Creating A More Inclusive Campus Community

“I WANT TO DO MY PART”!

Campus Life Staff
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The work of diversity and inclusion in the Campus Life division falls to every member of the total team, with particular leadership from the deans and directors of each unit.

The successful promotion of diversity and inclusion will be included as a critical performance category in the annual evaluation of every relevant member of the Campus Life division because, at its core, our commitment to diversity and inclusion is synonymous with our interest in maintaining an environment where all members of our team can do their best work in contributing to the campus community.

A fully diverse staff is critical to the success of Campus Life. The broader the voices and perspectives that guide policy and programming, the richer, more relevant, and more successful our work will be. Campus Life staff work directly with the Princeton student experience and are intentional in developing and supporting student diversity.
Intentions/Goals

• To create a space for authentic engagement about diversity and inclusion in the division of campus life.

• To engage tools for building a learning environment.

• To consider the business case for greater inclusion.

• To sharing the five focus areas from the Campus Life Diversity and Inclusion planning committee for community engagement and commitment.
Flow

• Getting Started
• A Common Language
• Dynamics of Difference
• Multicultural Change Process
• Strategic Goals for Greater Inclusion
• Wrap Up
Learning Community Agreements

• Open and Honest Communications
• Speak from personal experience: use “I” statement to share thoughts and feeling
• Listen respectfully
• Share air time: encourage others participation
• Being open to New Perspectives
• Take Risk
• Respect and Maintain Confidentiality
• Recognize your triggers
• Trust that dialogue will take us to deeper levels of understanding and acceptance.
• Have Fun
Inclusive Excellence

- A focus on student, faculty and staff intellectual and social development.

- Purposeful development and utilization of organizational resources to enhance student learning.

- Attention to difference and the value it adds to the academy.

- A welcoming community that engages all of its diversity in the service of student and organizational learning.
What is the Difference

Diversity

Inclusion

Illusion of Inclusion
Creating Greater Inclusion

Power, Privilege, Entitlement;
Internalized Oppression and Dominance
Horizontal Hostility
• **Awareness**
  – Who am I?
  – What am I carrying

• **Knowledge**
  – Information
  – History, Present
  – Future, Dynamics

• **Skills**
  – Engaging
    • Listening
    • Sharing
    • Vulnerability
    • Patience
  – Diagnosing
    • What are you experiencing
  – Intervening
    • Ally Behavior/ Courage and Commitment
    • Intent and Impact

• **Action**
  – Shifting Status Quo
    • Cycle of Inclusion

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**Diversity and Inclusion Learning & Change Process**

- Big 8
  - Race
  - Class
  - Sex
  - Gender Identity
  - Sexual Orientation
  - Religion
  - Belief System
  - Age
  - Nationality
  - Ableness
  - Specify

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My Experience

• Share a time that you’ve felt valued and included in the workplace...
  – How did you feel...What did you do?

• Share a time you witnessed or experienced exclusion in the workplace...
  – How did you feel...What did you do?
Dimensions of Difference

Breadth of Awareness

- Individual
  - Prejudice
- Group
  - Discrimination
- System/Organization
  - Oppression
1. Attracting and retaining a diverse candidate pool.
3. Training and competency building.
4. Climate and Inclusive culture.
5. Engaging leaders and establishing progress measures.
I’m Going To...
do my part
contribute to the cause
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Moments Of Opportunity To Create Greater Inclusion

- http://www.youtube.com/watch?v=Wf9QBnPK6Yg