



# **University of Colorado**

## **Faculty Council**

### **Cultivating Inclusion**

**Brenda J. Allen, PhD**  
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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?



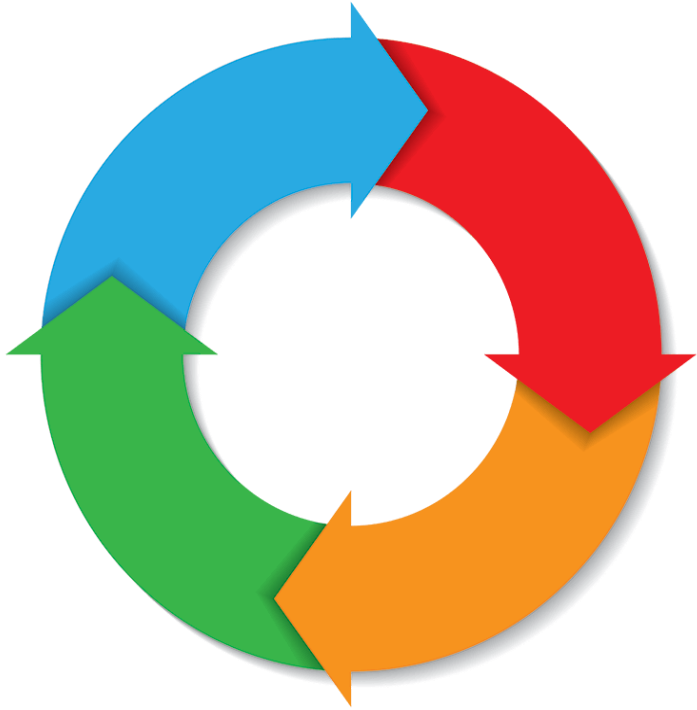
**EVERYONE**  
feels valued and respected

**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>

An abstract graphic consisting of various sized squares and rectangles in shades of blue and dark blue, creating a pixelated or mosaic-like background.

# **INTENT VS. IMPACT**

# 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>

**A Guide to Responding to Microaggressions**

[https://advancingjustice-la.org/sites/default/files/ELAMICRO%20A\\_Guide\\_to\\_Responding\\_to\\_Microaggressions.pdf](https://advancingjustice-la.org/sites/default/files/ELAMICRO%20A_Guide_to_Responding_to_Microaggressions.pdf)

**How to be an ally**

<https://www.insidehighered.com/advice/2016/04/13/how-be-ally-someone-experiencing-microaggressions-essay>





**STOP**

**CONTINUE**

**START**



