• Variety of responses?
• Any Commonalities?
• Insights?
NORMS FOR COURAGEOUS CONVERSATIONS

1. Stay Engaged
2. Speak Your Truth
3. No Fixing
4. Experience Discomfort
5. Take Risks
6. Listen for Understanding
7. Expect and Accept Non-closure

- Adapted from Glenn Singleton, through Caprice Hollins and Ilsa Govan
ACTIVITY: THE 9 WHYS

• Grab a partner
• Grab a handout, and a pen
• Decide who will answer the 9 Whys first
• The other person is the interviewer and the scribe
The question:
Why is Diversity Important to you?

- Interviewer writes the answer down (1 answer/line per “why”)
- Then ask, “Why is that important to you?” and write down that answer
- Keep asking, “Why? Why? Why?” up to 9 times or until partner can go no deeper
- Switch after 5 minutes (you’ll hear the chimes)
ACTIVITY: THE 9 WHYS – GROUND RULES

• Be safe and welcoming; avoid judgments
• Keep going! Dig deep with compassion
• Make sure to ask: “Why is it important to YOU, Personally?” (i.e., not organization or system)
• Maintain confidentiality when personal stories are shared
• 1 answer per “why”
Why is Diversity Important To You?
WELCOME BACK!

• Variety of responses?
• Any Commonalities?
• Insights?
TM THROUGH AN EQUITY LENS

Hire → Recognize IMPLICIT BIAS

Retain → Recognize MICROAGGRESSIONS
IMPLICIT BIAS – 3 STEPS

1. Understand It
2. It is Pervasive
3. Daylighting Lessens It
IMPACT OF MICROAGGRESSIONS

FOR PEOPLE WHO STILL DON'T THINK
MICROAGGRESSIONS

“The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.”

- Dr. Chester M. Pierce, Harvard Medical School
- MICROASSAULT
- MICROINSULT
- MICROINVALIDATION
3 DIVERSITY QUESTIONS

• University Advancement works with a diverse community, both externally (donors and friends of the UW) and internally (faculty, staff and students). Tell us how you were able to work successfully in a diverse environment in your work or personal experience.

• University Advancement is committed to creating an environment of inclusiveness where every person feels welcomed and valued. We believe that attracting and retaining diverse staff is crucial to serving the communities where our employees and students work and live. What contributions have you made to promote a diverse, multicultural and inclusive environment?

• What does diversity mean to you?
Have you misinterpreted a situation due to your diversity lens?

Why is diversity an important part of the decision making process?

What steps have you taken to further your personal knowledge about diversity and inclusion?

If you experienced microaggressions from a high-level donor, how would you continue to manage that relationship and close the gift?

What are your experiences or ideas of engaging a diverse alumni network? (or a diverse foundation board)

How has diversity impacted your life?

Describe the team that you would like to work with.

How does your current employer address diversity in the workplace?

Do you think it's important in a diverse environment and why?
How do you navigate the expectations of younger, diverse, and elderly dancers?

Have you participated in any workshops about diversity and inclusion?

In a perfect world, what does diversity look like in a work environment?

How would you handle diverse responses from your constituents?

How have you personally been affected by a diverse environment or lack thereof?

Tell me a story about a colleague who was impacted by diversity and what it meant to you.

If you had a disrespectful dancer who represented a different race than you, how would you approach handling that situation?

What impact is diversity going to have in your role?

Why do you feel diversity is important to university development?
“Our glorious diversity—our diversities of faiths, and colors and creeds—that is not a threat to who we are. It MAKES us who we are.”

-Michelle Obama, FLOTUS

Final Speech, January 2017
RESOURCES

WEBSITES
• Projectimplicit.org
• Kirwaninstitute.org
• Timwise.org
• Robindiangelo.com
• Culturesconnecting.com

PODCASTS
• Still Processing
• Code Switch
• Hidden Brain
• Invisibilia (The Culture Inside, Flip the Script, Frame of Reference)
• Scene on Radio (“Seeing White” Series)
• Yo, Is This Racist?

BOOKS
• Between the World and Me – Te-Nehisi Coates
• Diversity, Equity and Inclusion – Caprice Hollins, Ilsa Govan
• Stamped from the Beginning - Ibram X. Kendi
• White Rage – Carol Anderson
• Why are all the Black Kids Sitting Together in the Cafeteria? – Beverly Tatum
• The Fire Next Time – James Baldwin
• Whistling Vivaldi – Claude Steele
• White Fragility (2018)– Robin DiAngelo
• Waking Up White – Debbie Irving
• Blindspot – Mahzarin Banaji, Tony Greenwald
• Thinking, Fast and Slow – Daniel Kahneman
• The Diversity Bonus – Scott Page

VIDEOS
• On White Privilege - Tim Wise https://www.youtube.com/watch?v=j3Xe1kX7Wsc&feature=related
• Unpacking the Invisible Backpack – Peggy McIntosh http://code.ucsd.edu/pcosman/Backpack.pdf