



Grassroots Effort for Diversity and Inclusion

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**Try and understand what part you have to play
in the world in which you live. There's
more to life than you know and it's all
happening out there. Discover what part you
can play and then go for it.**

- Ian McKellen -

quoteparrot.com

<http://quoteparrot.com/quotes/ian-mckellen/258738-try-and-understand-what>




Discover what part you can play and then go for it!

- What part can I play?
 - Minorities in the Academic Workplace TLC
 - Workshop facilitator for diversity: reinvent and inclusive teaching workshops
 - M.S. in developmental psychology
 - “Preaching to the choir?”
- What part can you play?

Foundations of Diversity and Inclusion Series


- Three workshops in the series
 - Implicit Bias
 - Microaggression
 - Privilege and Power
- Tackles tough questions involving culture, identity, and responsive teaching in a friendly, non-threatening environment.
- It's a place where participants don't have to worry about saying wrong things or asking questions that may offend others.
- Objective of the series – the participants will be able to
 - feel more comfortable talking about diversity topics –overcoming racial anxiety
 - work more effectively with students of color and from minority backgrounds.



**FOUNDATIONS OF
DIVERSITY &
INCLUSION**

This is to recognize that
**Reggie
Redbird**
has participated in the
Foundations of Diversity and Inclusion workshop series:

- Implicit Bias
- Microaggression
- Privilege and Power

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AND TECHNOLOGY
Illinois State University

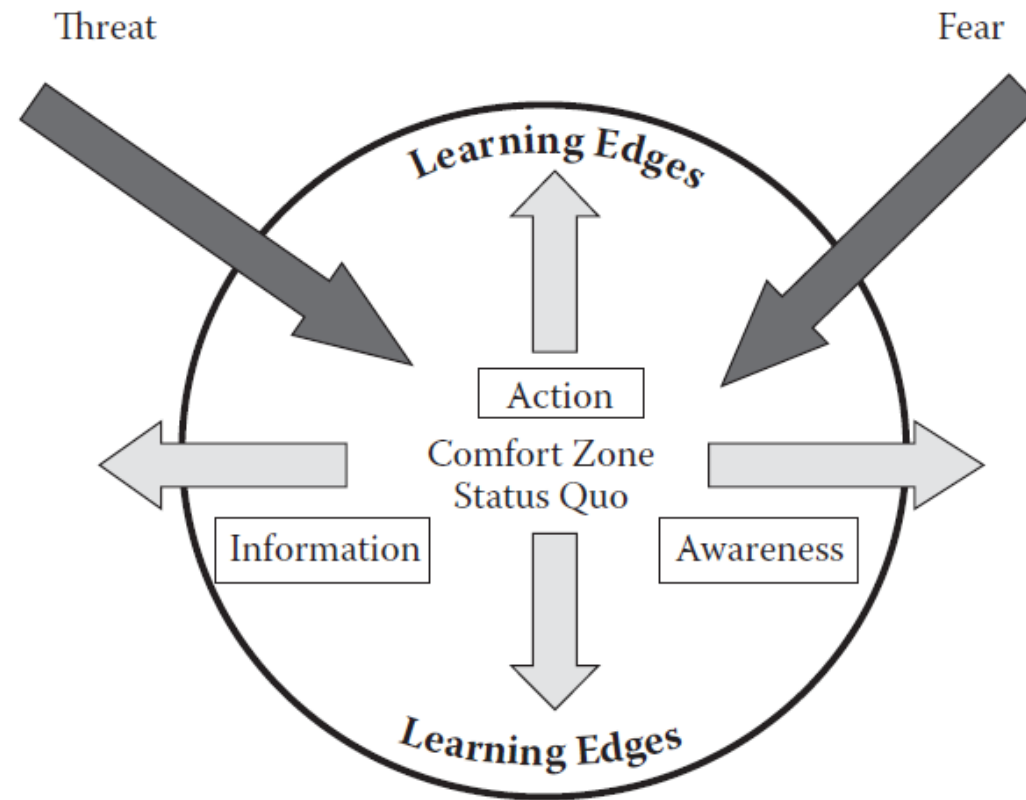


Racial Anxiety



<https://www.youtube.com/watch?v=msscegmQpW0>

Comfort Zone and Learning Edges



Source: Adams, M., Bell, L. A., & Griffin, P. (Eds.). (2007). *Teaching for diversity and social justice*. Routledge

Selected testimonials from participants of FDI

Sometimes it is important to step a little outside our comfort zone to create a deeper understanding of the community in which we live and work. I really appreciated the activities, videos and conversations with peers.

Before this series of workshops, I thought that I had a good understanding of these topics. However, I quickly learned that there are many commonly held misconceptions about bias, privilege, and microaggressions, and I held many of them. Mayuko was able to educate us, without judgement, on how these concepts effect ourselves, our conscious and unconscious thinking, and most importantly, our students.

As faculty we all are responsible to be aware of our biases and help our students recognize theirs toward their contributions to society.

The event encourages important self-reflection and provides a safe place to share those reflections with others.

This class is essential for all ISU faculty, staff, admin



“One of the great liabilities of history is that all too many people fail to remain awake through great periods of social change. Every society has its protectors of status quo and its fraternities of the indifferent who are notorious for sleeping through revolutions. Today, our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change.”

~ MARTIN LUTHER KING, JR.

<https://www.azquotes.com/quote/355410>

Stay awake!

- Fewer Students, More Diversity – Projection by [Western Interstate Commission for Higher Education](#).
- Key themes from ISU campus climate study of 2016
 - marginalization, isolation, and exclusion of students of color
 - passive support for students with disabilities.
- ISU Core Value: Diversity and Inclusion
 - “We foster an inclusive environment characterized by cultural understanding, ethical behavior, and social justice”.
- What other things should we be aware?



“What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead”

Nelson Rolihlahla Mandela

<https://twitter.com/nelsonmandela/status/887191194232606720>

Difference you make to the lives of others?

- “Sphere of influence”
- Cultivate your choirs
- Show up but step back
- Do your homework
- Be humble

What difference can you make?



**"NEVER DOUBT THAT A SMALL GROUP OF
THOUGHTFUL, COMMITTED
CITIZENS CAN CHANGE THE WORLD;**

**INDEED,
IT'S THE ONLY THING THAT EVER HAS."**

— MARGARET MEAD