



GLOBAL INCLUSION 2022

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Beyond Dichotomies & Acronyms: Exercises in Modeling Inclusivity and Belonging (or a Lack Thereof)

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Introductions



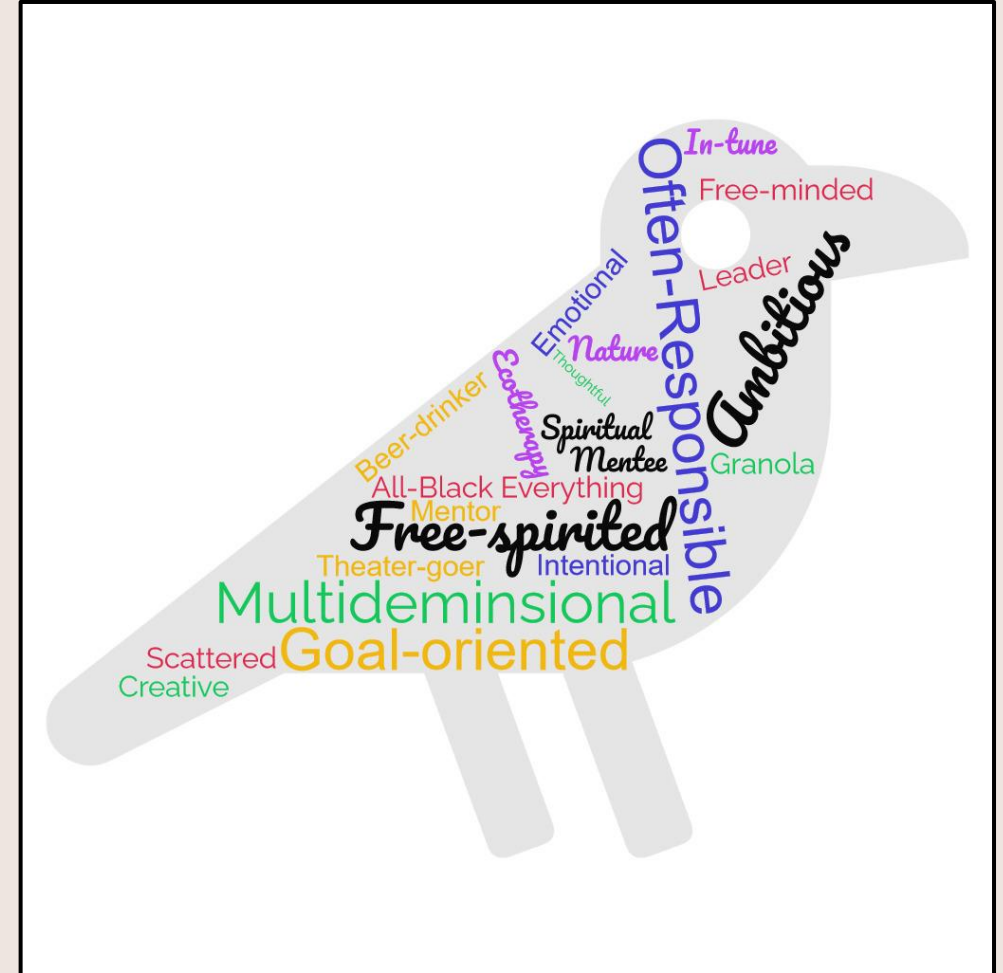
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first-generation
daughter friend colleague
teammate woman
reader aunt mentor
music-fanatic cousin fantasy-geek
sister movie-buff advisor
counselor asian
mentee theater-goer
indian educator
american

Introductions



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Learning Objectives

Attendees will be encouraged to...

1. examine how we unconsciously approach people through the lens of dichotomy and how this negatively influences our work as EA practitioners and educators.
2. be mindful about how personal power is given away or taken by accepting or casting judgment (especially related to personal identities).
3. withhold judgment and recognize the nuances, differences, and lived experiences of others' stories that cannot be defined by how they are outwardly perceived.

Agenda

1. Explore concepts and terms
2. Solidify ground rules
3. Perceptions exercise
4. Language Dichotomies exercise
5. Learn from an expert
6. Explore what's next



Terms Defined

- **Bias:** *a strong feeling in favour of or against one group of people, or one side in an argument, often not based on fair judgement*
 - **Conscious or Explicit Bias:** *a belief about a group of people that you ARE aware of and that affects your behaviour and decisions*
 - **Unconscious or Implicit Bias:** *a belief about a group of people that you ARE NOT aware of and that affects your behaviour and decisions*
 - *Far more prevalent and often incompatible with one's conscious values.*
- **Stereotype:** *a fixed idea or image that many people have of a particular type of person or thing, but which is often not true in reality and may cause hurt and offence*

Terms Defined

- **Dichotomy:** *a division or contrast between two things that are or are represented as being opposed or entirely different*
 - Example: black/white; inbound/outbound; foreign/domestic
- **Acronym:** *an abbreviation formed from the initial letters of other words and often pronounced as a word*
 - Example: AAPI, BIPOC, MSI, HBCU, LGBTQIA2S+





Ground Rules: Creating a Brave Space

- **“Controversy with civility,”** where varying opinions are accepted
- **“Owning intentions and impacts,”** in which participants acknowledge and discuss instances where a dialogue has affected the emotional well-being of another person
- **“Challenge by choice,”** where participants have an option to step in and out of challenging conversations
- **“Respect,”** where participants show respect for one another’s basic personhood
- **“No attacks,”** where participants agree not to intentionally inflict harm on one another

ACTIVITY: PERCEPTIONS EXERCISE





What assumptions do you make about this child?



Does this picture change any of your previous assumptions?



Do these additional pictures change any of your previous assumptions?

LARGE GROUP DISCUSSION



ACTIVITY: LANGUAGE DICHOTOMIES





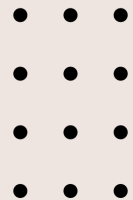
MALE

FEMALE



NEWCOMER

VETERAN



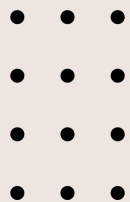
INSTITUTION

PROVIDER



**HBCU, MSI,
HSI, TCU,
AANAPISI,
ETC.**

PWI



FACULTY

STAFF



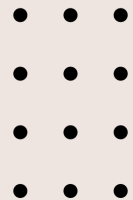
FOREIGN

DOMESTIC



GAY

STRAIGHT



CONSERVATIVE

LIBERAL



“WOKE”

“LESS-WOKE”



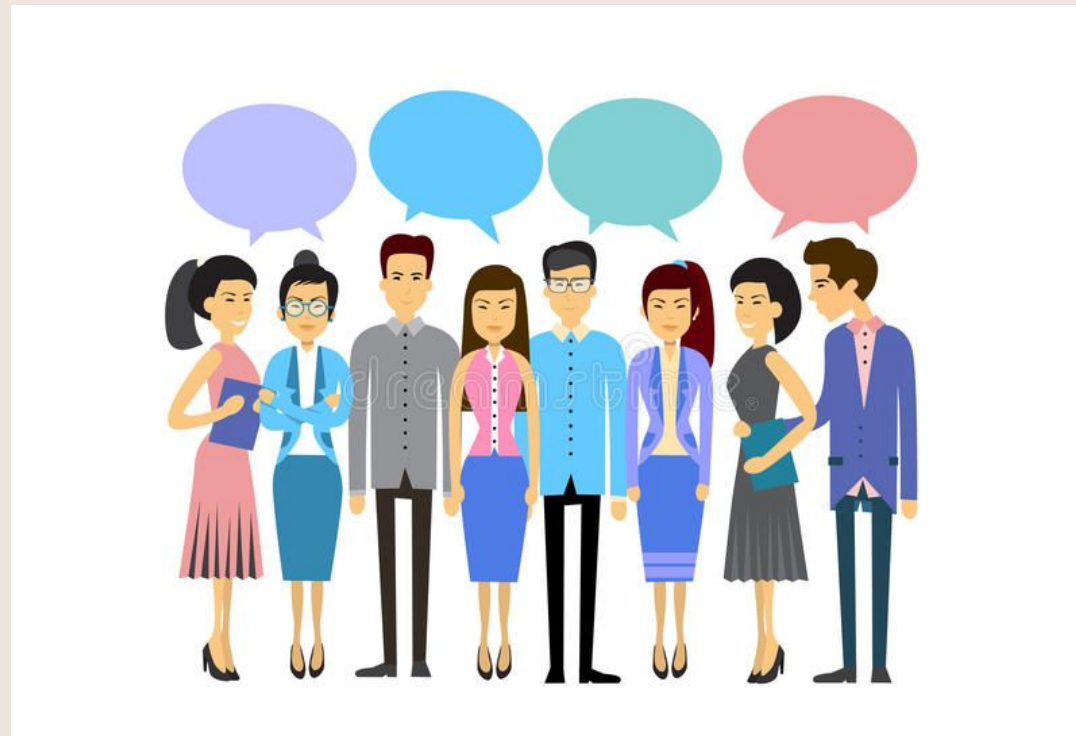
BLACK

WHITE

SMALL GROUP DISCUSSION



LARGE GROUP DISCUSSION



THE NEUROSCIENCE OF UNCONSCIOUS BIAS



bhasin consulting inc.

Why Does This Matter to Education Abroad?



Now What?

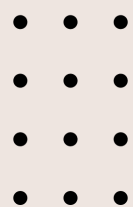
- Consider using these exercises to help open up conversations
- Understand and explore your own biases
 - Assessments: The Implicit Association Test (IAT)
- Listen to the feedback others give you
- Question your thoughts and perceptions proactively
- Educate and expose yourself and those around you
- Recognize that another person's judgement isn't necessarily a true reflection of you





Resources

- [Ali, Diana. Safe Spaces and Brave Spaces: Historical Context and Recommendations for Student Affairs Professionals. 1 Oct. 2017.](#)
- [Understanding Bias: A Resource Guide.](#)
- [Unconscious Bias Training: UCSF](#)
- [The Implicit Association Test \(IAT\)](#)
- [How to Outsmart Your Own Unconscious Bias TEDxPasadena](#)



Contact Us



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