



USU Inclusion Center

“Achieving
inclusion in
student affairs”



Objectives

- Expand the application of inclusive practices in culturally specific contexts
- Navigate cultural differences with respect while honoring the experiences of survival
- Build on empowerment to help rebuild a sense of control
- Understand Diversity vs Inclusion vs Belonging



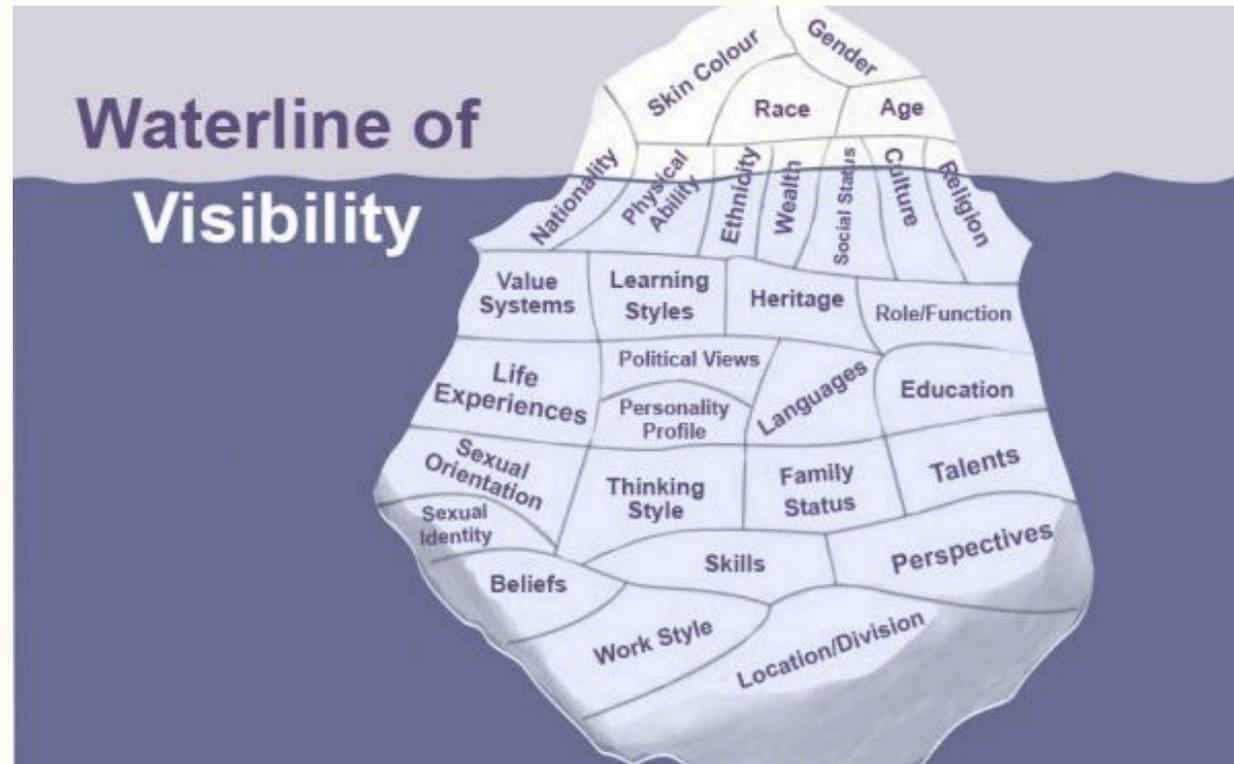
What does our daily work-life look like?

- Hourly meetings
- Unmanageable inboxes
- Never ending emails
- Incident reports
- Budget reports
- Evening programs

Our average day in student affairs professional is predictable.



Iceberg







Diversity vs Inclusion

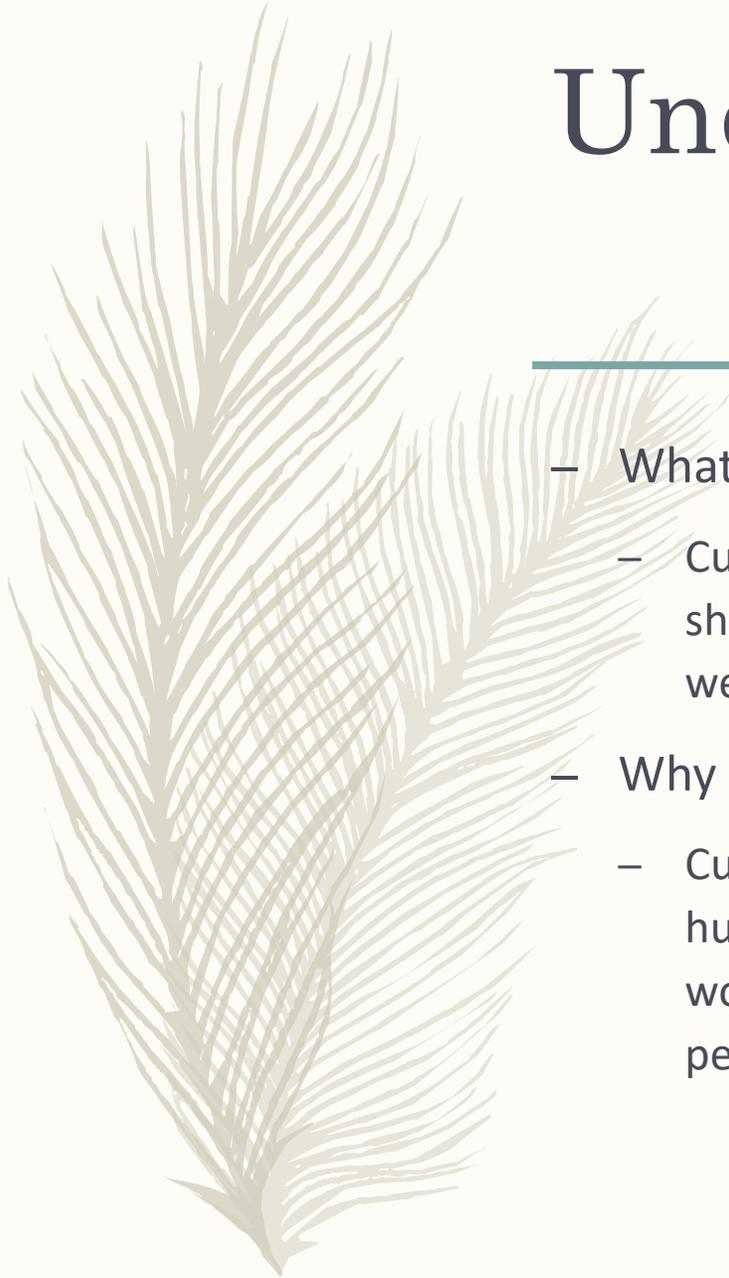
- Diversity is a call toward action, something one can demonstrate, behave, enact. To ensure that all people have their right to pursue happiness, their right to be included in the fabric of the world, requires action.
- Inclusion is not something that happens on its own. To enact diversity in positive ways requires the act of inclusion. And inclusion assumes the deliberate act of bringing people into the group, the norms, into the opportunities that will allow for meaningful pursuit of happiness.
- A more diverse learning environment leads to improved creativity, problem-solving, and critical thinking.

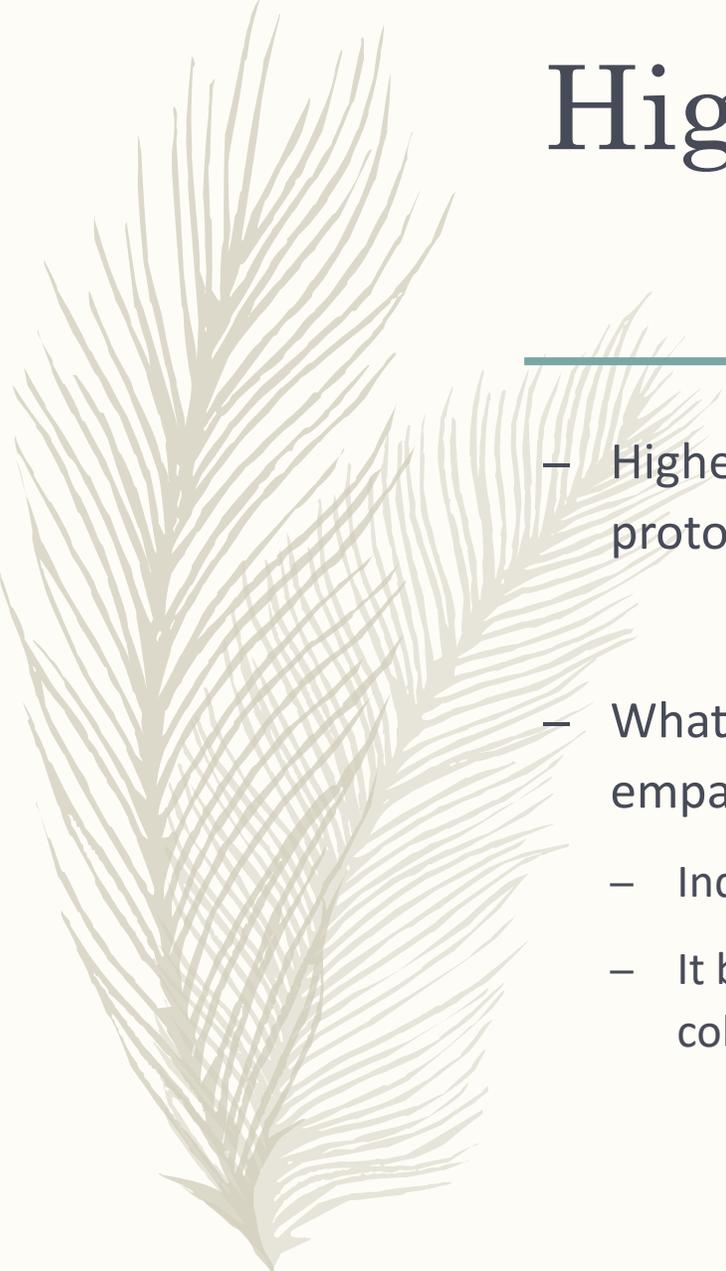




Understanding Culture

- What is culture?
 - Culture refers to a group or community which shares common experiences that shape the way its members understand the world. When we think of culture broadly we realize we all belong to many cultures at once.
- Why is culture important?
 - Culture is a strong part of people's lives. It influences their views, their values, their humor, their hopes, their loyalties, and their worries and fears. So when you are working with people and building relationships with them, it helps to have some perspective and understanding of their cultures.



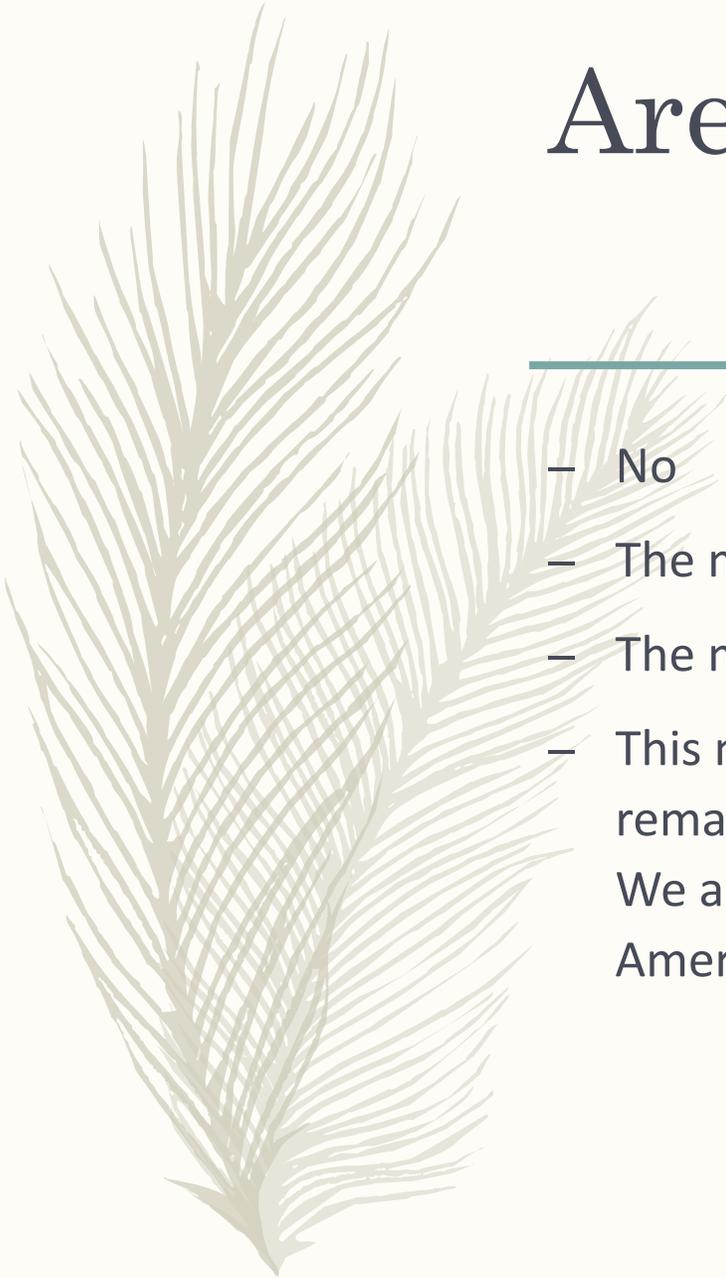


Higher Education Culture

- Higher education is a culture dominated by necessary institutional policies, protocols, and consistency.
- What if we keep this culture but implement protocols with humanity and empathy?
 - Individualized support infuses this concept.
 - It brings balance of consistency and tailored measures that can bring about a coherent solution.

Are we still a melting pot?

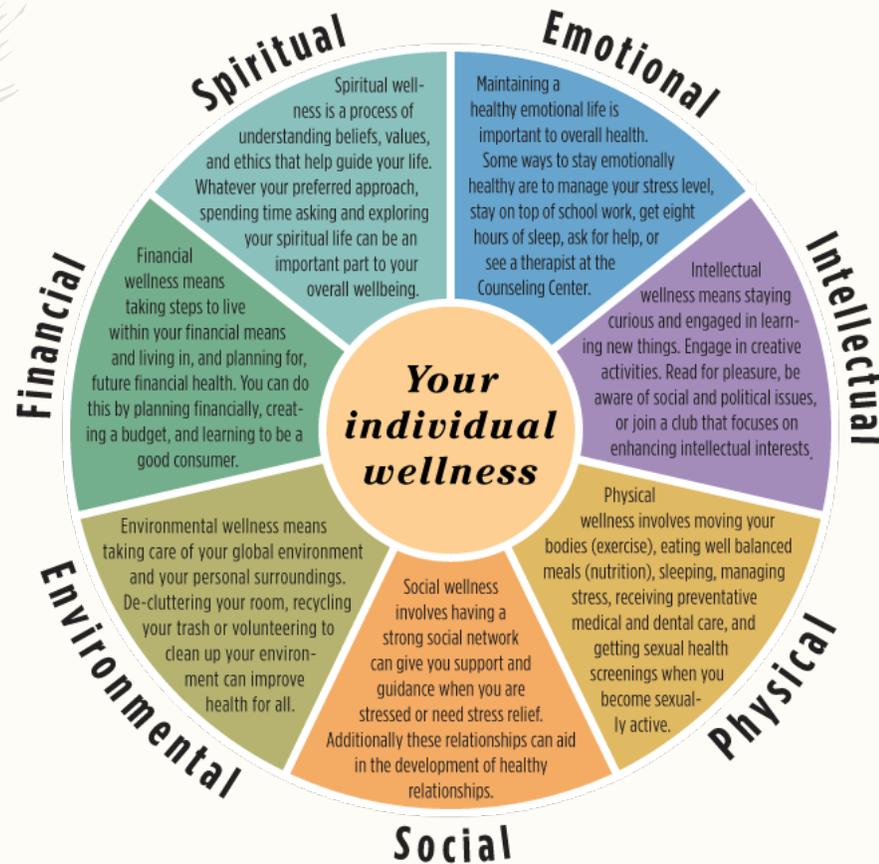
- No
- The metaphor of the melting pot has shifted.
- The metaphor is now to be considered a “tossed salad.”
- This means that components of our racial, religious, and cultural heritage remain intact. We identify with our groups outside of being just plain American. We are Mexican-American, African-American, Muslim-American, Italian-American, Asian-American, and the list goes on.



Where are we now?

Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.

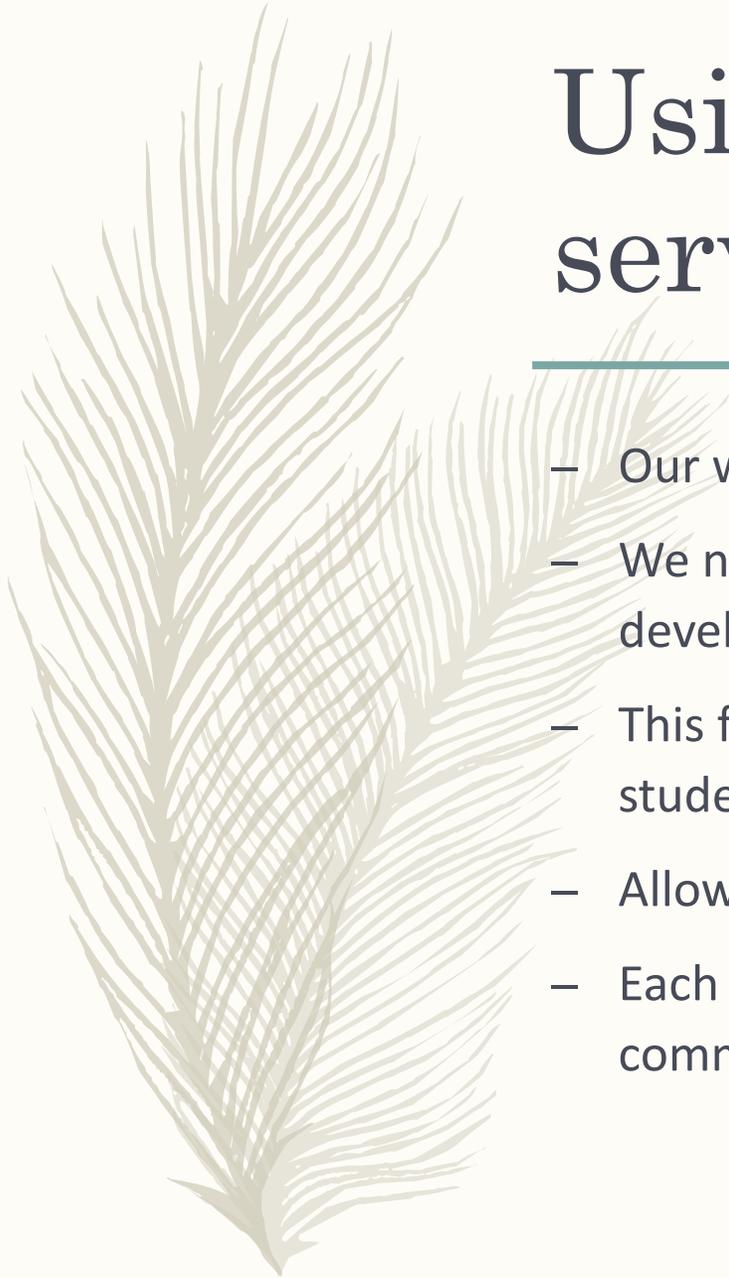
A useful framework

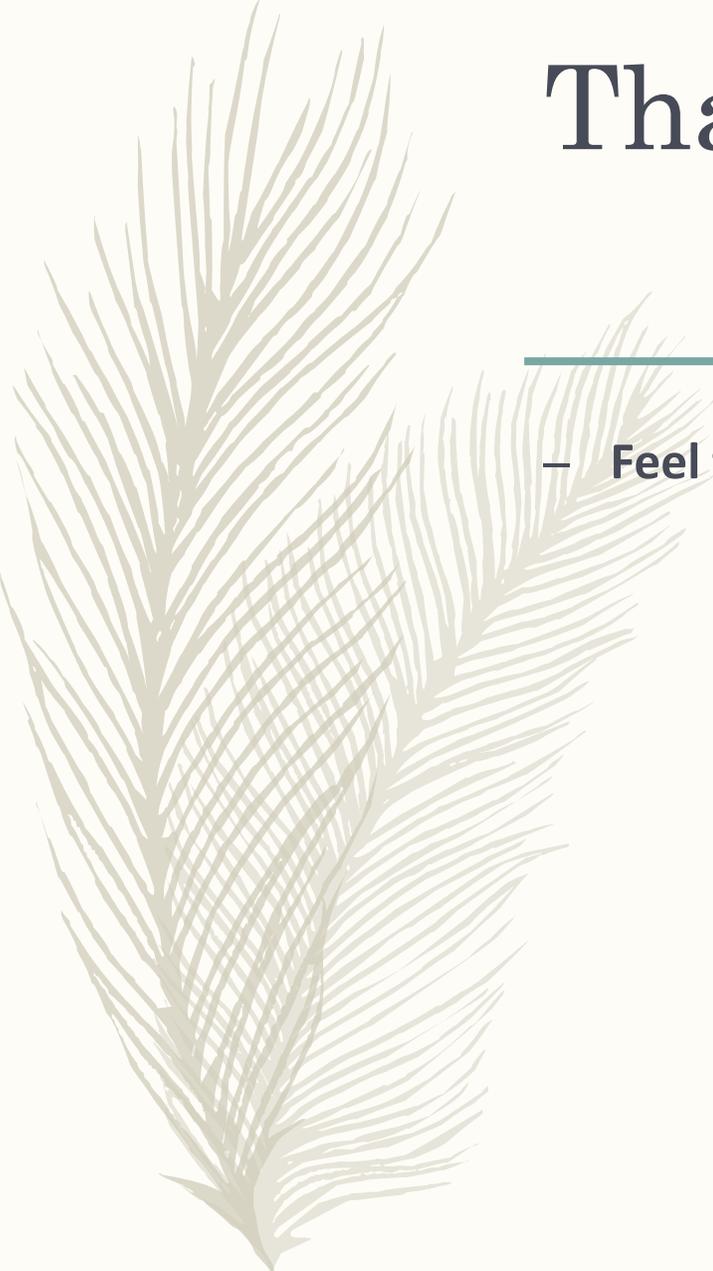




Using this framework to provide services

- Our work is developmental.
- We need to consider in each of our interactions where a student might be, developmentally.
- This framework provides us with a broader lens through which we can view a student's past and current assets.
- Allows the student to have a say in the choices made.
- Each instance calls on our campus partners to work together openly and commit to work in the best interest of the student.





Thank you

– Feel free to contact me Luis.Rodriguez@usu.edu for any questions



Sources

- Burstyn, J. N. (2001). *Preventing violence in schools: A challenge to American democracy*. Mahwah, NJ: L. Erlbaum Associates.
- Bussey, M. C., & Wise, J. B. (2007). *Trauma transformed: An empowerment response*. New York: Columbia University Press.
- Miller, W. R., & Rollnick, S. (2013). *Motivational interviewing: Helping people change*. London: The Guilford Press.
- Treadwell, K. L., & OGrady, M. R. (2019). *Crisis, compassion, and resiliency in student affairs: Using triage practices to foster well-being*. Washington, DC: NASPA-Student Affairs Administrators in Higher Education.