SGA Clubsigners Social Justice Workshop

creating inclusive organizations
diverse community foundations

1. Communities are built through building relationships of trust and commitment
2. We are all doing the best we can (most of the time)
3. We don’t know all there is to know
4. Just because you are, doesn’t mean you understand: Just because you’re not, doesn’t mean you don’t understand
5. Oppression is pervasive and impacts us all
6. It is not our fault, but we must accept responsibility to create change
7. Conflict and discomfort are often a part of growth
8. Seek first to understand, then to be understood
9. You didn’t ask for it, and you can’t give it back
10. Practice forgiveness and letting go
11. Self-work, healing and self-love are necessary for acceptance of others
12. Acknowledge, Appreciate, and Celebrate Progress
13. There are no quick fixes
14. Individuals and organizations DO grow and change. There is HOPE
15. We’re better together, and deeply connected soul to soul.

- Washington Consulting Group
Welcome! Our Agenda...

- Diverse Community Foundations
- A Minute in Our Shoes
- Building a Common Language for Social Justice
- Table Time - Vision & Action
- Reporting Back
- Closing
a minute in our shoes

- **diversity**: differences that exist among people
- **multiculturalism**: appreciation and need for differences among people
- **social justice**: having things you need and recognizing that not everyone’s needs are the same (“shoes that fit”) - and making sure that folks are heard even if they’re not at the table - working for equity (not just equality)
building a common language

- **INSTITUTIONAL POWER**: The ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to exercise control over others.
- **PREJUDICE**: A judgment or opinion that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.
- **STEREOTYPE**: An exaggerated or distorted belief that attributes characteristics to members of a particular group, simplistically lumping them together and refusing to acknowledge differences among members of the group.
building a common language

**OPPRESSION**: Prejudice + Power creates a system that discriminates against some and benefits others. These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as healthcare, education, employment, and housing.

**Four Levels of Oppression/“isms” and Change:**

- **Personal**: Values, Beliefs, Feelings
- **Interpersonal**: Actions, Behaviors, Language
- **Institutional**: Rules, Policies, Procedures
- **Cultural**: Beauty, Truth, Right
building a common language

**PRIVILEGE:** Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups.

- Privilege is often invisible to people who have it.
- People in dominant groups often believe they’ve earned the privileges they enjoy, or that everyone would have access to privilege if they just worked to earn it.
- People in dominant groups are frequently unaware that they are members of the dominant group, due to the privilege of being able to see themselves as persons rather than stereotypes.
TARGETS OF OPPRESSION (subordinated groups): Members of social identity groups that are disenfranchised, exploited, and victimized in a variety of ways by members of dominant groups and dominant groups’ systems or institutions.

- subjected to exploitation, marginalization, powerlessness, cultural imperialism, and violence.
- Kept in their place by agents of oppressions’ ideology - which supports oppression by denying that it exists and blaming the conditions of oppression on the actions of the targets.
- People in subordinated groups have fewer “life chances” or benefits as a result of their membership in a particular social group.
building a common language

AGENTs OF OPPRESSION:

- members of the dominant social groups in the United States, privileged by birth or acquisition,
- knowingly or unknowingly exploit and reap unfair advantage over members of groups that are targets of oppression.
- trapped by the system of institutionalized oppression that benefits them and are confined to roles and prescribed behaviors.
- In United States culture, agents have the power to define the “norm” for what is reality and they see themselves as normal or proper, whereas targets are likely to be labeled as deviant, evil, abnormal, substandard, or defective.
Dominant & Subordinated Groups

Dominant groups historically create the rules, value systems, and rewards in a society.

- white
- heterosexual
- male/man
- able-bodied
- upper-middle and owning class

- Christian
- 35-60 years old
- size/physical appearance fits within Western beauty standards
subordinated groups historically lack resources, power, and access to value systems and rewards in a society.

- People of Color
- Queer Folks
- Female/women
- people with disabilities
- transfolk
- poor/working class
- under 35 and over 60 years old
- non-US citizens
- people of size and/or alternate appearance
you, your leadership, your organization...

FREE WRITE:
● as you think about your own identities, where do they fall on the agent/target lists?
● as you think about your student organization, what identities are represented?
● what do new or prospective members see? what is presented about your organization?

Connect with your high-5 buddy
<table>
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<tr>
<th>What are the barriers to creating a more inclusive organization?</th>
<th>What would a more inclusive organization look like for us?</th>
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What action steps can we take to support a more inclusive organization?

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report backs & closing

● what’s one thing you will commit to doing for the rest of this semester?
● What can you incorporate for next year?

keep in touch with us:

lce@uvm.edu | uvm.edu/lce | fb.com/uvmlce
SGA Club Signers Social Justice Workshop: Creating Inclusive Organizations

Diverse Community Foundations

1. Communities are built through building relationships of trust and commitment
2. We are all doing the best we can (most of the time)
3. We don’t know all there is to know
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Building a Common Language: definitions

Diversity: differences that exist between and among people
Multiculturalism: appreciation of and need for differences among people
Social Justice: having things you need and recognizing not everyone’s needs are the same (“shoes that fit”), and making sure that folks are heard even if they’re not at the table – working for equity, not just equality.
Institutional Power: the ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to exercise control over others.
Prejudice: a judgment or opinion that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.
Stereotype: An exaggerated or distorted belief that attributes characteristics to members of a particular group, simplistically lumping them together and refusing to acknowledge differences among members of the group.
Oppression: The combination of prejudice and institutional power which creates a system that discriminates against some groups and benefits other groups. Examples of these systems are racism, sexism, heterosexism, ableism, classism, ageism, and anti-Semitism. These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as healthcare, education, employment, and housing.

Four Levels of Oppression/“isms” and Change:
- Personal: Values, Beliefs, Feelings
- Interpersonal: Actions, Behaviors, Language
- Institutional: Rules, Policies, Procedures
- Cultural: Beauty, Truth, Right

Privilege: Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target (subordinated) groups. Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them. In fact, privileges are unearned and they are granted to people in the dominant groups whether they want those privileges or not, and regardless of their stated intent.

Unlike targets of oppression, people in dominant groups are frequently unaware that they are members of the dominant group due to the privilege of being able to see themselves as persons rather than stereotypes.

Targets of Oppression: Targets of oppression are members of social identity groups that are disenfranchised, exploited, and victimized in a variety of ways by agents of oppression and the agent’s systems or institutions. Targets of oppression are subject to containment, having their choices and movements restricted and limited, are seen and treated as expendable and replaceable, without an individual identity apart from their group, and are
compartmentalized into narrowly defined roles. Targets of oppression are people subjected to exploitation, marginalization, powerlessness, cultural imperialism, and violence. Targets of oppression are kept in their place by the agent of oppression’s ideology, which supports oppression by denying that it exists and blames the conditions of oppression on actions of the targets. Targets of oppression have fewer “life chances” or benefits as a result of their membership in a particular social group. As examples, there is a higher likelihood that African American men will be arrested than Caucasian men; there is a greater chance that men will have a higher salary than women.

**Agents of Oppression:** Agents of oppression are members of the dominant social groups in the United States, privileged by birth or acquisition, which knowingly or unknowingly exploit and reap unfair advantage over members of groups that are targets of oppression. Agents of oppression are also trapped by the system of institutionalized oppression that benefits them and are confined to roles and prescribed behaviors. In United States culture, agents have the power to define the “norm” for what is reality and they see themselves as normal or proper, whereas targets are likely to be labeled as deviant, evil, abnormal, substandard, or defective.

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<th><strong>Dominant Groups</strong> historically create the rules, value systems, and rewards in a society. In the US, this looks like…</th>
<th><strong>Subordinated Groups</strong> historically lack resources, power, and access to value systems and rewards in a society. In the US, this looks like…</th>
</tr>
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<tbody>
<tr>
<td>• White</td>
<td>• People of color</td>
</tr>
<tr>
<td>• Heterosexual</td>
<td>• Queer folks</td>
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<td>• Male/man</td>
<td>• Female/women</td>
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<tr>
<td>• Able-bodied</td>
<td>• People with disabilities</td>
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<tr>
<td>• Upper-middle class/wealthy</td>
<td>• Transfolk (trans*)</td>
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As you think about your own identities, where do they fall on the dominant/subordinated groups? As you think about your student organization, what identities are represented? What do new or prospective members see? What is presented about your organization?

What a more inclusive organization would look like:

**Action steps we can take:**

I’ll commit to doing… for the rest of the semester. For next year…