

# Equity & Inclusion: Developing Awareness and Skills

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# Today's Workshop

- Welcome!
- Icebreaker: Bingo Meet and Greet (w/ prizes!)
- Group Agreement
- Defining Terms
- Activity: Reflecting on Unconscious Assumptions
- Stereotype Threat
- Call to Action / Reflection

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# Center for the Improvement of Mentored Experiences in Research



## **CIMER Mission**

Improve the research mentoring relationships for mentees and mentors at all career stages and disciplines through the development, implementation, and study of evidence-based and culturally-responsive interventions.

## **CIMER History**

A UW-Madison team led by Dr. Christine Pfund established CIMER in 2015 with support from the Wisconsin Center for Education Research to begin the work of expanding efforts to investigate and implement ways to improve research mentoring relationships in higher education settings.



# Addressing Equity and Inclusion

## Learning Objectives

*Participants will have the knowledge and skills to:*

1. Recognize the potential impact that conscious and unconscious assumptions, preconceptions, biases, and prejudices bring to our relationships and reflect on how to manage them
2. Identify concrete strategies for learning about and addressing issues of equity and inclusion



Let's Play a Game!



# Group Agreements

**What expectations should we hold ourselves to in order to create an open and constructive environment for shared learning?**

1. Stories stay, lessons leave
2. Challenge the idea, not the person
3. Resist the temptation to multitask while participating (e.g., email, texting)
4. Try to participate by raising hand or sharing with groups



# Defining Terms

- Equity – seeks to ensure fair treatment, equality of opportunity, and fairness in access to information; an approach that ensures everyone access to the same opportunities; recognizes that advantages & boundaries exist, and that, as a result, we all don't start from the same place; a process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance
- Diversity – the presentation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking & communication styles, etc.), collectively as individuals
- Inclusion – builds a culture of belonging by actively inviting the contribution & participation of *all* people; about folks w/ different identities feeling and/or being valued, leveraged, & welcomed w/in a given setting (e.g., your team, workplace, or industry)
- Equality – has to do with giving everyone the same resources





# Activity 1: Reflecting on Unconscious Assumptions

Let's think about the assumptions we make when we are going into different spaces. For this activity, we want to explore some of the assumptions that are made in the research and academic context.

1. Eight roles will be displayed -10 seconds
2. On your boxed sheet of paper - write 2-3 words that come to mind for each role



# Activity 1: Reflecting on Unconscious Assumptions

1. Cook
2. Mountain Climber
3. Caretaker
4. Politician
5. Researcher
6. Graduate Student
7. Undergraduate Student
8. Professor

# Activity 1: Small Group Instructions

We will move you into breakout sessions  
(members in your table) for 10 minutes

Once in the breakout sessions...

Introduce yourselves  
in your small group

Share your words for  
each role

Discuss any  
similarities

We will regroup to share with the larger  
group and share



# Large Group Discussion

We all carry these unconscious assumptions, and they need not to be a source of guilt or embarrassment. We discuss them as a means of raising awareness so we can minimize their impact on our behavior.



# Stereotype Threat

## Activity Instructions:

Read *Stereotype Threat* handout

1. In table groups, discuss:
  1. What "stereotype threat" means to you.
  2. What kinds of stereotypes are there?
  3. What are some ways to prevent stereotyping (tie to TAMIU – ex: 1st Gen / Hispanic students: I'm a bad writer or I will struggle at science)?



# Large Group Discussion

- What kinds of stereotypes are there in academia?
- What are some ways to prevent activation or reduce stereotype threat?
- What are some resources TAMU has available to combat stereotype threat?

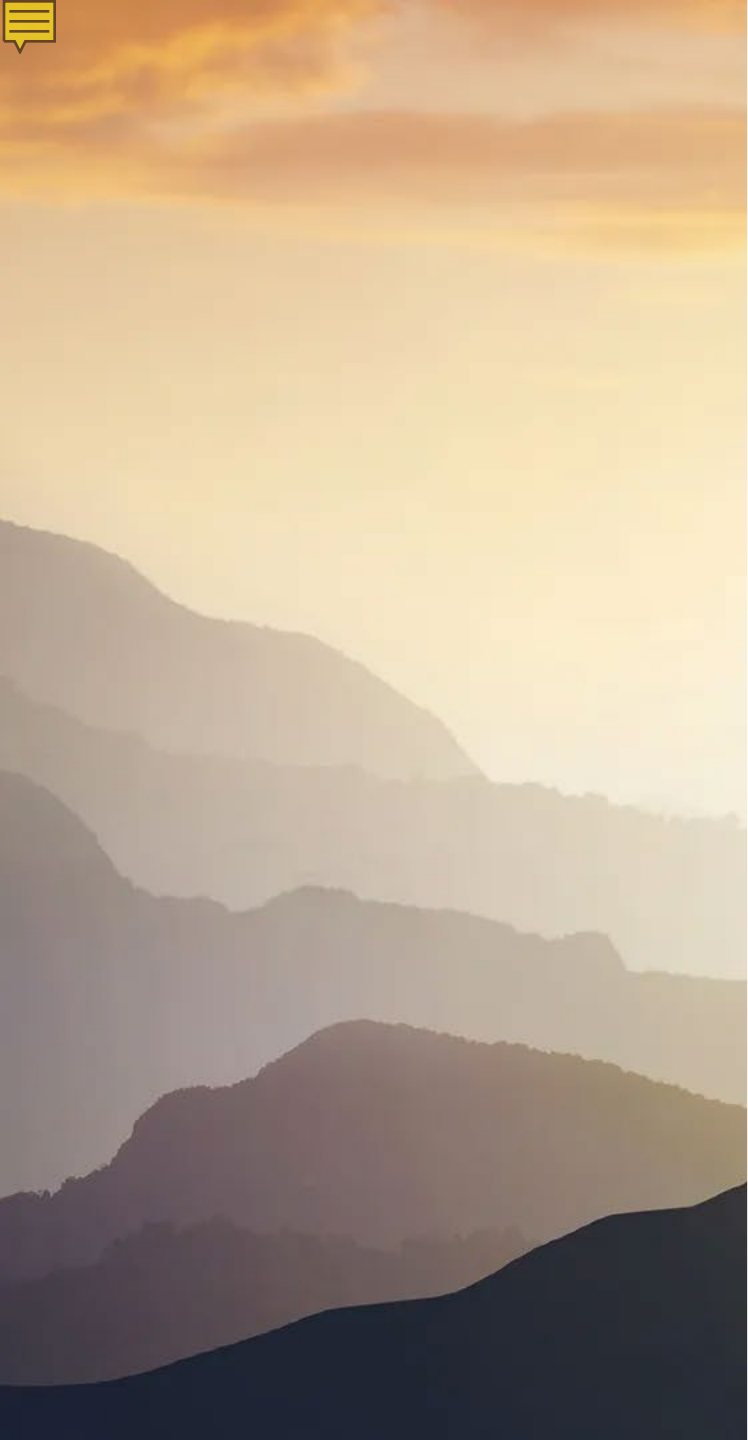
# Closing & Next Steps



# Discussion

How do the topics we covered today connect with the broader objectives of equity and inclusion?






# Mindful Moment

Write down some ideas you have about how you can implement topics about **addressing equity and inclusion** here at TAMIU and in our Community more broadly.





*Be the change  
you wish to see  
in the world*



# Thank you for attending!

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