

# Stetson University: Diversity & Inclusion 101

Office of Diversity and Inclusion

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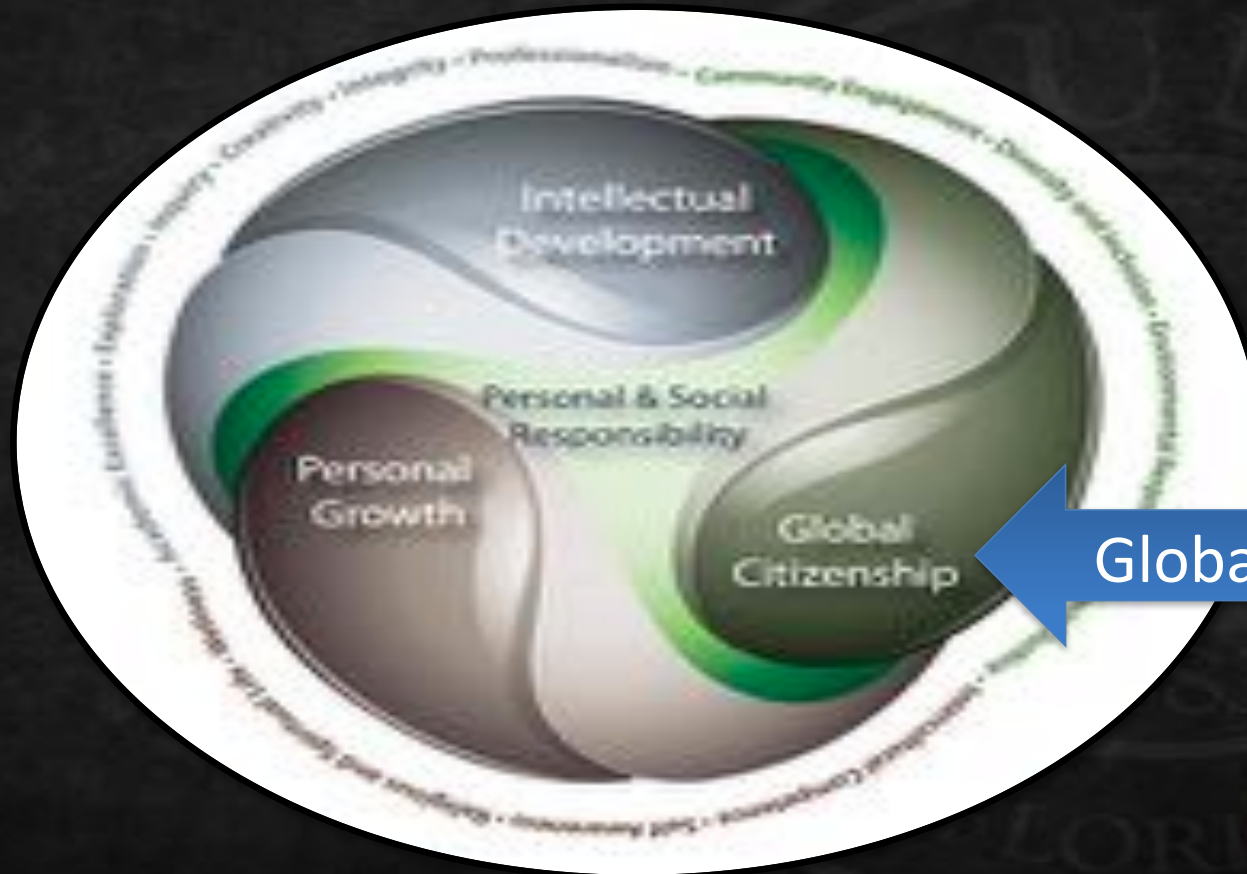
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# Let's Play a Game

1. Circle up with the people at your table.
2. Hold hands or link arms with everyone.
3. Don't let your table facilitator in the middle of your circle!



# Preparing Global Leaders



Global Citizenship

# Fostering Global Citizenship

- How would you define global citizenship?
- What goals do you have for yourself?
- What goals do you have for your students?
- How will you prepare global leaders to solve the most complex problems of our time?

# Historical Context- How did we get here?

- 1965- Integration began with 15 African- American students being admitted to Stetson University
- 1971- 1<sup>st</sup> African- American student admitted to the Law School
- 1971- 1<sup>st</sup> African-American administrator
- 1989- 1<sup>st</sup> tenured-track faculty member hired as sociology professor
- 1993- Stetson disaffiliates from the Florida Baptist Convention
- 1999- The Cross Cultural Center is established

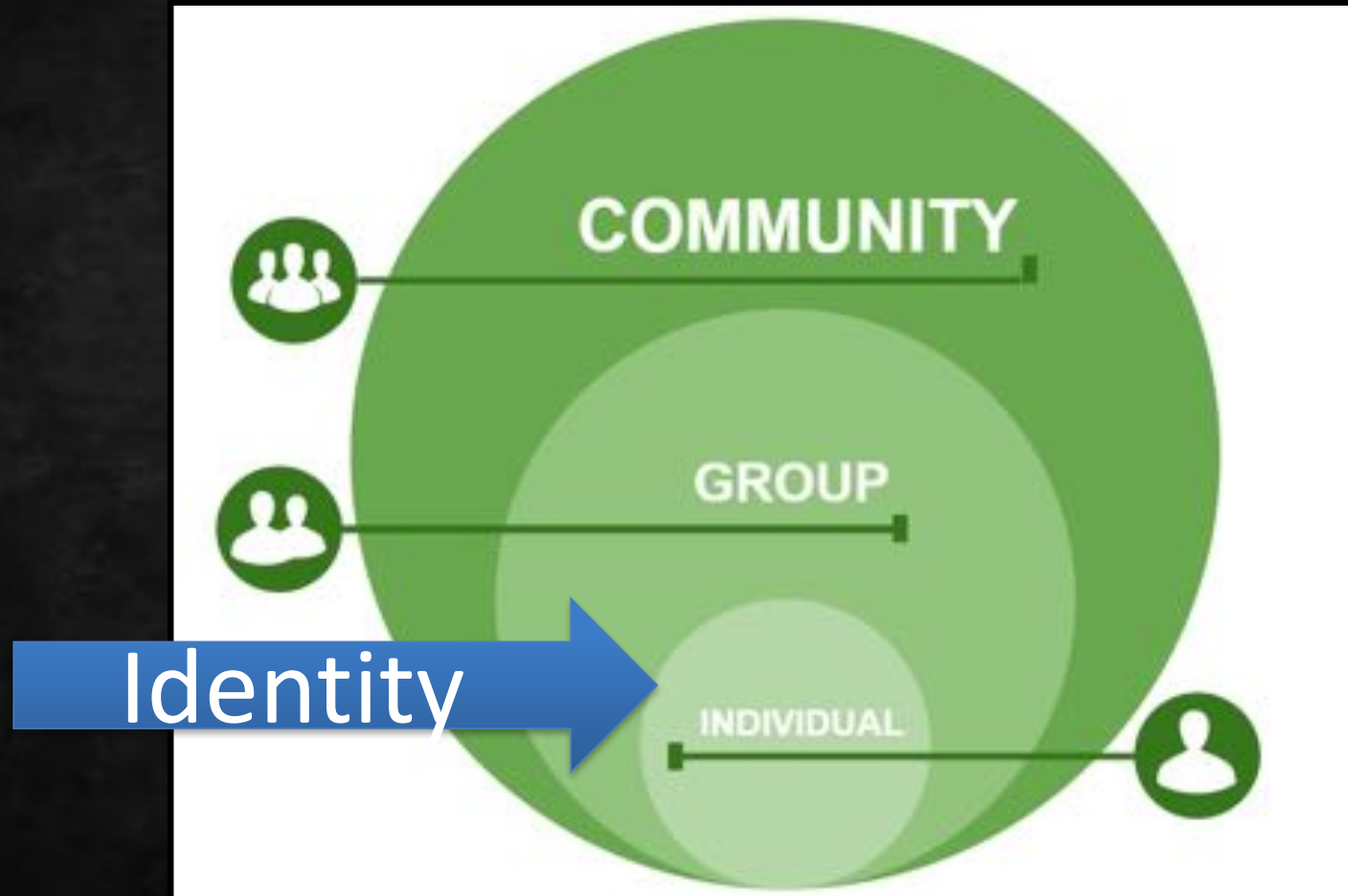


## Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct

**23%**

- 246 respondents indicated that they had personally experienced exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassed) conduct at Stetson DeLand in the past year

# Stetson University Leadership Paradigm



# Community Guidelines

The background of the slide features a large, faint, circular seal of Stetson University. The seal contains the text "STETSON UNIVERSITY" at the top, "1883" at the bottom, and "FLORIDA" on the left. In the center of the seal is an illustration of a ship.

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# Community Guidelines

- Brave Space
- What Happens in Vegas, Stays in Vegas
- One Diva, One Mic
- "I" Statements
- Educate, Don't Attack
- Don't Rain on my Parade
- ELMO (Enough Let's Move On)
- Oops/Ouch
- Shared Squared



# Identity

The Big 9:

**Ability**

**Age**

**Ethnicity**

**Race**

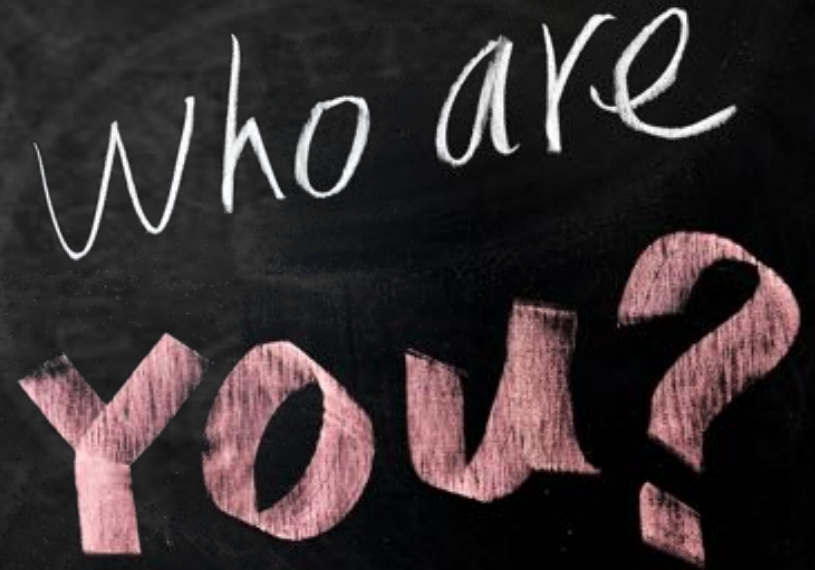
**Gender**

**Sexual Orientation**

**Body Image/Size**

**Religion/Spirituality**

**Socioeconomic Status**



Who are  
**YOU?**

# The Big 9 - Ability



The physical or mental capacity to do something or perform successfully

## Examples:

Student/person with accommodations, able bodied, able minded, person with disability (cognitive, physical, emotional, bio-chemical, etc.)

# The Big 9 - Age



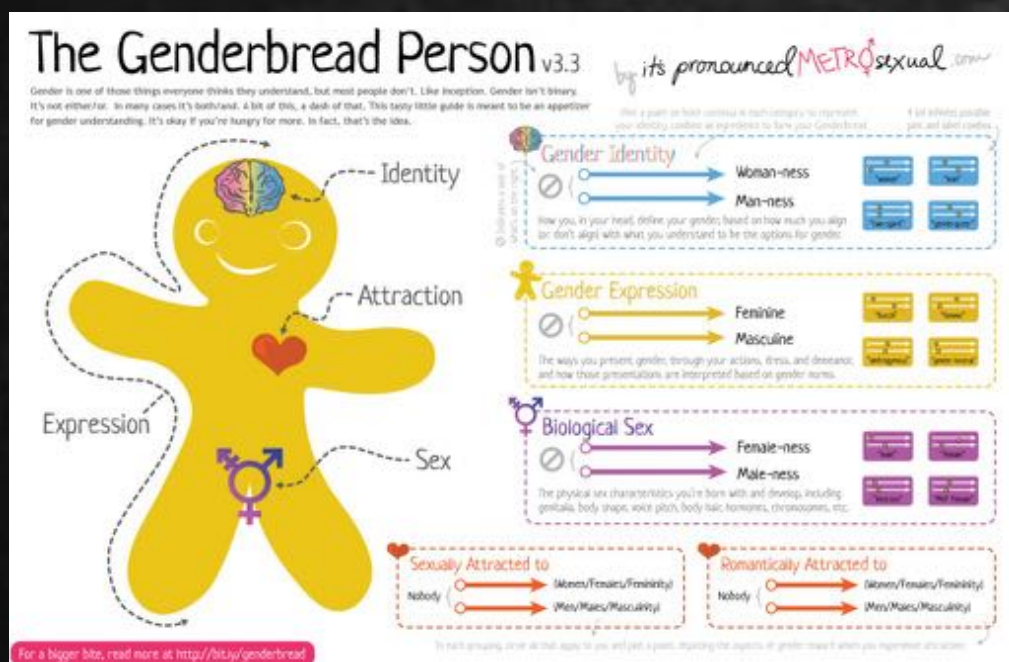
How many years old a person is

## Examples:

Child, Young adult, Middle Age Adult, Elderly



# The Big 9 - Gender



**Gender** is an individual's innermost sense of self as "male/masculine," "female/feminine," somewhere in between on the gender spectrum, or somewhere outside of these gender boundaries

**Gender** is a social construction of how we as a society view one's attitude and physical presentation

## Examples:

Woman, man, gender non-conforming, genderqueer, bi-gender, intersex, transgender

# The Big 9 – Sexual Orientation



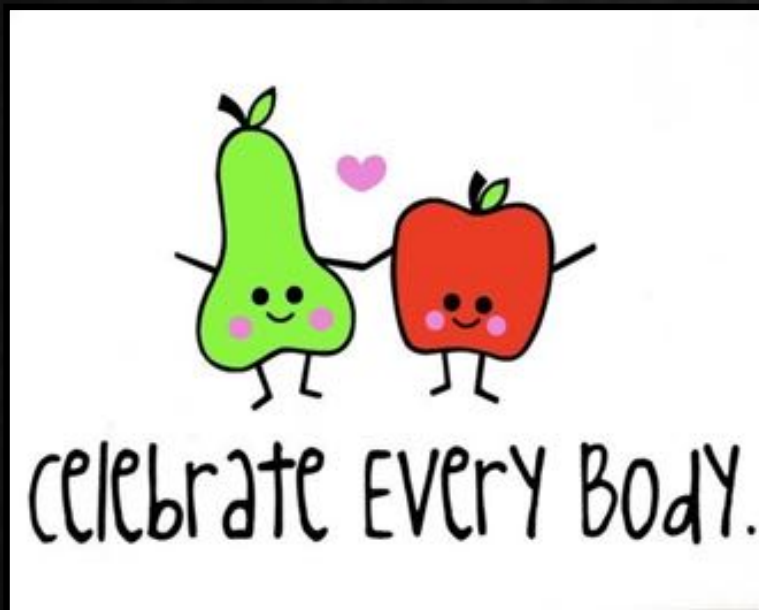
Sexual and/or romantic attraction toward people based on one's own gender and the gender identity of the person or people to which they are attracted

**Examples:**

Lesbian, gay, bisexual, heterosexual, questioning, poly-amorous, asexual, pansexual



# The Big 9 – Body Image & Size



**Perception of an individual based on their weight and/or height**

## **Examples:**

Tall, short, big frame, small frame, curvy, slender, thin, size of muscles, etc.

# The Big 9 – Religion/Spirituality



An institutionalized and/or personal system of beliefs and practices relating to the divine/divinities, nature, and/or self

## **Examples:**

Christian, Jewish, Muslim,  
Hindu, Wicca, Buddhist, Sikh

Agnostic, Atheist, Non-religious,  
Spiritual

# The Big 9 - Ethnicity



Relates to a person or to a large group of people who share a national, cultural, an/or linguistic heritage, whether or not they reside in their countries of origin

## Examples:

Irish-American, Japanese-American, Multi-ethnic, Italian, Guatemalan

# The Big 9 - Race

A group that is socially-defined,  
based on physical criteria  
including skin color and facial  
features

**Examples:**

White/Caucasian,  
Black/African-American,  
Asian/Pacific Islander,  
Native American, Latinx,  
Multiracial/Bi-racial





# The Big 9 - Socioeconomic Status

The social standing or class of an individual or group, often measured as a combination of education, income, and occupation

## **Examples:**

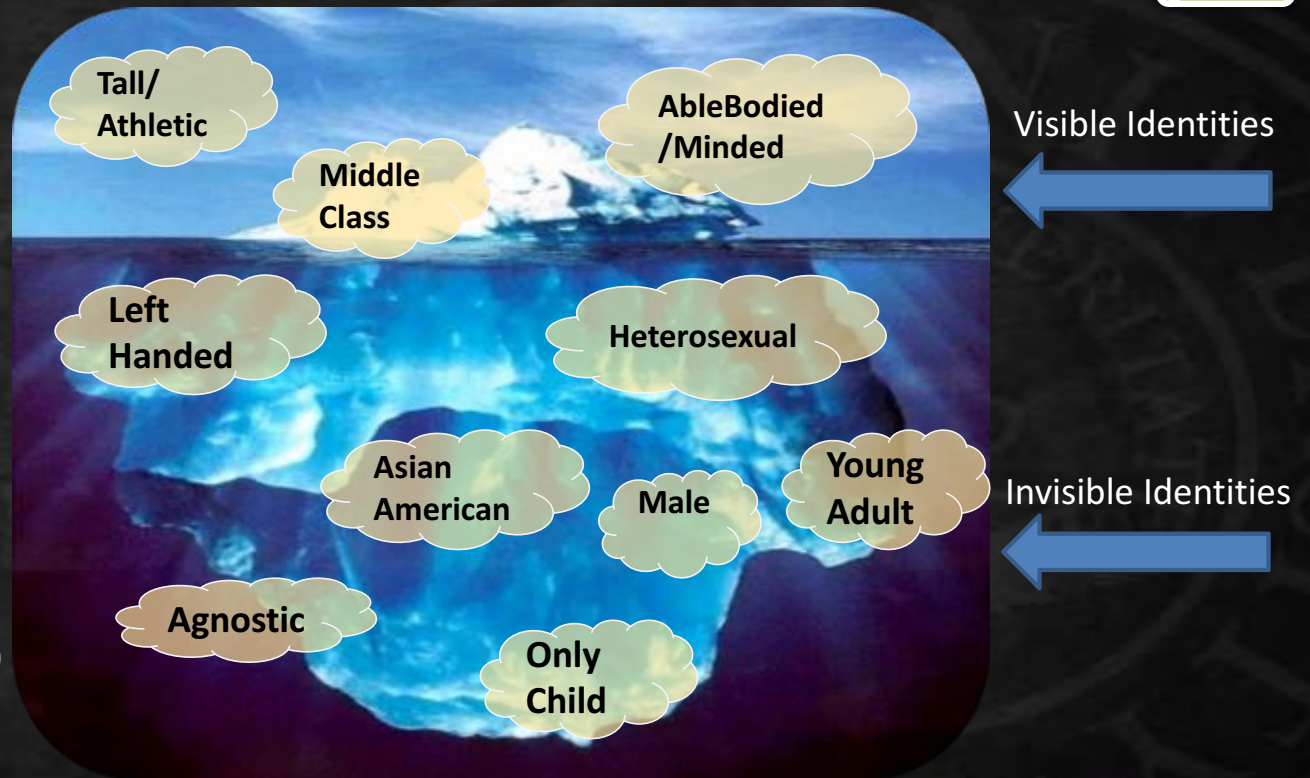
Low-income, middle class, wealthy, poor, lower-middle, upper-middle class, impoverished



# Other Identities (Social Categories)

Page  
4

- Introvert/Extrovert
- Political Affiliation
- Diet Types
- Language
- Health-Related
- Occupation
- Family
- Region of County (Southerner/Northerner)
- Values, etc.





## Pair & Share

- What identity are you most proud of? Why?
- What identity are you least proud of? Why?
- What identity did you put down that is commonly stereotyped?

# Activity Assumptions

At your table share something that people tend to assume about you?

- Are they right?
- Are they wrong?
- Somewhere in-between?

*Reflect on the assumptions you might have made about the people you have met today.*

# Microaggressions



Page  
6

[How Microaggressions are Like Mosquito Bites](#)

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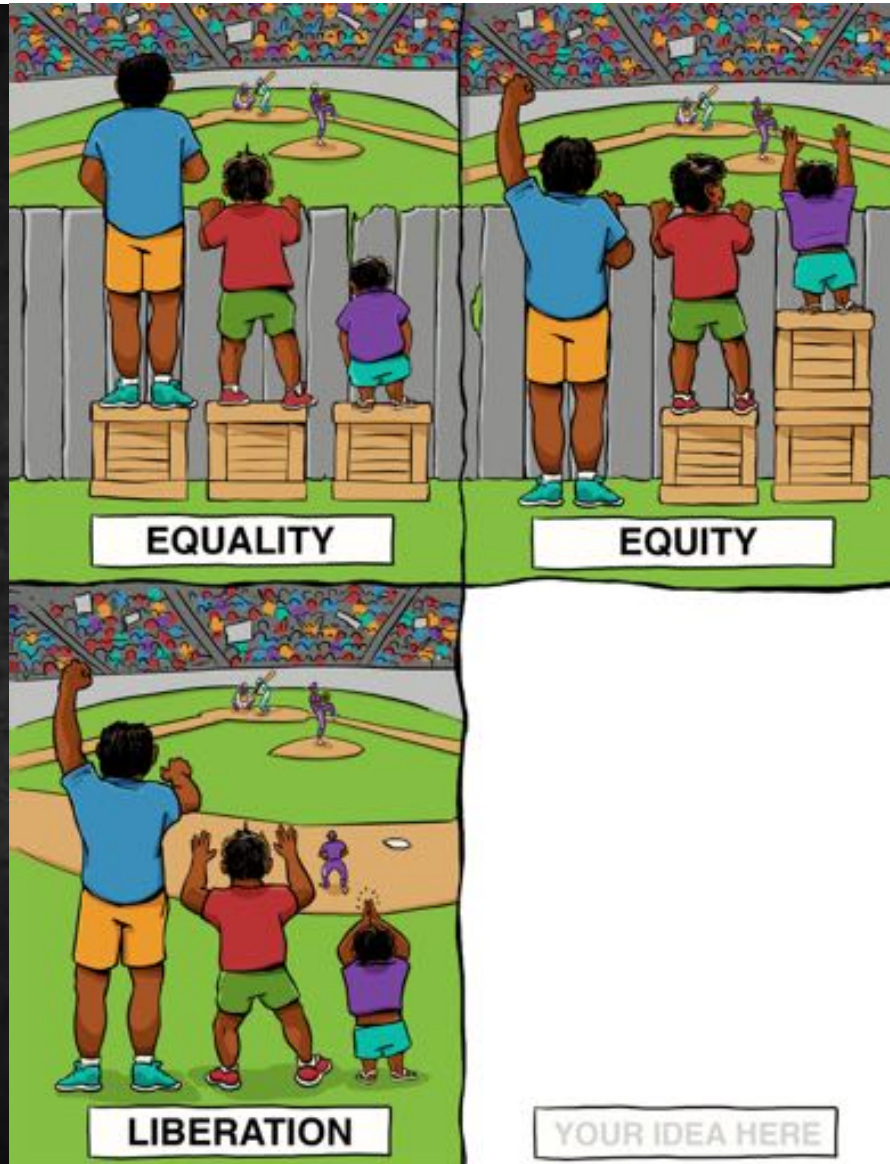
# Videos

- [What Up, Bin Laden?](#)
- [You Don't Look Jewish](#)
- [How'd you get into that school?](#)
- [Your English is so good](#)

## Table Dialogue

- How impactful were these videos to you?
- Share examples of micro-aggressions you have either witnessed or experienced and how you reacted.







# So Here's The Thing...

- We all have learned misinformation about race, gender, sexuality, class, religion, ability, and other identities. (stereotypes)
- None of us in the room created the historical and institutional injustices that exist in the world.
- Some of us are discriminated against based on:
  - how we mean to look and/or act, or
  - how others perceive us to look and/or act
- Some of us have benefited from:
  - how we look and/or act, or
  - how we are perceived to look and/or act

## What We CAN Do

**All of us can take responsibility for  
challenging actions and assumptions of  
people.**

## What We CAN Do

**Every one of us in this room is willing to share and learn from each other.**

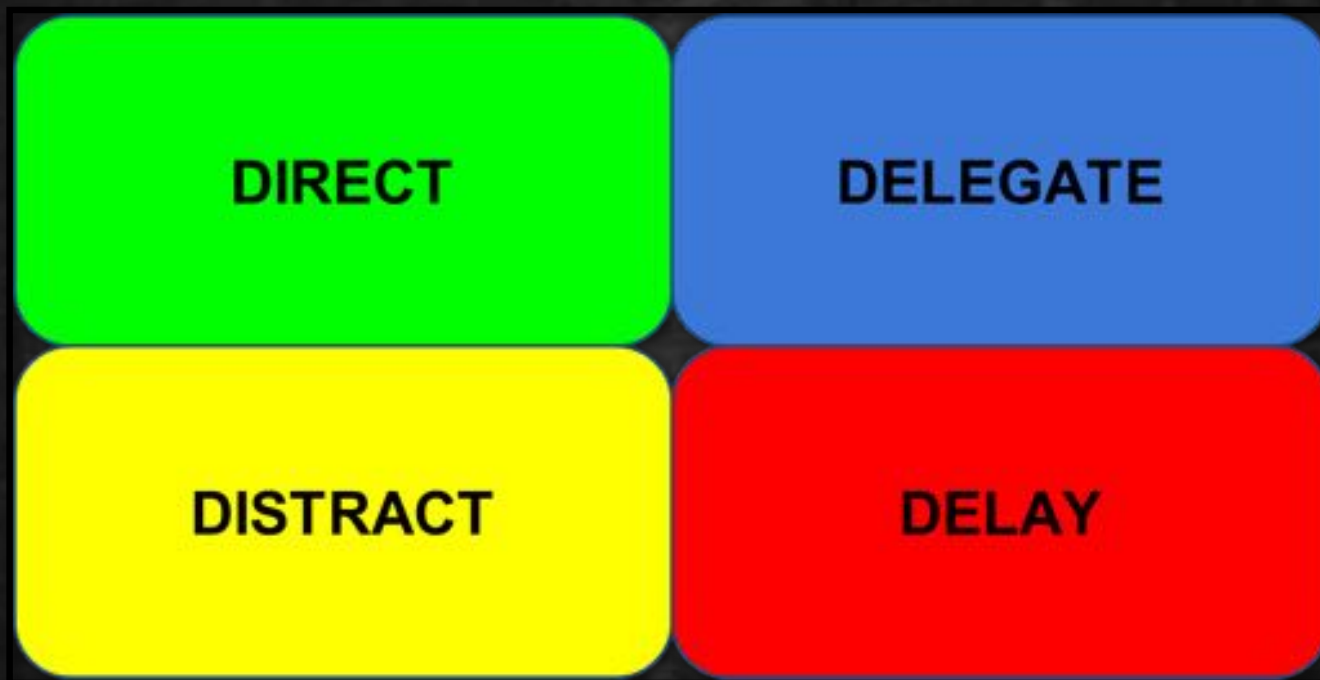
# What is an Empowered Bystander?

- Someone who witnesses potentially harmful behavior and takes action that has the potential to lead to a positive outcome.



# The 4 D's

## How can you be an Empowered Bystander?



# Scenarios

Page  
7

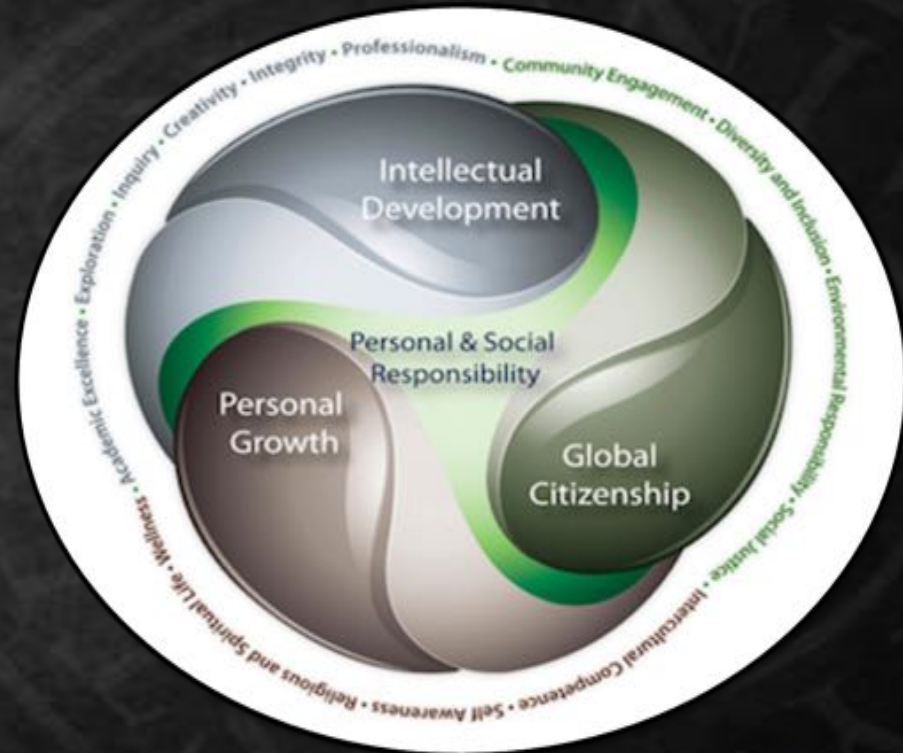
In your groups, review the scenarios:

1. Identify the problematic behavior(s).
2. Discuss why the behaviors are problematic
3. Figure out which interventions you could utilize within each of the 4 D's



# Bringing it full circle

- With great power, comes great responsibility
- Continue to grow and learn more from each other
- None of us are experts, we are all seeking to understand



# Let's Play a Game

1. Circle up with the people at your table.
2. Hold hands or link arms with everyone.
3. Share ONE word that comes to mind after today's training.
4. Everyone else in the circle can snap if that word speaks to them too.



# Stetson Leadership Paradigm





**NEVER MISS AN ELECTION!**



**TURBO  
VOTE**

*Takes 3  
minutes!*

**[www.stetson.turbovote.org](http://www.stetson.turbovote.org)**

- Register to vote or change your address
- Request an absentee ballot (vote by mail)
- Get election text/email updates

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**GET CONNECTED TODAY!**

**HatterSync®**

[stetson.edu/hattersync](http://stetson.edu/hattersync)

- Log community service and involvement
- Find volunteer opportunities
- Create events

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Faculty



Employees



Resources



Alumni

## Student Life

### Getting Connected

Hetter Sync  
Hetter Jobs  
MAP Works  
TutorTrac  
Classifieds  
TurboVote

### Living on Campus

Housing Central  
School Dude

### Move, Study, Sport

Think About It  
Intramurals  
Change Meal Plan

### Going Places

Study Abroad  
Zip Car



Stetson University

[Home](#)[Calendar](#)[Browse Organizations](#)[Service Opportunities](#)[Jobs](#)

## Featured

-  Student Life
-  Registered Student Organizations
-  Stetson Community Engagement
-  Club Sports
-  College of Law

## Bookmarks



## Day - Service Projects

Difference in the Community  
8am-10:30am - Cultural Credit



## Trial Album



## Upcoming Events



Home Team Application  
Open  
Aug 14 - Aug 15



Playfair  
Aug 15, 9:15 pm



After Party  
Aug 15, 10:15 pm



Dale K. Hypnotist-  
Event  
Aug 16, 9 pm

# Community Service



**Community  
Need**

# Community-Engaged Learning (CEL)







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## Options for Faculty

- Site Visit / Volunteering with Reflection
- Certificate of Community Engagement course designation
  - “Theory” courses
  - “Service-Learning” courses
- Academic Internships
- Community-Based Research
- “Consulting” through a course
- Non-Profit Boards of Directors

# Study Abroad



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## Quick Links

[Stetson University](#)

[A-Z Index](#)

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[Calendar](#)

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[Green Pages](#)

[Libraries](#)

[My Stetson](#)



# STETSON UNIVERSITY TODAY



## Calendar of Events

• **Monday, April 17, 2017**

- [Stored Stones](#) 10:00 am to 4:00 pm  
Olinde Museum
- [Citizen Science in the Volusia Sandhill Ecosystems](#) 10:00 am to 4:00 pm  
Olinde Museum
- [Oscar Bluemner: Becoming An Artist](#) 11:00 am to 4:00 pm  
Hend Art Center
- [Senior Exhibition II](#) 11:00 am to 4:00 pm  
Hend Art Center
- [2017 Employee Recognition Celebration](#) 3:00 pm to 4:30 pm  
Hend Center - Ropes Fieldhouse
- [Presentation: Urban Teachers](#) 6:00 pm to 8:00 pm  
Lynn Business Center, room 204
- [2017 Gold and Silver Circle Reception and Dinner](#) 6:00 pm to 7:00 pm  
Wellcamp Center

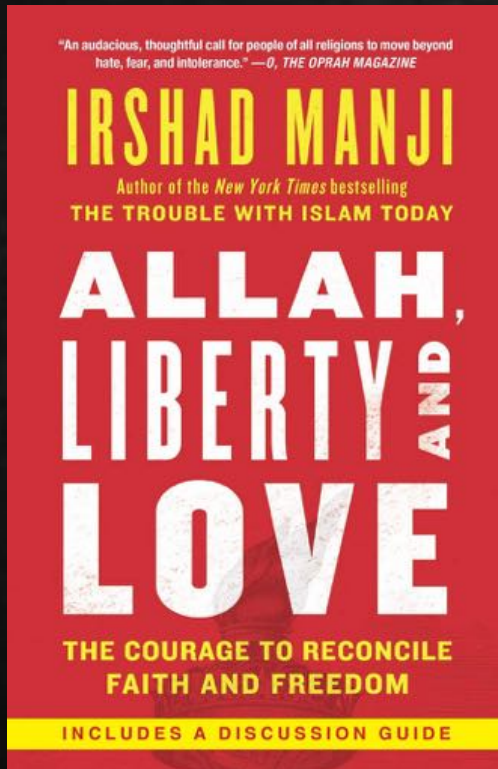
View by : [Day](#) **[Week](#)** [Month](#) [Year](#)

April 2017						
SU	MO	TU	WE	TH	FR	SA
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

• CATEGORIES



# Values Day – September 26<sup>th</sup>, 2017



- Keynote Address by Dr. Irshad Manji
- Community Lunch
- Global Citizenship Fair
- Workshops
- Acirema Simulation
- Common Read

[www.stetson.edu/values-day](http://www.stetson.edu/values-day)

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# Contact Us

## **WORLD: International Learning**

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[Facebook/StetsonWORLD](https://www.facebook.com/StetsonWORLD)



## **Community Engagement**

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[Facebook/StetsonCenterforCommunityEngagement](https://www.facebook.com/StetsonCenterforCommunityEngagement)



## **Office of Diversity and Inclusion**

Cross Cultural Center

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