CCS 1001:
College & Career Success

Outcome: **"Recognizing Cultural Identity and the Value of Diversity"**

Overview of today's workshop

Jill Rushbrook, Interim Coordinator of College & Career Success

- Outcome focused workshop: "Recognize cultural identity and the value of diversity"
- Share teaching strategies and instructor resources related to outcome
- CCS 1001 webpage: https://www.ctstate.edu/curriculum/ccs
  - Repository
  - Course shell

Introductions

- **Alva Hanson**, Professor of FYE/Intro to Environmental Science and Coordinator of College & Career Success
- **Amely Cross**, Professor of Chemistry/Physics, Coordinator of College & Career Success
- **Eva Jones**, Professor of English, Coordinator of College and Career Success
- **Patricia Gagliardi**, Director of Education & Restorative Justice, Division of Diversity, Equity, & Inclusion, Southern Connecticut State University

Sample Diversity Statement in Syllabus

Eva Jones

Sample from CCS 101/1001 Statewide Repository Syllabus:

We all represent a rich variety of backgrounds and perspectives that are a resource and strength. As your instructor, I am committed to providing an atmosphere for learning that appreciates and celebrates diversity. Some of the topics that we cover are challenging, yet enlightening, and will require respect, care, and empathy for each other, as well as the courage to critically examine and assess our own beliefs. While working together to build this respectful and inclusive learning environment, it is expected that each student and I will:

- Value the differences and uniqueness of each individual
- Be open to the views of others
- Listen thoughtfully to any shared thoughts, feelings, or beliefs
- Communicate in a respectful manner
- Keep confidential any discussions that are of a personal (or professional) nature
- Appreciate the opportunity we have to learn from each other in this community

"Danger of A Single Story"

Jill Rushbrook and Amely Cross

Ted Talk:
https://www.ted.com/talks/chimamanda_ngozi_adichie_t he_danger_of_a_single_story/c

"Stories matter. Many stories matter. Stories have been used to dispossess and to malign, but stories can also be used to empower and to humanize. Stories can break the dignity of a people, but stories can also repair that broken dignity…. When we reject the single story, when we realize that there is never a single story about any place, we regain a kind of paradise."

-Chimamanda Ngozi Adichie

https://www.chimamanda.com

Example of Reflection Assignment in CCS Repository

Graduated summa cum laude from Eastern Connecticut State University with a degree in Communication and Political Science.

https://www.chimamanda.com

Story of Our Names (6 minutes)

- Introduction: Alva and Patricia
- Break into groups of 6
- Each group member will share:
    - Their name (first, middle, last, nickname, etc)
    - The story behind their name (why they have the name they have)
    - Their preferred pronouns

Calibrating Norms (5 minutes)

- Demonstrating good citizenship
- Be respectful
- Value differences
- Be open minded
- Listen thoughtfully
- Communicate respectfully
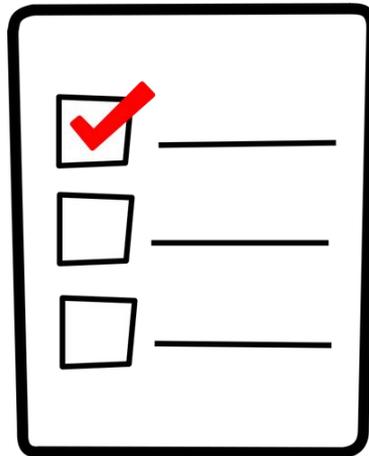
It is not enough to offer norms or create a list of norms in a shared space because each individual's background and experiences might create different understandings of the norms. Once norms are created, the community that is adopting the norms must calibrate them for clarity and authentic ownership.

In your breakout groups (choose one norm to focus on), you will all share your understanding of the norm and how you wish to experience it. You will collaboratively come up with a group definition for the norm.

Identity Wheel (10 minutes)

In breakout groups, you will each reflect on the following questions and share your responses:

1. Which identities do you think about most often?
2. Which identities do you think about least often?
3. Which identities have the strongest effect on how you perceive yourself?
4. Which identities have the strongest effect on how others perceive you?
5. Which identities would you like to learn more about?
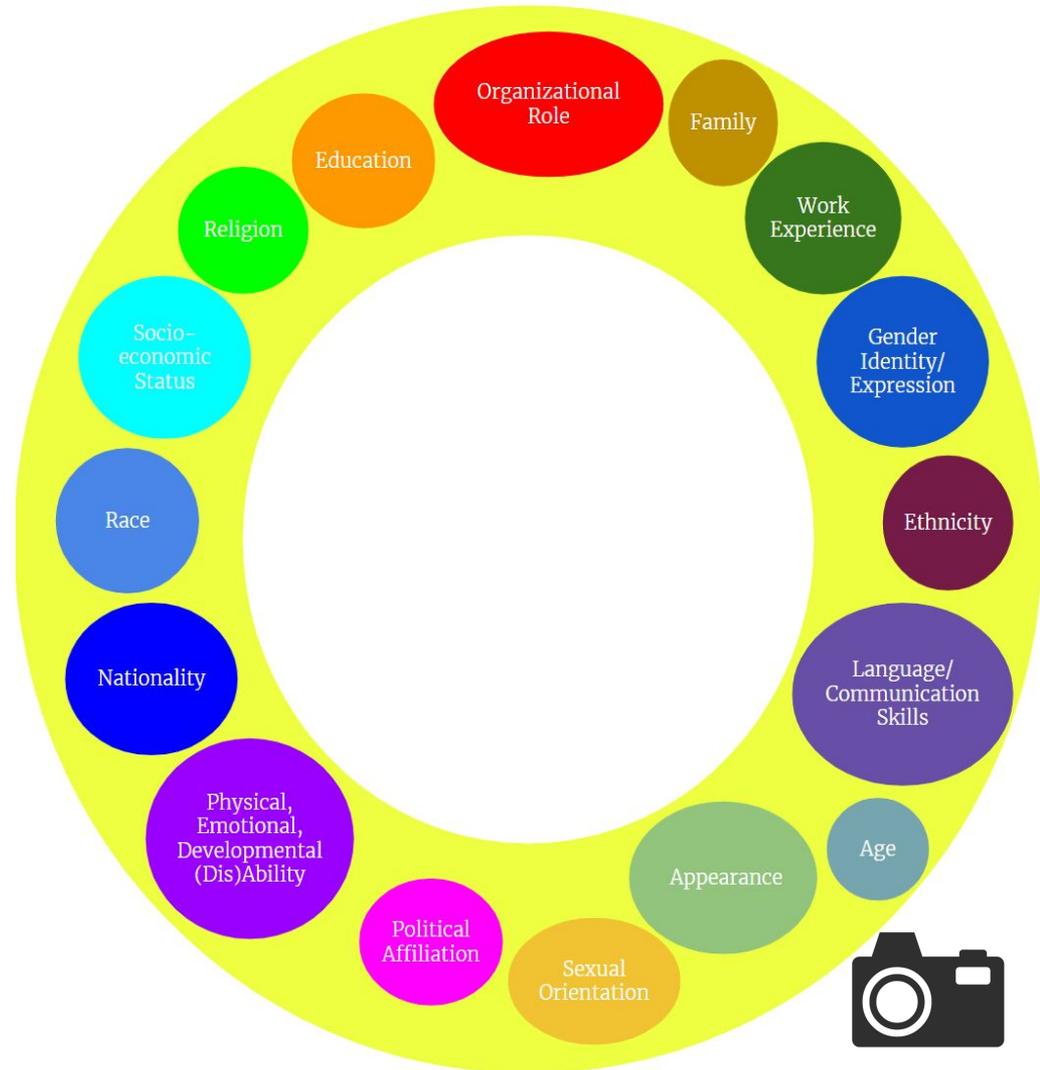
How to Connect The Outcome With The Final Project

POWERPOINT PRESENTATION

Prepare a minimum of 12 slides PER career.
Include *at least* the following for each career that you choose:

- What is the position title?
- Provide a summary of what the job entails.
- What are the educational requirements to enter into the field?
- Identify the college major(s) you would pursue AND an outline of the required courses required to earn this degree.
- What is the tuition you would pay for each degree required of this career?
- What are the educational requirements to advance in this field?
- Outside of education, are there other requirements to progress in this career?
- Describe the career path to higher level positions OR additional related jobs.

- ❏ **Who are underrepresented in this field, what are the causes, and what are the solutions?**
- ❏ **What are the experiences of marginalized/minoritized employees or clients of your career?**
- ❏ **Are there any recent news stories that highlight a DEI issue within this field? What is/are the issue(s) and what is the solution to the issue(s)?**
- ❏ **How does this field measure DEI (ie. demographics of employees, survey of climate and culture)?**

- What is the entry level salary/range? What is that based on (education/experience, etc.)?
- What might make it difficult for you to enter into the field?
- Why do you think this career would be a good fit for you based on your personality, interests, values and self-assessed skills?
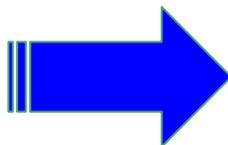
Slides should include the results of Focus II, your informational interview, and two additional resources. Cite them throughout your presentation when responding to the questions above.

Teaching Diversity Topics - Tips for Instructors

- Ask your students what they need to create a safe/brave space in your classroom
  - Calibrate those needs (these can become your community norms or add to them)
- Be authentic—strong relationships are the key to successful communities, so be your honest self and remember that community building activities aren't extras
- Never ask your students to share what you aren't willing to share
  - You're a participant in all community activities, so sit with the group, not outside of it

Questions and "Takeaways" in Chat