INTRODUCTIONS

- Presenter introductions
- Participant introductions: Icebreaker
- Explain Core Groups & determine placement
SESSION GOALS

- Develop diversity awareness, knowledge and skills
- Understand how your leadership role can impact the campus community
- Engage in interactive activities and authentic discussions
- Reflect on your experiences with diversity
- Deepen perspective on the importance of creating an inclusive campus community
Commit yourself to being open to new and different perspectives

Be honest with yourself and each other

Listen respectfully

Participate and be fully present

Be confidential and trust that this space is safe

Understand that discomfort can be a good feeling

Be honest and authentic

Speak and share from YOUR experience

Be committed to being a change leader in your student leadership roles

Have Fun
“We can't teach what we don't know; We can't lead where we won't go. ”

Malcolm X

If not you, then who? If not now, then when?

Rabbi Hillel
DEFINING KEY TERM: DIVERSITY

- What does the term “diversity” mean to you?
- What ideas and thoughts come to mind when you hear the term “diversity?”
- What is your understanding of the difference between term, “diversity” and the concept, “social justice?”
DIVERSITY

- Diversity is a commitment to recognizing and appreciating the variety of characteristics that make individuals unique in a community that promotes and celebrates individual and collective achievement.

- Diversity includes knowing how to relate to those qualities and conditions that are different from our own and outside the groups to which we belong, yet are present in other individuals and groups. These include, but not limited to: age, ethnicity, class, gender, physical abilities/qualities, race, sexuality, religion, etc...
DEFINING KEY TERM: LEADERSHIP

- What does the term “leadership” mean to you?

- What different characteristics come to mind when you think of a good leader? Name a few examples of good leaders and poor leaders.

- How does the RA position prepare you to be a good leader?
Leadership is a process by which a person influences others to accomplish goals and objectives; and directs the organization or others in a way that makes the team more cohesive and coherent.
Examining diversity more broadly – on a group level

Understanding multiple identity groups and how these groups positively or negatively impact campus and society
Examining diversity more specifically – on an individual level

Understanding your multiple identities and how your identities can impact your experience and leadership role on campus
As a Resident Assistant, you are charged to develop a diversity program that is creative and creates an awareness for your residents to understand and appreciate diversity. Your program should have an educational focus with a way to engage your student group.

Your program should include:
- Title
- Goals
- Description of program
- Details of program (proposed number of students, program expense & where/when will program occur)
- What is your hopeful outcome for the students who attend your program?

Identify a group presenter to share your program
HELPFUL TIPS TO CREATE INCLUSIVE COMMUNITIES

- Engage in self-work, self-improvement and reflecting on personal growth
- Challenge your peers to engage in conversations about diversity
- Collaborate with the Intercultural Center for diversity programming in the residence hall
- Be committed to understanding the experiences of all students and providing programs that reach all of your students, their identities and personal interest
- Challenge inconsistency in your spaces
- Practice what you preach ------- as student leaders on campus you are role models for creating change and inclusive communities
- Step outside of your comfort zone
HELPFUL TIPS TO CREATE INCLUSIVE COMMUNITIES

- Actively promote change on campus; be a change agent
- Assess your diversity programming in the residence hall and challenge yourself to find ways to make sure your programs always create a welcoming space
- Challenge and support each other in the work you do for the residence hall community
- Utilize and capitalize on student leadership conferences and trainings to continue learning about diversity and leadership
- Practice what you preach ------- as student leaders on campus you are role models for creating change and inclusive communities
- Step outside of your comfort zone
CLOSING ACTIVITY

- Stop Doing
- Start Doing
- Continue Doing
“Wherever I see poverty, wherever I see injustice, wherever I see the wealthy and powerful seek advantage at the expense of the vulnerable, I will step forward and take action in defense of those who find their voices silenced and opportunities stunted. I will do so whether my actions make me part of a powerful movement or whether I stand alone.”
Evaluations (we value your feedback)

THANK YOU
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