Social Justice, Diversity and the Workplace

Staff Seminar

June 1, 2017
Presented by the 7C Committee on Inclusive Excellence
The Claremont Colleges

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Welcome and Introductions

Facilitators

(Show of hands)

Institution

One reason you enrolled in this seminar?

Today's Outcomes

- Provide tangible strategies for staff, addressing a range of diversity and social justice–related concepts and issues
- Explore key areas:
  - Articulate value of workplace diversity for staff
  - Define and address non-inclusive behaviors
  - Examine impact of microaggressions in the workplace
  - Strategize to achieve a better understanding of ourselves and our impact as team members

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Rules for discussion

- Respect
- Confidentiality
- Openness
- Nonjudgmental approach
- Taking care to claim our opinions
- Acceptance
- Have a good time
- Active listening

Framing Our Conversation I: Race, Discrimination and Oppression

What is inclusive language?

Inclusive language is the language that is free from words, phrases or tones that reflect prejudiced, stereotyped or discriminatory views of particular people or groups.

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What is the difference between "Political Correctness" and "Inclusive language?"

Political correctness is externally driven; being inclusive is internally driven. When people do something they consider to be "politically correct" (using certain terms, acknowledging certain groups, etc.) it often conflicts with their values — they are doing it because they have been told they should, even if they don't believe it themselves.

In contrast, when people do things they consider to be "inclusive," even if these things are the same as the politically correct things, they never conflict with their values because being inclusive is a value.

http://itspronouncedmetrosexual.com/2011/12/political-correct-versus-being-inclusiv/#sthash.jnyYkJoq.dpuf

Framing Our Conversation II: Inclusive Language

To keep in mind…

- Don't single out a person's sex, race, ethnicity, or other personal traits or characteristics (such as sexual orientation, age, or a disability) when it has no direct bearing on the topic at hand.
- Remain gender neutral in terminology or when gender has not been specified by an individual. (Example: security officer, students, they/them)
- Do not assume sexual orientation of a couple. (Example: spouse, partner)
- Do not assume family structure or gender identities or sexual orientations of families.
- Be specific when referring to race or ethnicity, only when relevant to the topic.
- Avoid qualifiers that imply all members of a specific ethnic group or race are the same.
- When speaking of people with disabilities, put the "person first" language and avoid using adjectives as nouns (Example: student who is deaf).
- Treat all with respect and consideration.

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When greeting others

Avoid:

ladies **gentlemen** **ma'am** **sir** **girls** **guys** etc.

Consider using instead:

"Thanks, **friends**. Have a great night."

"Good morning, **folks**!"

"Hi, **everyone**!"

"And for **you**?"

"Can I get you **all** something?"

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

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Framing Our Conversation II: Inclusive Language Alternatives

- Women not girls or females
- You all not you guys
- Survivor vs. victim
- LGBTQ not homosexual
- Student with a Disability not Disabled student
- Black or African American
- Asian/Pacific Islander not Asian or Oriental
- Native American, Alaskan Native, or Indigenous peoples not Indian
- People of Color not minorities
- Trans or Transgender (adjective) not transsexual or tranny
- Families or guardians not parents or mom and dad
- Person living with depression/anxiety/mental illness/etc. not crazy or insane
- Staffing or people-power not manpower
- Spouses or Partners not husband, wife, girlfriend, boyfriend

Why is inclusive language important?

- *Promotes dialogue and a welcoming work environment*
- *Makes people feel of value and important*
- *It can foster or encourage learning*
- *It avoids false assumptions about people and helps to promote respectful relationships/interactions*

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Scenarios Exploring Staff Impact

Four scenarios exploring relationships between staff.

Goal:
- Determine and define the problem in each scenario.
- Discuss how you would address or correct the problem
- Think about ways to create space for accountability
- Learn or share techniques to inscribe social justice in your work and create open discussion around equity.

Defining and Exploring Microaggressions: Mindful Language, Dos and Dont's

Shared Language

Recovering from Microaggressions

Tangible efforts to become more inclusive

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Defining Microaggressions

Microaggression: Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults towards marginalized groups

Those who inflict microaggressions are often unaware that they have done anything to harm another person (Sue, et.al, 2007)

Microaggressions: Mindful Language, Dos and Don't's

Recovering from Microaggressions: CLA(I)M

C

CENTER YOURSELF
You're not being attacked. You're a good person. This is about your behavior and stopping harm to others.

L

LISTEN
Don't interrupt or think of ways to defend yourself. Focus on learning what was harmful and being empathetic/compassionate in that moment.

A

ACKNOWLEDGE/APOLOGIZE
Instead of explaining why you did it, acknowledge what happened and apologize, if needed or requested, for the harm that you caused.

Framework from the work of Lukayo Estrella

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Recovering from Microaggressions: CLA(I)M

(I)

(INQUIRE)
(If they consent and have the time and resources, ask what you could have done instead and how to make amends for what happened.)

M

MOVING FORWARD
"The best apology is changed behavior." If they gave you reasonable recommendations and amends, do them. Don't do the harm again. Use this experience to help others learn too.

CLAIM -
Claim responsibility for your actions. Claim your intention and your impact. Claim your responsibility to learn and to teach others.

Adapted from the work of Lukayo Estrella

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Defining an Inclusive Work Climate: Your perspectives

Using the handout as a guide, take a few moments to write some thoughts about workplace climate from your perspective. The examples you use can be from a previous employer, a current employer or a fictional employer.

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Techniques for becoming a more inclusive team member

- Listen, Affirm, Advocate
- Don't dismiss
- Check in without being prompted
- Make time for genuine conversations
- Be mindful of power differentials
- Acknowledge mistakes and apologize
- Hold peers accountable
- Employ different approaches for conflict averse and vocal/assertive peers

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Staff Voices on Workplace Climate: For Supervisor Session on June 8

Please complete the following survey. All selected comments will be presented anonymously to the June 8 Supervisor Session.

- What do you wish your supervisor knew about your workplace climate?
- What could your supervisor do to create a more inclusive work space?
- Share one story about marginalization and one story about empowerment from your workplace.
- Sometimes I feel like_____ in my work place
- Before I walk into work I feel _____ after I leave work I feel _____ and I think _____ is why I feel that way.
- Please list real or perceived discrimination you have witnessed or experienced based on a social identity _____ (race, gender, ability, sexual orientation, etc.)

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Thank you on behalf of the 7C Inclusive Excellence Committee!

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