



MEETING 8: INTRODUCTION TO DIVERSITY AND INCLUSION

SigEp
Building Balance

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PURPOSE

This meeting should provide members an opportunity to begin exploring concepts of diversity and inclusion, while better understanding and reflecting on their own identity.

LEARNING OUTCOMES & OBJECTIVES

Participants will...

- Discuss the importance of diversity.
- Develop strategies to be inclusive.
- Explore their personal identity.
- Develop awareness for different identities, cultures and backgrounds.

AREAS OF DEVELOPMENT

Intellectual, Leadership.

SESSION FACILITATORS

- Sigma Challenge coordinator.
- Sound mind chairman (if applicable).
- Guest speaker for diversity and inclusion.

SESSION OUTLINE [60 MINUTES]

[5] Welcome.

[10] Exploring identity and inclusion.

[30] Guest facilitator.

[10] Honoring diversity in SigEp.

[5] Session wrap-up.

MATERIALS & EQUIPMENT

- PowerPoint presentation and projector (if needed).

SESSION PREPARATION

- Arrange for campus professional to facilitate a session about the importance of diversity and inclusion.
- Set up room for challenge meeting.
- Verify with the guest speaker the date and time of meeting or activity.
- Send out a reminder to challenge participants about the meeting.

1. WELCOME [5]

WELCOME

The Sigma Challenge coordinator(s) should welcome members and introduce today's meeting topic.

GUEST INTRODUCTIONS

- The Sigma Challenge coordinator(s) should introduce today's guests:
 - Campus professional.
 - Strive to include a student affairs professional who focuses on diversity, inclusion and social justice. This could include someone who works in the university department for diversity and inclusion initiatives.

2. EXPLORING IDENTITY & INCLUSION [10]

I AM...

- Start the session by giving members a few minutes to list as many responses to the statement "I am..."
- Their responses should include descriptors of who they are as an individual. Members can include as many responses as they would like, but you can suggest that members reflect and include the following:
 - Ethnicity.
 - Race.
 - Religion.
 - Hometown/region.
 - Hobbies/interests.
 - Traditions/customs.
 - Jobs/occupations.
 - Fields of study.
 - Past experiences.
 - Sexual orientation.
- After a few minutes of individual reflection, have members pair up and share their "I am" statements.
- Have pairs find similarities (aside from being a SigEp) and differences.
- Explain that we each possess a unique identity comprised of many things. Many of those things members listed in their "I am" statements.

INCLUSION

- Ask, by a show of hands, how many people have ever felt excluded from a group. Ask for a volunteer to share their example. Ask the member how it felt to be excluded from the group.
- Now ask for a volunteer to share a time in which they felt included and welcome in a group. How did they know they were welcome and included?
- Introduce today's topic of diversity and inclusion and that SigEp should be a place where members feel welcome and included.

3. GUEST FACILITATOR [30]

A CAMPUS PROFESSIONAL SHOULD PRESENT ON DIVERSITY AND INCLUSION. THEIR PORTION OF THE SESSION SHOULD INCLUDE:

- The importance of diversity and inclusion in organizations.
- How to learn about and respect different identities and cultures.

ALLOW TIME FOR MEMBERS TO ASK QUESTIONS OF THE GUEST SPEAKER.

4. HONORING DIVERSITY IN SIGEP [10]

HISTORY OF THE RED DOOR:

- Ask if anyone knows the meaning behind SigEp's red door.
 - In 1928, the Syracuse chapter was remodeling their house and painted their door red as symbol to gesture that all are welcome.
- Explain that SigEp has a history of inclusion:
 - In 1959, Conclave legislation removed all selectivity clauses that excluded based on race, creed or religion.
 - In 1999, Conclave legislation recalled the 1959 legislation to clarify this commitment to removing exclusionary clauses to include sexual orientation.
 - SigEp has a non-discrimination clause in the Grand Chapter Bylaws (Article II, Section 1).

HONORING DIVERSITY:

- Explain that the best way to honor diversity and the tradition of the red door is to make a commitment to being inclusive. Explain some ways members can commit to this (outlined on pg. 178-179 in the LROB):
 - Speak out.
 - Learn about other people and their experiences.
 - Be informed about issues.
 - Treat people as individuals.
 - Celebrate our differences.
 - Examine your attitudes.
 - Learn about yourself.
 - Be part of the solution.
- Have each member share how they will commit to honoring diversity and committing to inclusion with a tangible action they will take.

5. WRAP-UP [5]

LESSONS LEARNED:

Provide an opportunity for a few members to share the most important thing they learned from today's meeting.

FOLLOW UP:

- Set expectations for members to complete by the next meeting or event: reflect on how their personal identity impacts their SigEp experience, spend time learning about someone with a different background or learning about a new culture.
- Set time and place for next week's meeting.
- If guests allow, post/provide contact information for your guest speaker.

QUESTIONS

Provide an opportunity to answer any questions members have from this meeting and in preparation for the next meeting.