

“Embracing Diversity in Dorm Setting”

Malibu Barron, MA, NCC
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Workshop Guideline

- One at a time
- Using “I” statements
- Listen with curiosity and suspend judgement
- Open heart, open mind
- Mindfulness

Self-Care Guideline

- Keep yourself hydrated
- Keep your tummy happy
- Keep breathing
- Use different senses, if applied: smell, taste, sight, taste, feel
 - ◆ Use these sense(s) or techniques to ground yourself
 - ◆ Breathing technique
 - ◆ Visualization techniques with remembering memories that calms you
- Take a break, stand or walk around the room, or even lay down on the floor

Communication Agreement

- To be accessible for everyone, we will agree:
 - State your name before making comments and asking questions during group discussion and presentation
 - Ask questions or sharing thoughts in the front or side of the audience, when appropriate



My identities: Multiracial Deaf Woman who is able-bodied, light-skinned, graduate education, full-time employed, heterosexual/married, a mother of 2 children, and have multiple childhood traumas.

Worked in different deaf schools as a school counselor and non-profit organization that focused on anti-violence and multiculturalism.

Words to know

Diversity

Black/Brown

Inclusion

LGBTQIA

Equity

Intersectionality

Person of Color (POC)

Marginalized

Identity

Why is embracing diversity important?

Embracing diversity is important because...

- It intentionally create a welcoming and inclusiveness space for our families, employees, and students;
- It provides safe and brave spaces for our students to explore their racial, gender, sexual orientation, and other identities in a nonjudgmental and accepting space;
- A supportive, accepting environment greatly decreases suicidal thoughts/attempts AND harming others (e.g. bullying). Also, to increase family engagement.

What is DIVERSITY?

How many of you work with students/colleagues who are identified as a...

- LGBTQIA
- Gender Queer and Non-Binary
- Transgender
- Black and/or Brown
- Person of Color
- Female
- Undocumented student
- Introverted/Extroverted
- Non-athlete
- Resident from Inner City
- Resident from Rural Area
- Deaf or Hearing Families
- Person who experienced Poverty
- Person who experienced abuse, neglect, violence/trauma, natural disaster
- Person who celebrates Holidays/Memorial that are not in US/School Calendars

How did the dorm embraced
DIVERSITY in the recent school year?

Group Dialogue (10 minutes):

Group up into 2-3 individuals and share -

1. How your workplace celebrate diversity/holidays?
2. What holidays are celebrated at the workplace, school, and dorm?
3. Who are/is responsible to oversee the committees (if any), planning process, and coordinate the event(s)?

If you are comfortable, you are welcome to share the dialogue with larger audience afterward**

Guess!

How many observations
are there in a year?

Group Dialogue (10 minutes):

Group into 2-3 individuals and share -

- It is a common knowledge that specific holidays are often celebrated (i.e., off from work/school), but how can we still embrace all holidays in a dorm setting?
- Why is it important to celebrate and embrace diversity in dorm setting?

Diversity is not always about music, food, celebrations...

It is the ability to connect and be compassionate with each other, as well as becoming aware about -

1. Our bias, prejudices, and privileges
2. The impact of systematic oppression to student, their families, school, and ourselves
3. Providing equitable support for our students

Guess!

At what age can a
child recognize different skin color?

Student's Identity Development Stages

- **3-6:** racial as purely physical terms and may believe that racial status can change
- **6-10:** better understanding of culture, traditions, and norms/values
- **10-14:** realize that ethnicity can be linked to social class
- **Adolescence:** express pride, sense of belonging

Group Dialogue (10 minutes)

Group into 2-5 individuals and share -

- Which school and age group(s) you work with?
- One topic you would like to focus on for 2019-2020 with your colleagues and students in the dorm.
- Any other local resource, role model, agency or organization, or program/department that you could collaborate with?

Add a little more *spice* in your toolbox:

- SAFE: Space that is Accepting, FUN, and Equitable
- HALT: Hungry, Angry, Lonely, and/or Tired
- Be Accountable: It doesn't matter if you had good intentional or was unintentional, focus on the impact

“Diversity is being invited to the party;
Inclusion is being asked to dance.”

Verna Myers

Handouts

- Powerpoint (pdf)
- Online resources to learn more about diversity
- Guidance to start planning for some holidays/celebrations for the next school year (2019-2020)
- If you need extra resources, feel free to contact me

Questions?

Contact Information

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