

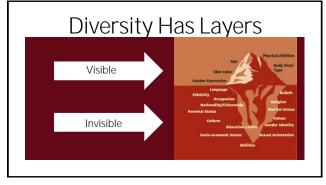


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Age Social Identity Awareness Nationality/ Citizenship Status Gender The Big 8 Religion Sexual Orientation

What identity do you think about most? What identity do you think about least? Social Identity Awareness What identity was most emphasized growing up? (con't) you feel people see when they first meet you? The Big 8 Ability What identity do you feel people know the least about you? Age Gender Race/Ethnicity Nationality/Citizenship Religion Sexual Orientation Socioeconomic Status/Class



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Inclusion
The act of creating involvement, environments, and empowerment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate with equal access to opportunities and resources embrace differences and offers respect in words and actions for all people.

Equity
The guarantee of fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

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UH Diversity and Inclusion Statement

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The University of Houston embraces diversity and recognizes our responsibility to foster an open, welcoming environment where students, faculty and staff of all backgrounds can collaboratively learn, work and serve. We value the academic, social, and broader community benefits that arise from a diverse campus and are committed to equity, inclusion and accountability. Diversity enriches our university community and is a driving force instrumental to our institutional success and fulfillment of the university's mission. We commit to engaging in an ongoing dialogue to thoughtfully respond to the changing realities of our increasingly interconnected world. We will continually strive to work together to address the challenges of the future in a way that removes barriers to success and promotes a culture of inclusivity, compassion and mutual respect. The competencies gained through diverse experiences across campus prepare all of our students, staff and faculty to thrive personally and professionally in a global society.

Your turn!

Create your own diversity statement highlighting how you plan to learn about the different cultural identities on campus.

Helpful Phrases:

I am committed to...

I vulle...

I will attend/plan/utilize the resources of...

I will attend/plan/utilize the resources of...

I will attend/plan/utilize atteresources of...

I will attend my strengths of... to...

Personal Practices

Be open and honest.

Authenticity and reciprocity are vital - also respect boundaries.

When someone offers contributed an area of the person or invalidating their experience. Treat it as a gift

Continued Education

Be open and honest.

Actively participate in cultural experiences different transy own (in a respectful way).

Avoid making assumptions. Say something. Challenge biases when you notice them, within yourself and within others.

Practice Active Listen.

Continued Education

Challenge with care

Practice the platinum rule.

"Treat others how THEY want to be treated."

Commit
time to learn about each other, to share stories about and engage around difference or history, our culture and others accountable

If you see something, say something.
Hold yourself and others accountable

Remember these are complex issues and they need adequate time and space

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Create opportunities for people to develop skills to communicate about and engage around difference or engage around d

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Take home messages Take home messages There are various aspects of diversity that need to be considered Check your biases and shortcomings Always consider whose voice is not being heard Diverse talents will make your team more successful When diversity has room to thrive your business/organization/product will serve more people Single stories makes recognition of common humanity difficult Relationship building and further education can increase your capacity to be more culturally competent

"We all should know that Diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color."

Maya Angelou

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