University of Colorado
Faculty Council
Cultivating Inclusion

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During the pandemic, have you had major concerns about any of the following? Check all that apply.

- Household responsibilities
- Mental health
- Physical health
- Technology access
- Racial strife in the U.S.
- Health of loved ones
- Workload
Cultivate?

to foster the growth of;
to improve by labor, care or study
Inclusion?

EVERYONE feels valued and respected
Everyone = Dominant and Non-dominant groups
Inclusion

Process

Feeling
Thinking about your role with FC, how strong is your sense of inclusion?

- Very strong
- Somewhat strong
- Neither strong nor weak
- Somewhat weak
- Very weak
Attitudes, Attributes and Resources for Cultivating Inclusion?
Implicit bias

attitudes or stereotypes about individuals or groups that unconsciously affect our understanding, actions, and decisions
MICROAGGRESSIONS -- brief slights, snubs, or insults that members of non-dominant or underrepresented groups experience from individuals who are often unaware that they have said or done something offensive.
If you perceived a microaggression during a Faculty Council meeting, how do you think you would respond? Check all that apply.

• Say nothing then or later to anyone
• Say something to everyone during the meeting
• Discuss it later with someone who was present (other than the person whose behavior seemed like a microaggression)
• Apologize privately to the person(s) who is (are) member(s) of the targeted group
• Discuss it privately with the person whose behavior seemed like a microaggression
• Discuss it privately with the Chair of FC
• Discuss it later with someone not affiliated with FC
• Other (type in chat to me)
Responding to microaggressions (or other types of implicit bias)
“People from privileged backgrounds often say marginalized individuals are simply overreacting.” Hahna Yoon

https://www.nytimes.com/2020/03/03/smarter-living/how-to-respond-to-microaggressions.html
Consider intervening
Resources

How to respond to microaggressions
https://www.nytimes.com/2020/03/03/smarter-living/how-to-respond-to-microaggressions.html

Dear anti-racist allies: Here's how to respond to microaggressions
https://www.cnn.com/2020/06/05/health/racial-microaggressions-examples-responses-wellness/index.html


How to be an ally
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