



WAKE || TECH

Lead the way.

**Safe Space Training:
Creating an Inclusive Campus for All Students**

**If it...
looks like a duck
quacks like a duck
walks like a duck**

Is it a duck?



Presenter Info



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Introductions

Name

Place of Employment

Tell me a fun fact!

Objectives

1

Define diversity.

2

Identify the four (4) different types of ways to identify and create a comprehensive list of examples.

3

Describe stereotyping, and list three (3) examples.

4

Classify and discuss three (3) ways someone can form an assumption.

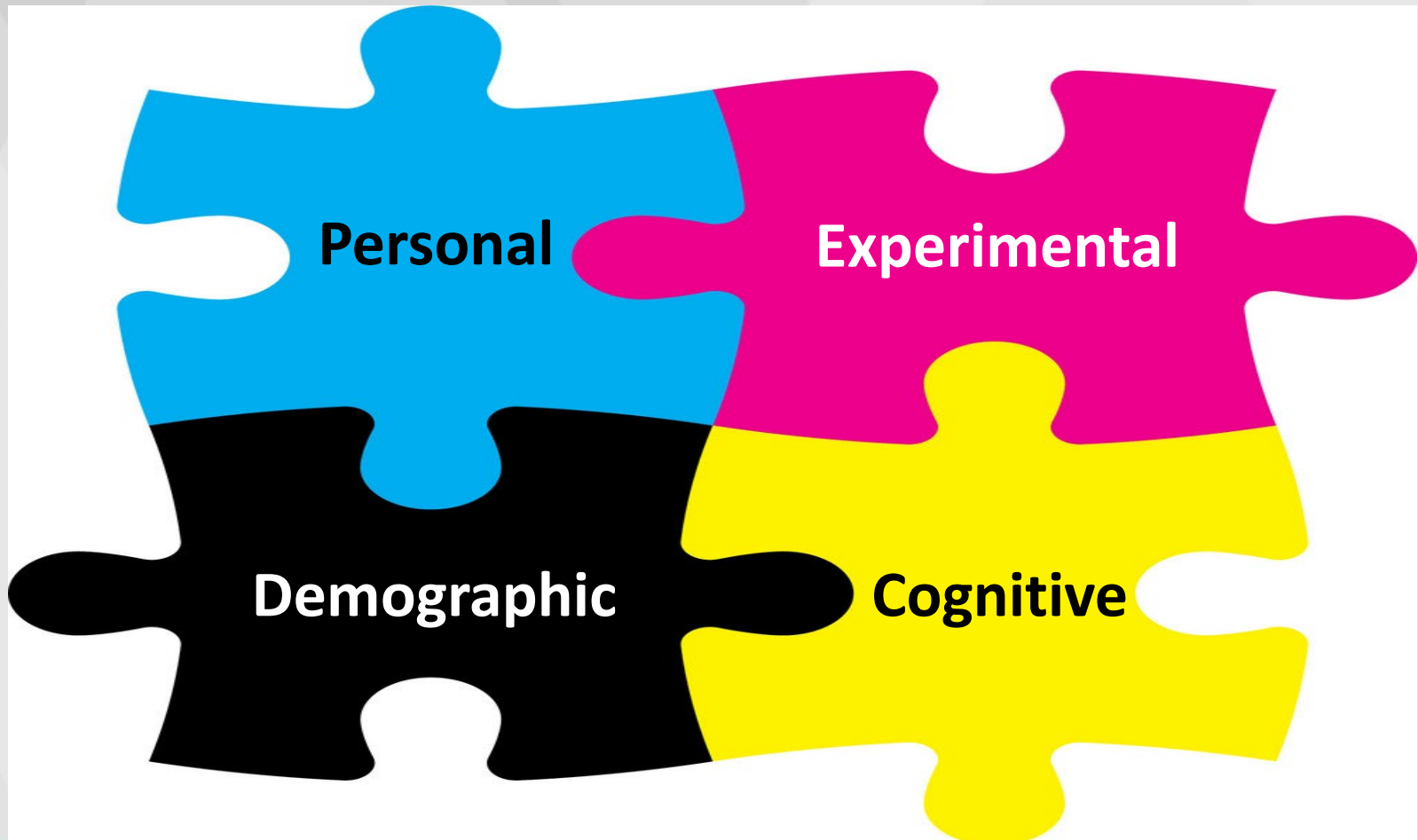
Diversity



the condition of having or being composed of differing elements

the inclusion of different types of people (such as people of different races or cultures) in a group or organization

Identities



Personal

Personal diversity is traits that make one different from others.

Name/Preferred Name

Unique characteristics

History

Personality

Body Type

Pronouns



Experimental

This can be based off common likes and dislikes with people in the community.

Affinities one has with others

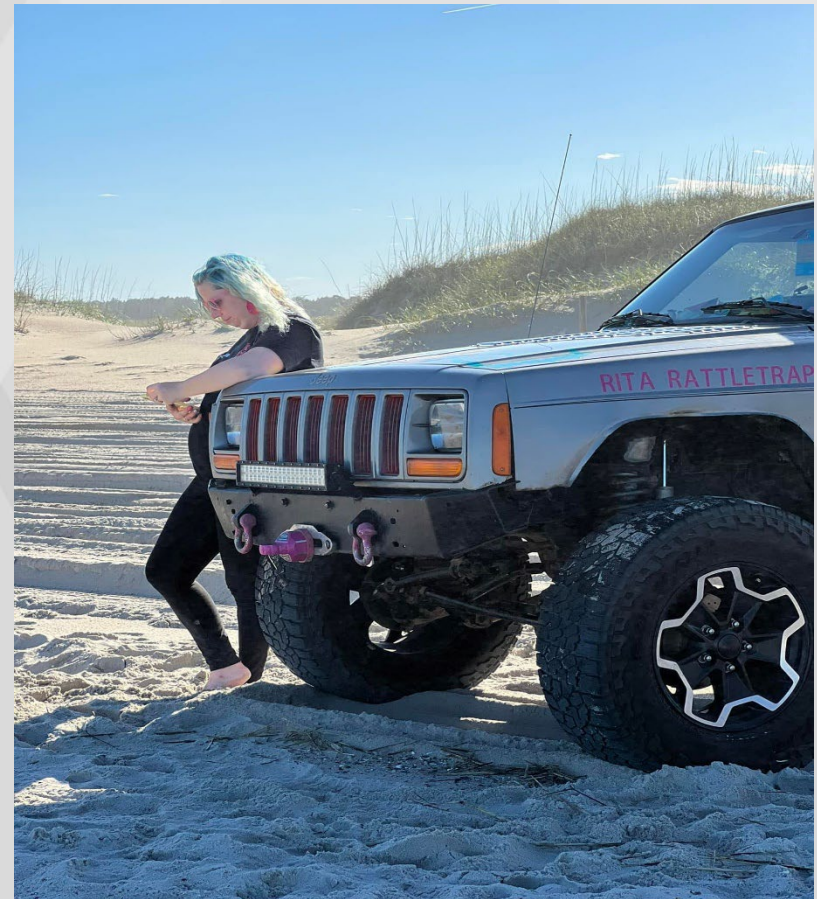
Values and norms

Behavior in social setting

Family

Hobbies

Abilities



Demographics

Demographic diversity is tied to where one comes from and given at birth. These are typically lifelong identities, but some can change over time or one's preferences.

Gender

Race

Ethnicity

Sexual
Orientation

Social Class

Religion

Age



Cognitive

Cognitive diversity makes us look at how we think. It is often referred to something one aspires to do.

Approach
problems

Think about
things

December 3 Mistakes: 1/3 02:46 II

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9	8	2	3	4	7	5	1	6
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Undo Erase Notes On Hint

1 2 3 4 5 6 7 8 9

Multiple Identities Crossing



Stereotyping

Something conforming to a fixed or general pattern...a standardized mental picture that is held in common by members of a group

Represents an oversimplified opinion, prejudiced attitude, or uncritical judgment

Stereotype Examples



Older people are afraid of technology.



People of Irish decent are red headed and have a temper.

Stereotype Examples



The Middle East is unsafe.



People who are blind or visually impaired are helpless and require supervision.

Stereotype Examples



All deaf people cannot talk and use sign language.



People with mental illness are dangerous and unpredictable.

Assumptions



Sometimes associations are made based off information received.



It does not matter if the information is correct.



People can make an opinion or an assumption.

Group Activities

- 5 groups
- Discuss the scenario
- Group discussion

Scenario #1

A student fills out a registration form, so you send it to the Registrar's Office. The Registrar's Office asks you to verify the person's information because the ID number provided has a different first name and gender, but the other information is the same. In Colleague, the person is listed as female, but a male gave you the form?

How would you address this situation?

Scenario #2

A student is coming to pick up a laptop. The student's name is listed as Carl on the check in sheet. The student appears to be male but is dressed like a female and has asked to be called Carla and she.

How would you address this situation?

[Employee Handbook](#) [Registration & Student](#)

Scenario #3

It is the first day of class, and everyone is doing introductions and including a fun fact. Johnny starts to introduce himself but does not include a fun fact. You ask him what is his fun fact. He pauses and replies, “I don’t like the police.” You support the police.

How would you address this situation?

Scenario #4

Bruce self-identified as special needs. He likes to give a daily fun fact that is sometimes not related to the lecture. He is not disruptive, but the comments are made at random times.

How would you address this situation?

Scenario #5

Maggie is a senior and auditing (senior audit) an online class. She does not have laptop and says she is not technologically savvy. She is trying to use local resources to take the class, but she does not have reliable transportation. She is unhappy with the instructor and an online environment.

How would you address this situation?

Making A Safe Space

- Be understanding
- Keep an open mind
- Be a good listener
- Do not let your judgement and views cloud your ability to guide students
- Remember why you are working in higher education



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Questions