

Brief Introductions (1 min)

- Our names
- SSC works to make our department a more inclusive and equitable environment, because we believe rigorous intellectual work requires contributions from a diversity of perspectives and backgrounds.

Why are we here? (30 sec)

- This is a follow-up to the session we ran here in October on unconscious bias
- This session will focus on strategies to promote active inclusivity

What is the goal? (30 sec)

- To discuss how we can be more actively inclusive in both our everyday interactions and in our decision-making processes
- Avoid situations like those discussed in your pre-reading, which have all been experienced by members of SSC during our academic careers
- Provide a space to think about your response to some of these scenarios

Active Inclusivity definition (30 sec)

- Active inclusivity is the process of working towards a structure that intentionally includes and accommodates people who have historically been excluded (due to race, gender, sexuality, ability, etc.).

Strategies for being actively inclusive (3 min)

- **1. Educate yourself**
 - Go to trainings to better educate yourself on how to be an ally for marginalized or underrepresented communities
 - Read peer-reviewed studies about the hardships minorities face
 - Don't rely on minority students to teach you
- **2. Be open-minded**
 - Consider how people with different lived experiences may react to your words and actions
 - Be intentional with the search criteria you choose, to most accurately and equitably screen for the qualities you desire in a job candidate
 - Consider how people who are different from you might learn most effectively, which is important given our role as educators
 - Value the experiences of those in minority communities, and invite their input and testimony when appropriate
- **3. Be an empathetic, proactive supporter**
 - Address exclusive behavior from colleagues
 - Plan how you might respond in different scenarios, before you are presented with one.
 - When hot-button issues arise, take a few moments to think through how you would respond if someone brought up this topic in class/lab/etc.

- This way, you'll be able to respond with empathy and in accordance with your values, because you'll be prepared.
- Advocate for policies that benefit everyone
- When you are given the opportunity, signify your support and willingness to help in difficult situations.
 - This can include your language in individual conversations, or displaying signage from trainings you've taken, amongst many other forms.

This takes practice and experience - it's not called "passive inclusivity"!!

Activity: Hiring an Undergrad (7-10 mins)

- Get in small groups
- Individually brainstorm indicators that you look for when hiring an undergraduate for a teaching, research, or technician position (2 mins)
- Once you've thought of some criteria, discuss if there are any ways in which these criteria are biased, and ways to make them more inclusive.
- Each group can share out one metric to the big group

Closing of the Activity -

You can look for whatever attributes you want, but make sure your criteria actually select for them in the most unbiased way possible

- Anecdotes