BUILDING INCLUSIVE COMMUNITY

Using Pre-Orientation as a Space for Cultivating Connection and Diversity
Six pre-orientation programs: Wilderness to Wake, Worldwide Wake, Summit, SPARC, Deacon Camp, and BUILD

August 22-25, 2016

Most programs are $325; scholarships exist for students with demonstrated need

Approximately 30% of the incoming class participates in pre-orientation
WHY CREATE A PRE-ORIENTATION PROGRAM FOCUSED ON SOCIAL JUSTICE?
VISION AND GOALS
Social justice is both a process and a goal. The goal of social justice is the full and equal participation of all groups in a society that is mutually shaped to meet their needs.

Adams, Bell, and Griffin 2007
GOALS

➤ Provide foundational training and opportunity to dialogue
➤ Create a common language for conversation regarding issues of justice and identity
➤ Develop a network of incoming students committed to social justice issues
➤ Provide avenues for students to connect to key administrators and identify resources on campus
OVERVIEW

➤ 27 incoming students
➤ 7 upperclassmen mentors
➤ 2 days of content
➤ Structured as a “pre-conference” to pre-orientation
➤ Open to all participants in pre-orientation programs
➤ Free to all students
➤ Intentional collaboration between Office of Multicultural Affairs, Pro Humanitate Institute, Campus Life
SCHEDULE

➤ Icebreakers
➤ I Am Poems
➤ Identity Wheel
➤ Danger of a Single Story
➤ Unpacking Our Knapsacks
➤ Inclusion / Exclusion
➤ The Power of Vulnerability
➤ Intercultural Communication Styles
➤ Conflict Styles Inventory
➤ Campus Resources
FOUR CIRCLES OF DIVERSITY

*Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, Workforce America! (Business One Irwin, 1991)

MY OWN FILTERS

➤ Identify the five sections of the three outside circles that have the most impact on your feelings, thinking and behavior on a daily basis.

➤ Share your selections with others at your table, looking for similarities and differences.

➤ Discuss how these similarities and differences might impact you if you were working together as a team.

➤ Be prepared to share one implication from your discussion with the entire room.
I AM POEMS

➤ Complete the sentence stems
➤ Share your poems in small groups
➤ Identify shared cultural values
➤ Be prepared to share!
STEPS FORWARD AND Q&A
STEPS FORWARD

➤ Expand program to be full pre-orientation length
➤ Create more structured roles for student leaders
➤ Redesign curriculum to include focus on cultural communities in Winston-Salem
➤ Connect students to places on campus and in the community
➤ Collaborate intentionally with Office of Diversity and Inclusion, Dean of Students Office, and Pro Humanitate Institute
QUESTIONS?