

Social Justice, Diversity and the Workplace



Supervisor Seminar

June 8, 2017

Presented by the 7C Committee on Inclusive Excellence
The Claremont Colleges



Welcome and Introductions

Meet the facilitators

Meet the participants

Institutions present?

One reason you enrolled in this seminar?

The 7C Inclusive Excellence Committee

- **About:**

- Convened as the Diversity Practitioners Committee in 2015
- Name changed to the Committee on Inclusive Excellence to better describe the goals and aspirations around our work
- Inclusive Excellence characterizes the conversations we aim to encourage on our campuses/across the 7Cs and CUC.

- **Mission:**

- The 7C Committee on Inclusive Excellence seeks to engage The Claremont Colleges and the Consortium on topics of diversity, inclusion and social justice. The committee also provides space for its members to share work being done around these issues strategize effective methods of advocacy and support for underserved populations. The committee is also a space of advocacy, support and challenge for its members.

Today's Outcomes

- Provide tangible strategies for supervisors addressing a range of diversity and social justice-related concepts and issues
- Explore key areas:
 - Articulate leadership value with regard to diversity
 - 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 leaders

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



Framing Our Conversation II: Defining Inclusive Language

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.

Framing Our Conversation II: Defining Inclusive Language

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.

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.

Framing Our Conversation II: Examples of Inclusive Language

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

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

Framing Our Conversation II: Defining Inclusive Language

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

Staff Voices: Workplace Climate

Let's explore a few responses from the June 1st staff session to the following questions:

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.)

Diversity and Inclusion While Working: *What Happens When...*

Review and discuss four scenarios exploring relationships between staff and supervisors.

Goals:

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.

Techniques for Inclusive Leadership

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 and remember “layers of leadership”

Employ different approaches for conflict averse and vocal/assertive staff

A Supervisor's Checklist: Exploring your Ideal Workplace

Imagine an ideal workplace that reflects your commitment to respecting differences. Create a checklist of must-haves that explore:

How is conflict addressed?

What are the must-haves?

What behaviors occur that support difference?

Reference Guide Overview

Supervisor's Certificates of Commitment and Session Evaluations

Questions and Answers

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

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