

Creating a Welcoming & Inclusive Learning Environment

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Dirigo Summit - 2019



Session Goals

Demonstrate understanding of D/E/I
Diversity, Equity, and Inclusion

Create an Action Plan for ways that you can
start/stop/continue creating a welcoming & inclusive learning
environment

The Agenda

1. Definitions, Keywords, and Theory
2. Diversity Wheel Activity
3. Resources, Tools, and Strategies
4. Time to Write YOUR Action Plan
5. Group debrief & Final Questions

Diversity, Equity & Inclusion

Diversity

- Respecting individual differences

Equity

- Creating equal access to opportunity

Inclusion

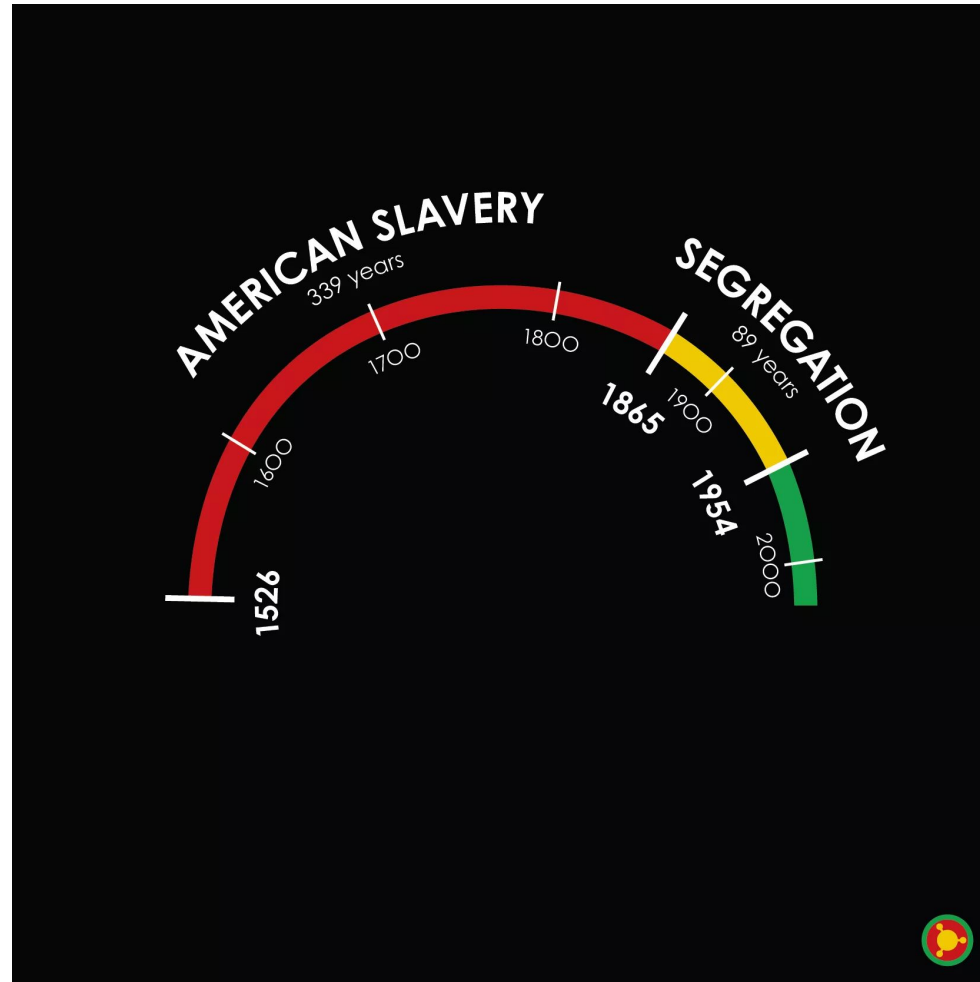
- Experiencing a sense of belonging and feeling valued

Diversity Continuum

Discrimination

Exclusion
Restriction
Rejection
Social Division

Jim Crow laws banned blacks from hospitals, restaurants, parks, schools, barbershops, etc., Blacks were required to use separate facilities or entrances. Up to 1964



Diversity Continuum

Equal Employment Opportunity

Title VII of the Civil Rights Act of 1964, prohibits employment discrimination based on race, color, religion, sex, or national origin.

Business diversity training 1980s - 90s to protect against and settle civil rights suits.

Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

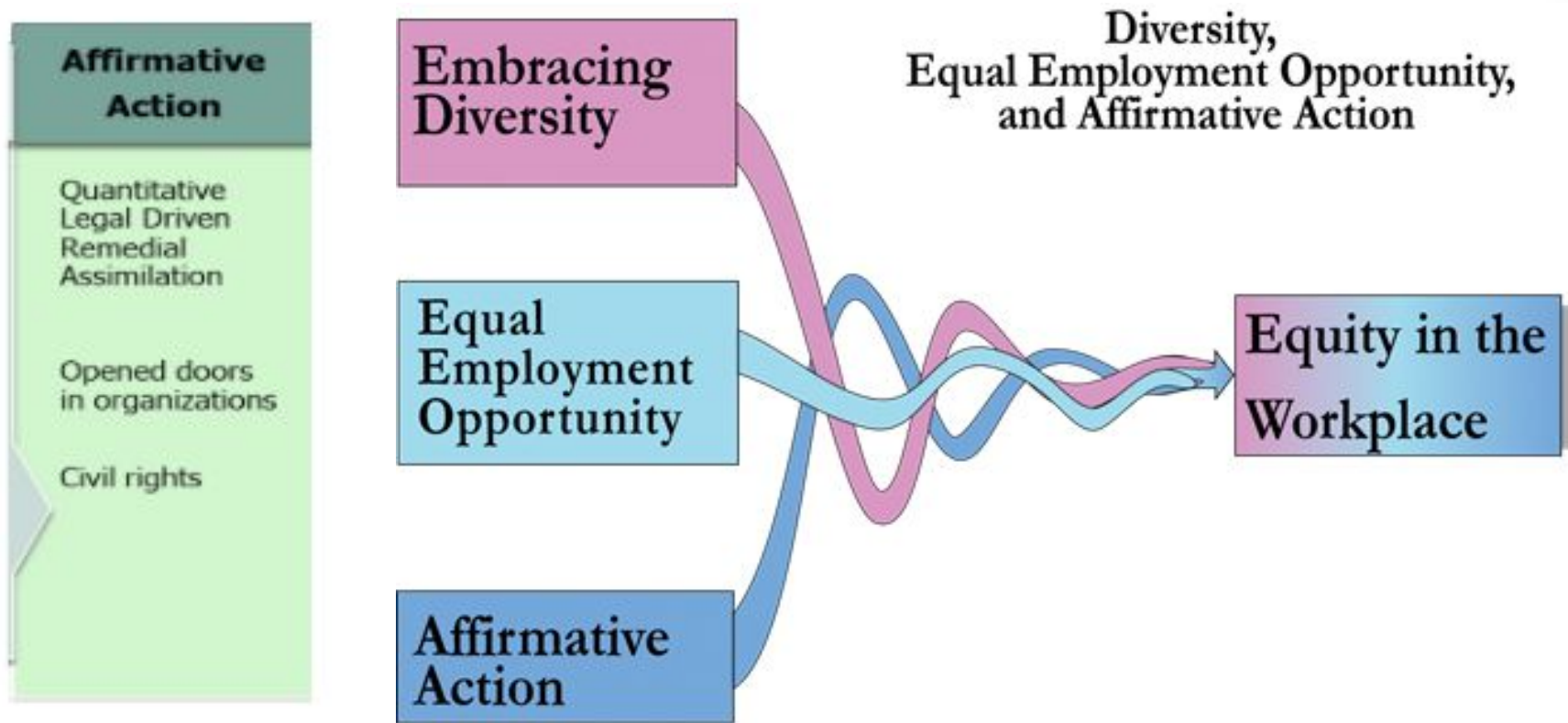
All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected:

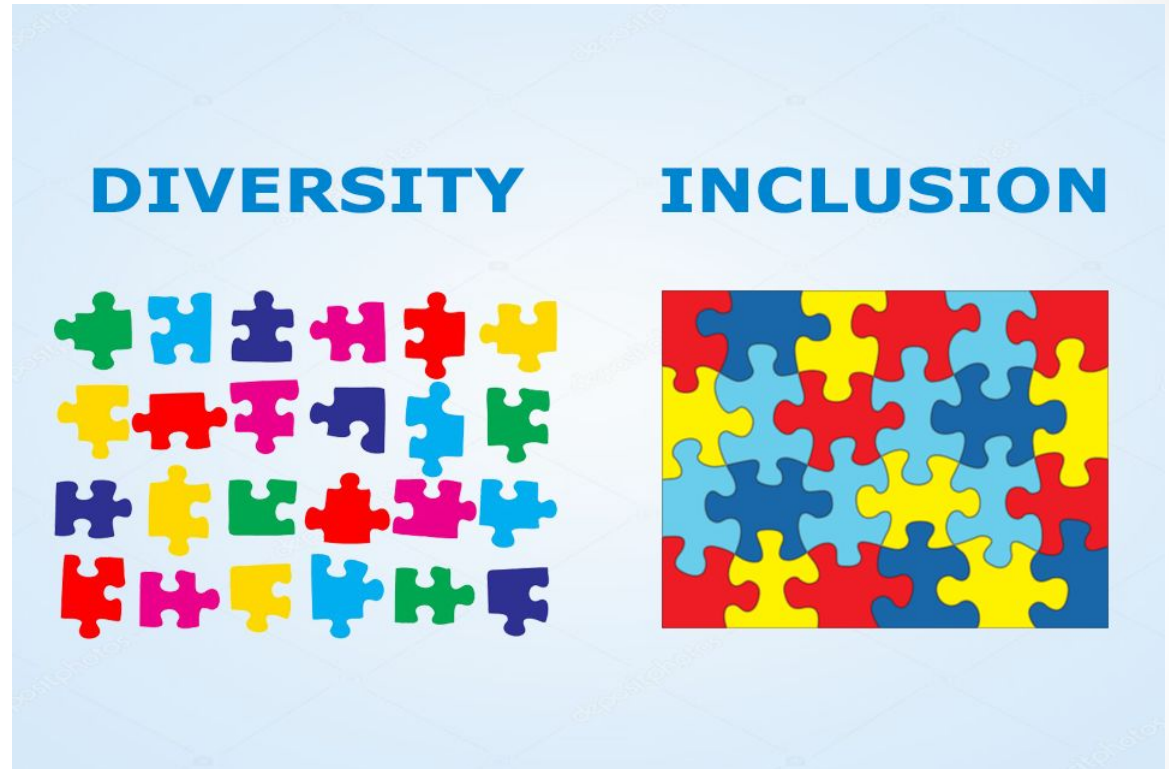
The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Diversity Continuum

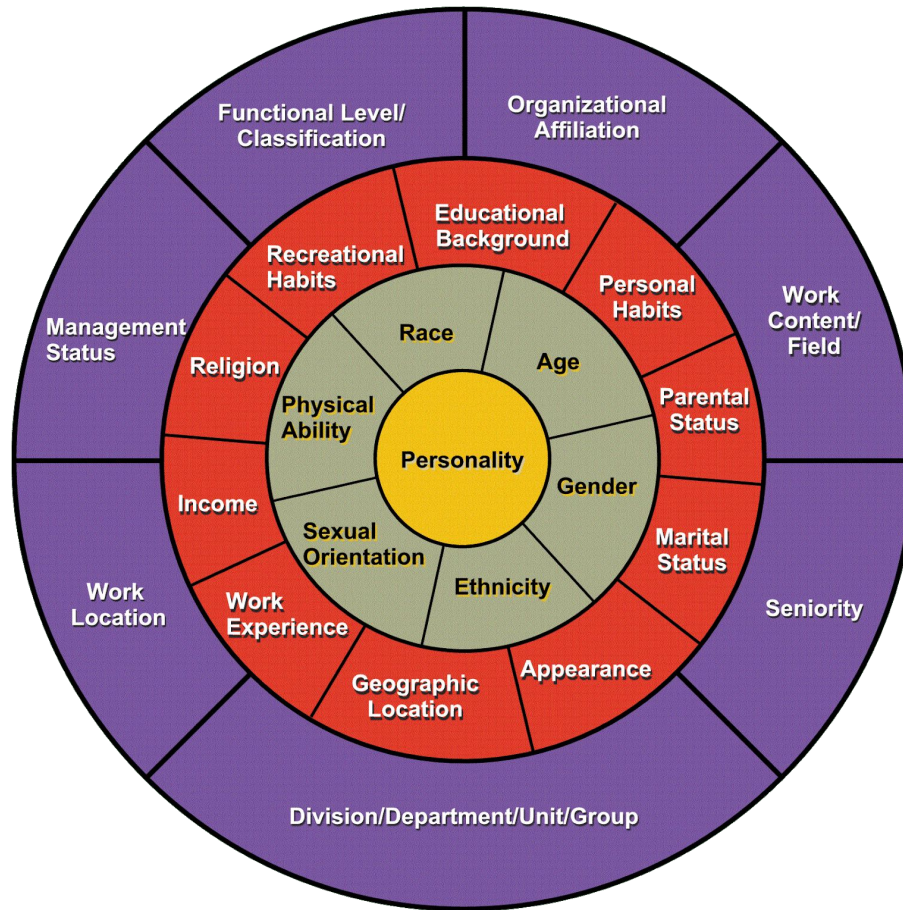


Diversity Continuum

Diversity Awareness	Inclusion... Has It Worked?
Quantitative Idealistic Appreciation	Qualitative Morally/Value driven Behavioral
Opened minds, attitudes and culture	Strategically driven Conscious Pragmatic
Viewing Diversity as an asset	Synergy Opens the system to full participants



The Diversity Wheel

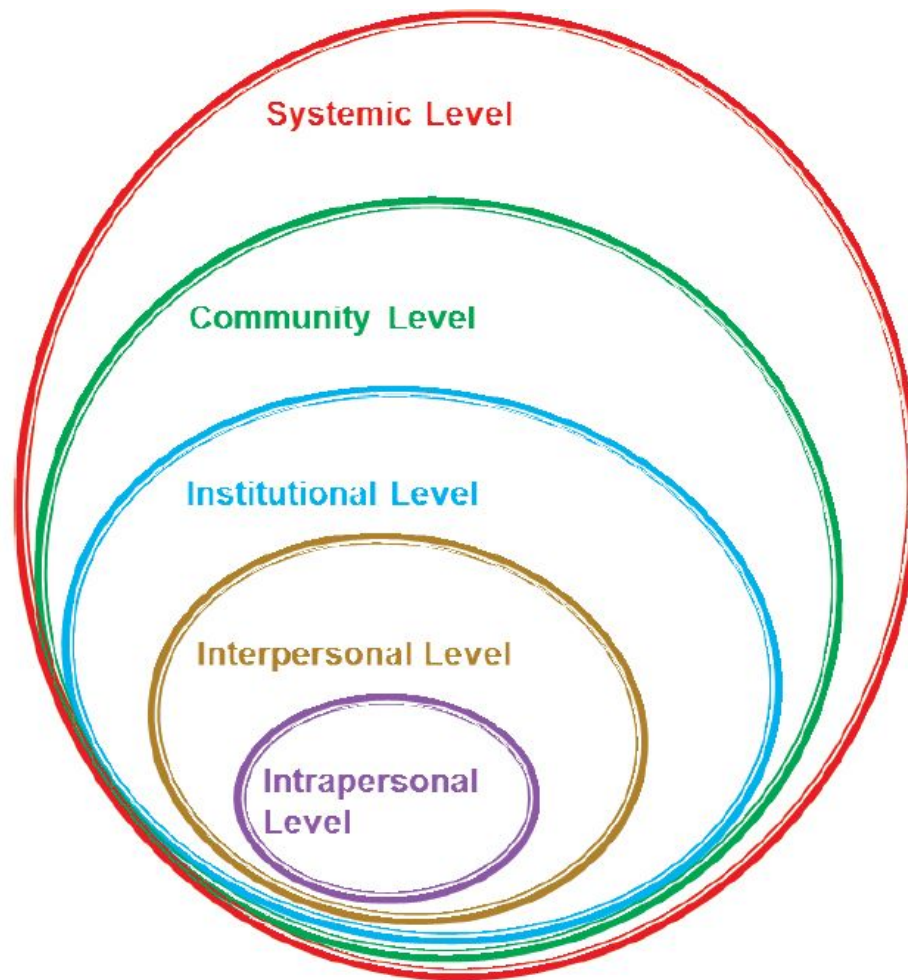


As humans, we are diverse





Structural Inequalities



EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



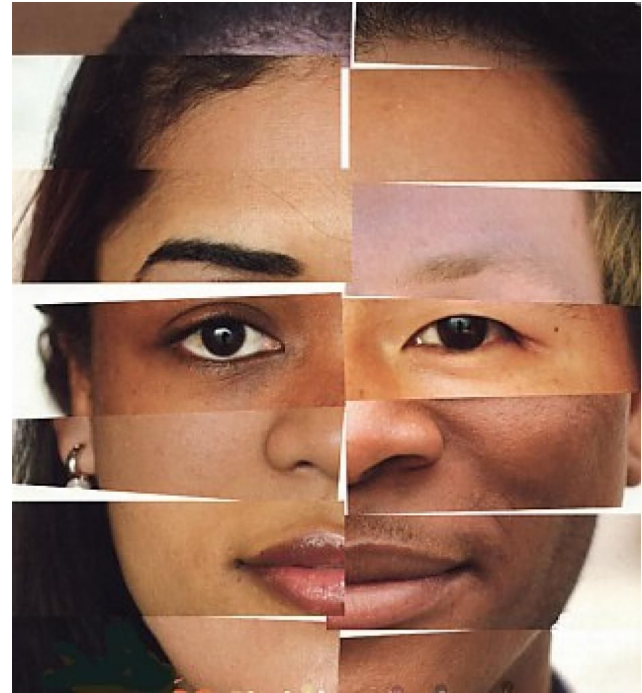
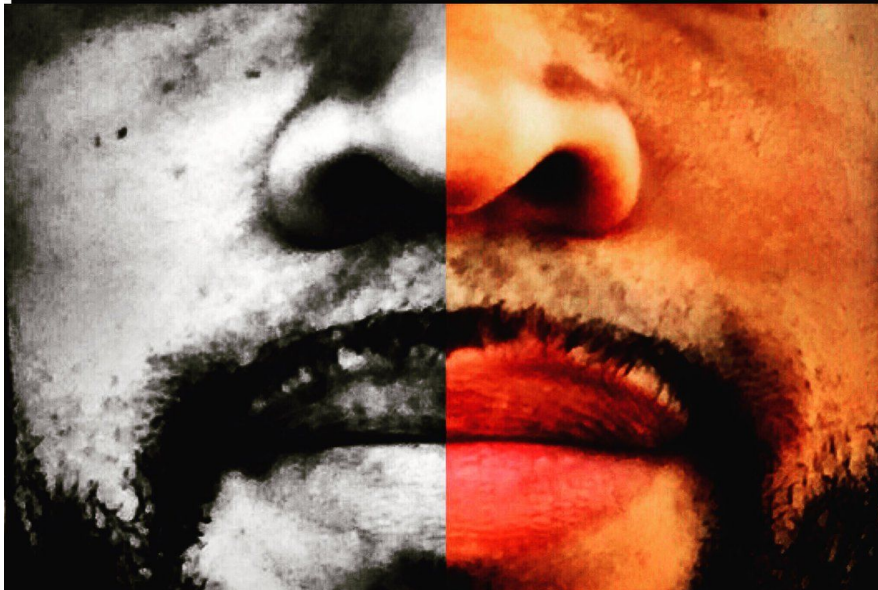
Maine Community
College System

Equity pumps up the volume



Racial Impostor Syndrome

I belong in my story



Tell students they belong here!

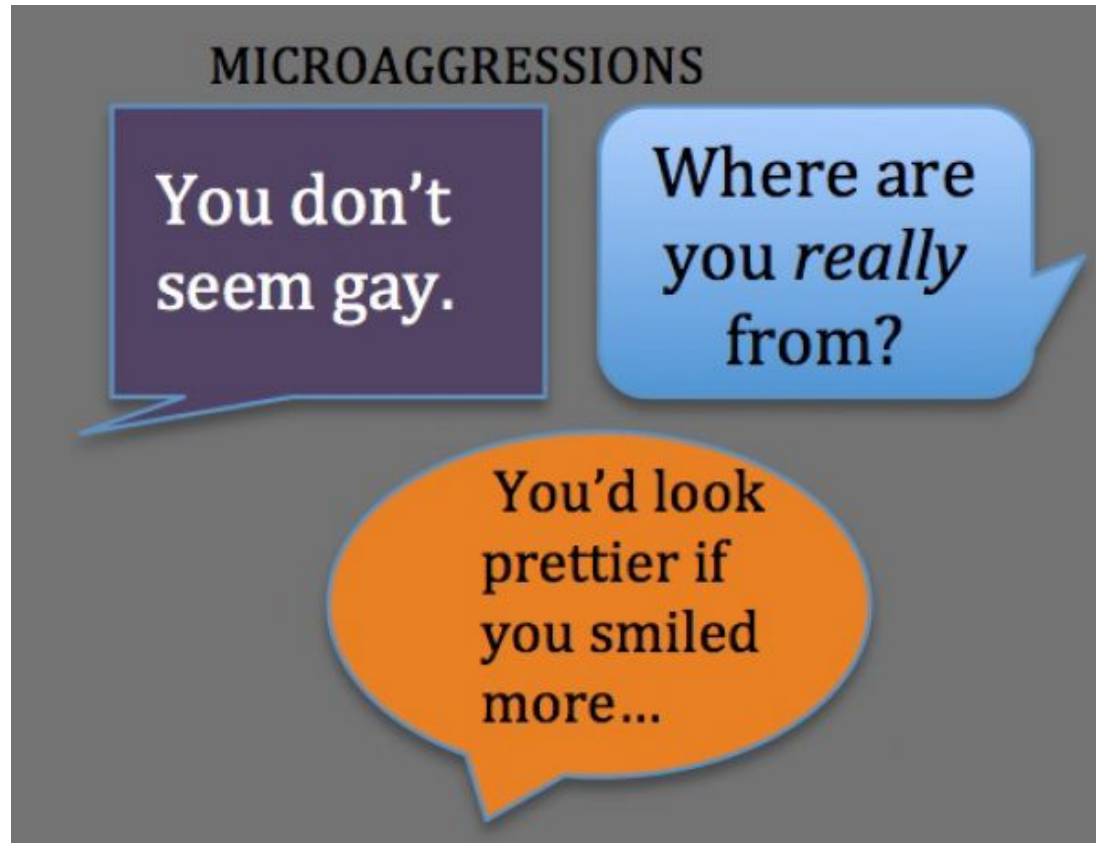
I BELONG HERE.

I AM ENOUGH.

I AM HERE ON PURPOSE.

Be an Ally

Learn about microaggressions



Inclusion is a sense of belonging



It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.

— Audre Lorde —

AZ QUOTES

Examples of Inclusive Environments



Amarillo Community College

Billie Bee Flesher Advocacy and Resource Center - Is home to the Adult Students Program, the Amarillo College Clothing Closet, the Amarillo College Food Pantry, and Social Services. The ARC is located in the Ware Student Commons, where students can easily access services and resources that can assist them when they encounter life barriers that may prohibit their success.

Odessa Community College

The solutions - to address Odessa College's enrollment and completion challenge was to: **interact with students by name** during the first day of a new turn; monitoring student behavior and progress and intervening when an issue arises; meeting with students one-on-one.

Checklist for an Inclusive Learning Environment

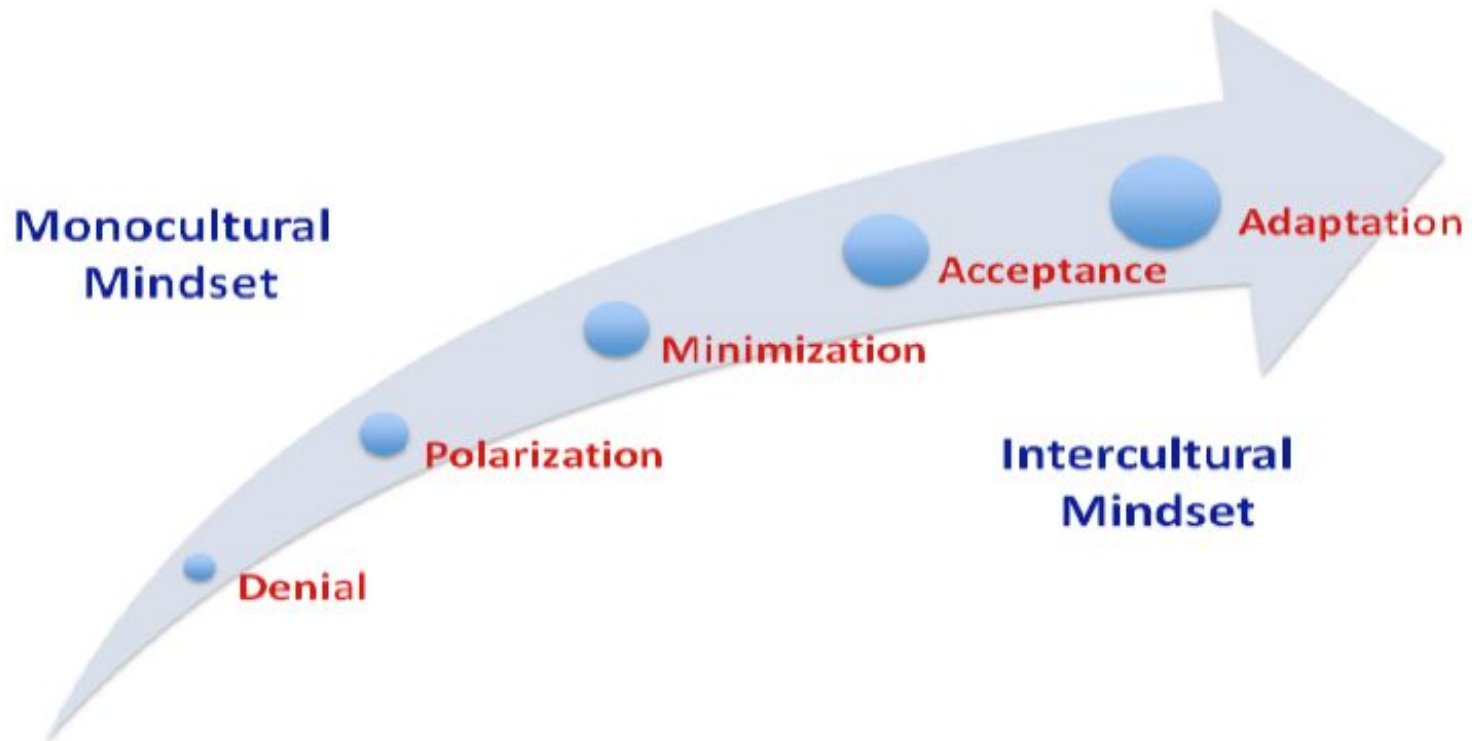
- Use gender-neutral language
- Learn and use students' names
- Use people-first language
- Find literature with diverse examples and authors
- Learn about the intercultural diversity continuum
- Establish ground rules for interaction
- Every student has a voice and a unique perspective
- Connect to the community
- Examine your areas of privilege
- Don't make assumptions
- Replace judgement with curiosity

What have you done lately to promote diversity and inclusion at your workplace?

Create Your Action Plan

Things You Want to STOP	Things You Want to START	Things You Want to CONTINUE

The Intercultural Diversity Continuum



Books on Diversity & Inclusion



Final Questions?

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Equity Tool (2019) Equity and Wealth. www.equitytool.org/equity/

Iowa State University: Center for Excellence in Teaching and Learning
www.celt.iastate.edu/teaching/creating-an-inclusive-classroom/creating-an-inclusive-learning-environment/

Neoseven (2019) Diversity and Inclusion. www.neoseven.in/diversity-inclusion/

Beyond Diversity- <https://courageousconversation.com/about/>

Social Inclusion (2019). <http://supportinginclusion.weebly.com/module-1.html>

Cultural Iceberg Model- <https://www.languageandculture.com/cultural-iceberg>

National Alliance for Partnerships of Equity
<https://cte.idaho.gov/educators/center-for-new-directions/2016/12/equality-vs-equity>

Five Levels of Inclusion
<https://digitalscribbler.com/2015/12/15/inclusion/>

Amarillo Community College
<https://www.actx.edu/arc/advocacy-and-resource-center>

Odessa Community College
<https://www.odessa.edu/>

Structural Inequalities
<https://www.nap.edu/read/24624/chapter/5#104>

Dr. Terrell Strayhorn- College Students' Sense of Belonging-
www.amazon.com/College-Students-Sense-Belonging-Educational-ebook/dp/B07H46D94Z