The U in AU:
A Dialogue on Diversity

Presented by:
The Center for Diversity & Inclusion Staff
What You’ll Learn

• The Center for Diversity & Inclusion-who we are and what we do…
• That you’re joining a community that values diversity and inclusion
• How your actions have an impact on the AU community
Meet the Center for Diversity & Inclusion Staff
About the Center

Education
• Workshops & Trainings
• Dialogue Opportunities

Outreach
• Community building
• 1 on 1 conversations with staff

Advocacy
• Changing policies
• Creating a more inclusive AU

The Center for Diversity & Inclusion advocates for an inclusive AU through social justice education and one-on-one support.
Living Your Ground Rules

• Respect the learning process and each other
• Intent vs. Impact and challenge with care
• Ask questions and use “I” Statements
• Lean into the discomfort
• Privacy
YOU @ AU
What Stood Out For You?

• Not all identities can be seen
• Try not to make snap judgments—they are most likely wrong
• Don’t assume, ask
• Everyone’s story and experiences are different
Diversity vs. Inclusion

Diversity

• Numbers and Representation—seeing yourself at AU
• Recognizing difference
• Passive

Inclusion

• Feel like you have a home at AU
• Affirming and embracing difference
• Active, purposeful engagement
What’s Your Story?

#AU6Word
#AU6Word

• 6 words that tell your story
• Who are you today? This doesn’t need to be your whole life story
• First thoughts about your identity, background and story
• Some are serious, some are fun—it’s up to you but take a chance
• Spread the word #AU6Word
Shannon Alston
International Peace and Conflict Resolution

Tenacious Multi Racial Female Change-Maker GLOBAL
Kathy Kim
International Studies

Proud First-Gen.
Passionate Leader.
Feeling HAPPY
Celine-Marie Pascale
Professor
Sociology

Queer, First Generation,
Deconstruction Worker, Poet
Peter MacIver
Psychology

Queue
Equality Advocate
Male, Feminist & Fabulous!
Terumi Rafferty-Osaki
College of Arts & Sciences
Adjunct Faculty,
History Department

ADOPTED JAPANESE
IRISH AMERICAN
REALIST / DREAMER
Allie Cannington
Political Science

CDI's Garden

- disabled
- pansexual
- learner
- listener
- community-minded
- encourager
Fiorella García Suasnábar
Finance

Ambitious Peruvian Immigrant Language & Culture Lover
All Eagles have stories!

Read AU stories at: tinyurl.com/VoicesofAU

#AU6Word
PLEASE BE BACK IN THE ROOM AT 9:00PM!
What’s Your Story?

#AU6Word
Intent vs. Impact

• Your intent might not be to hurt someone but your impact might.
• Take time to listen to the person who was impacted.
• What matters is how you repair the situation and that you don’t repeat it.
• This is about more than Eagle Summit. It’s about engaging in your everyday life.
So What?

• This is your community to create.
• You need to be an active and responsible party.
• Think about your impact. Your actions have consequences for you and others.

But how do we do create an inclusive community?
Practices for a More Inclusive AU

- Identify assumptions
- Keep an open mind
- Ask respectful questions
- When others speak, listen deeply
- Challenge yourself and step outside your comfort zone
- Continue the learning process beyond today
When you come back in the Fall:
☑ Have conversations with the CDI Staff
☑ Participate in a Dialogue
☑ Attend a Workshop and learn new skills
☑ Get connected to your Community
☑ Everyone is welcome. Just stop-by.
Remember

• Get to know your community
• Assumptions are usually wrong
• Inclusion means action—what are you going to do to leave your mark?
• AND……
ONCE AN EAGLE, ALWAYS AN EAGLE

Welcome to AU!