

# Workshop on Active Inclusivity - Faculty Meeting 01/14/2020

## Reasoning Behind the Workshop

It is not enough to believe in equality: we must make an active and conscious effort to be more equitable and inclusive. Structural inequality persists unless we take concrete actions to lessen its effect, which include being conscious of our everyday actions, decisions, and word choices.

## Active Inclusivity Definition

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.).

## Top 3 Strategies for being Actively Inclusive

1. Educate yourself
2. Be open-minded
3. Be an empathetic, proactive supporter

## Activity: Hiring an Undergraduate

Brainstorm what you're looking for in an undergrad worker or volunteer. Detail how you evaluate whether individuals fit those criteria, using the space below.

Desired Attribute/Skill	Evaluation metric or indicator of desired skill

Reflect on the metrics you've described above. Are your metrics equally accessible to students from all backgrounds? Also consider how your learning style or work habits may unconsciously bias your responses. Are there ways to make your metrics more actively inclusive?