Fostering Community and Supporting Students through Inclusive Language

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Getting Started

Who are we?

How are you feeling?

What's your hope for today?

Who's an expert in the room?

Session Objectives

1. Identify defining characteristics of the newest generation of college students

2. Define the concept of inclusive language

3. Understand the relevance of inclusive language to fostering community & supporting members

4. Effectively address concerns with members without hindering community building

Understanding Current & Incoming Student Populations

A New Generation

Generation Z:

- Born between 1995 through 2010

- Make up a quarter of the US Population

- Most racially diverse generation to date

Seemiller, C., & Grace, M. (2016). Generation Z goes to college. (1st ed.). San Francisco, CA: Jossey-Bass.

Generation Z

Experiences of this generation:

- 9/11

- 2 U.S. Presidents

- Civil Rights legislations

- Marriage equality

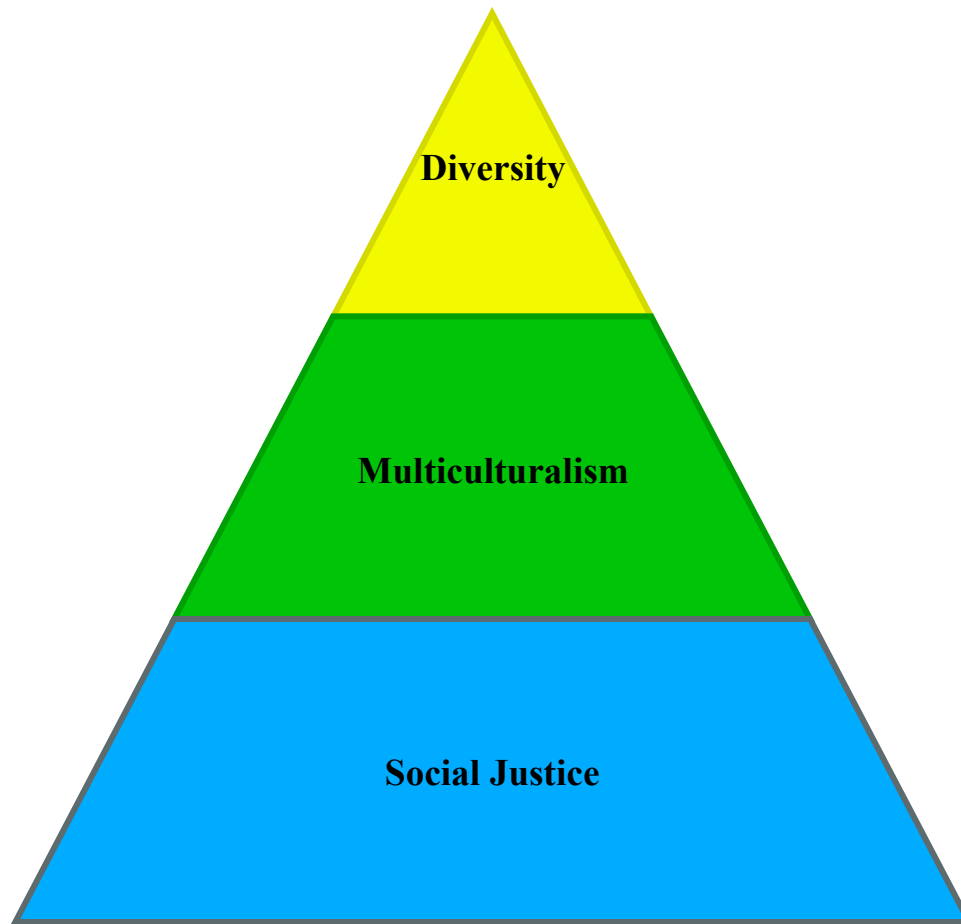- Reproductive Rights

- Voter ID laws

- Virtual reality

Defining Characteristics of Generation Z

https://www.youtube.com/watch?v=4f16o9Q0XGE

Common Language

The Washington Consulting Group

Tracking or PAN

Noticing
Naming
By Group Identity
Without Judgement, Interpretation or Assumption
Track, feelings, behaviors, silence…

Defining Inclusive Language

Language Activity

Inclusive Language

According to Collings English Dictionary:

- Inclusive language is "language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people, esp. gender-specific words, such as "man", "mankind", and masculine pronouns, the use of which might be considered to exclude women"

Inclusive language definition. (n.d.). Retrieved June 16, 2017, from

http://www.dictionary.com/browse/inclusive-language?s=t

Inclusive Language Video

https://www.youtube.com/watch?v=P3WG-QPsyAs&t=58s

What is Community?

Community Activity

The University of Vermont Fraternity & Sorority Community will set the standard for developing lifelong leaders with the ability to collaborate and advocate for justice; contributing to positive change locally, regionally and nationally.

How Does Language Exclude Others?

Addressing Language Concerns

Having Difficult Conversations

Six Things to Keep in Mind

- Make it Safe to Talk

    - Embrace a mutual purpose

    - Offer mutual respect

    - Find the right space for the conversation

- Listen

    - Focus on authenticity

    - Listen to your own internal voice

    - Ask open-ended questions

    - Paraphrase for clarity

    - Acknowledge the other person's feelings

Patton, B., Stone, D., & Heen, S. (2011). Difficult conversations: how to discuss what matters most. London: Penguin.

Having Difficult Conversations

Six Things to Keep in Mind

- Adopt the "Yes, and …" stance

  - Don't feel like you have to give your own story or perception

  - Allow yourself to express your view and listen to their point of view as well

  - "Now that we really understand each other, what's a good way to resolve this?"

- Separate intent from impact

  - Actions: "What did the other person actually say or do?"

  - Impact: "What is the impact of this on me (or others)?"

  - Assumptions: "Based on this impact, what assumption am I making about what the other person intended?"

Patton, B., Stone, D., & Heen, S. (2011). Difficult conversations: how to discuss what matters most. London: Penguin.

Having Difficult Conversations

Six Things to Keep in Mind

- Use "I" messages

  - Statements that start with "you" sound accusatory and blaming.

  - Sentences that start with "I" are less inflammatory and they keep responsibility for what is expressed with the person doing the speaking

- Focus on contribution, not blame

  - Contribution asks, "How did we each contribute to this problem or conflict that we are experiencing?"

  - The purpose of asking this question and determining contribution is to do something different in the future

Patton, B., Stone, D., & Heen, S. (2011). Difficult conversations: how to discuss what matters most. London: Penguin.

6 Tools for Having Difficult Conversation

- Make it safe to talk

- Listen

- Adopt the "Yes, and…" stance

- Separate intent and impact

- Use "I" Messages

- Focus on contribution, not blame

Points to Remember

- Generation Z is interested in social progress and is more intentional about the impact they have on others

- Inclusive language is "language that avoids the use of certain expressions or words that might be considered to exclude particular groups of people"

- The 6 tools for having difficult conversations can be a resource for you to help address language issues in your chapter facilities.

patience.

The University of Vermont

Questions?

Thank you so much!