



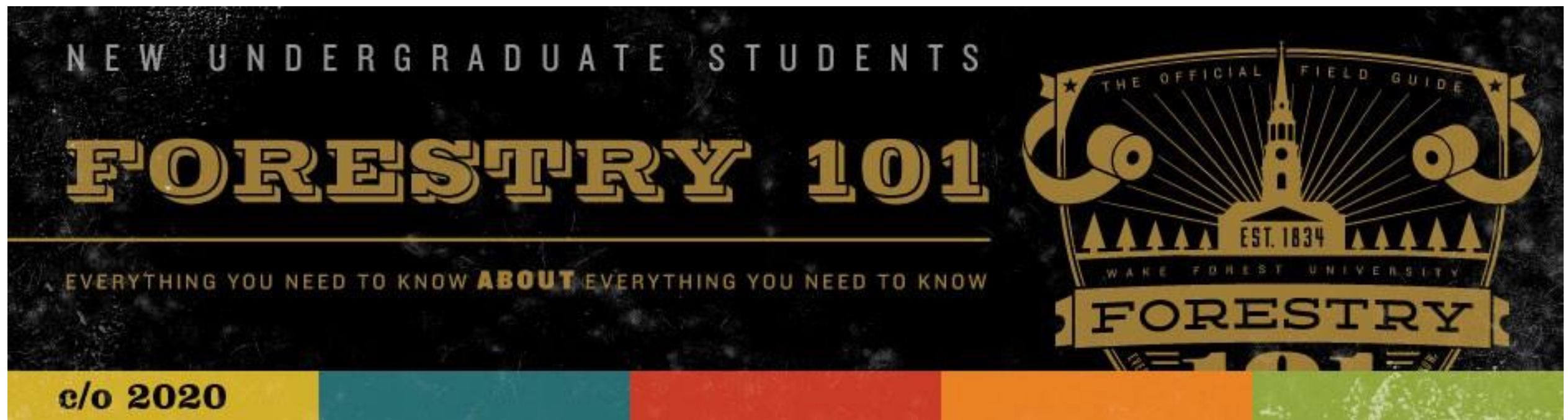
# BUILDING INCLUSIVE COMMUNITY

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Using Pre-Orientation as a Space for Cultivating  
Connection and Diversity



# PRE-ORIENTATION AT WAKE FOREST

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- 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



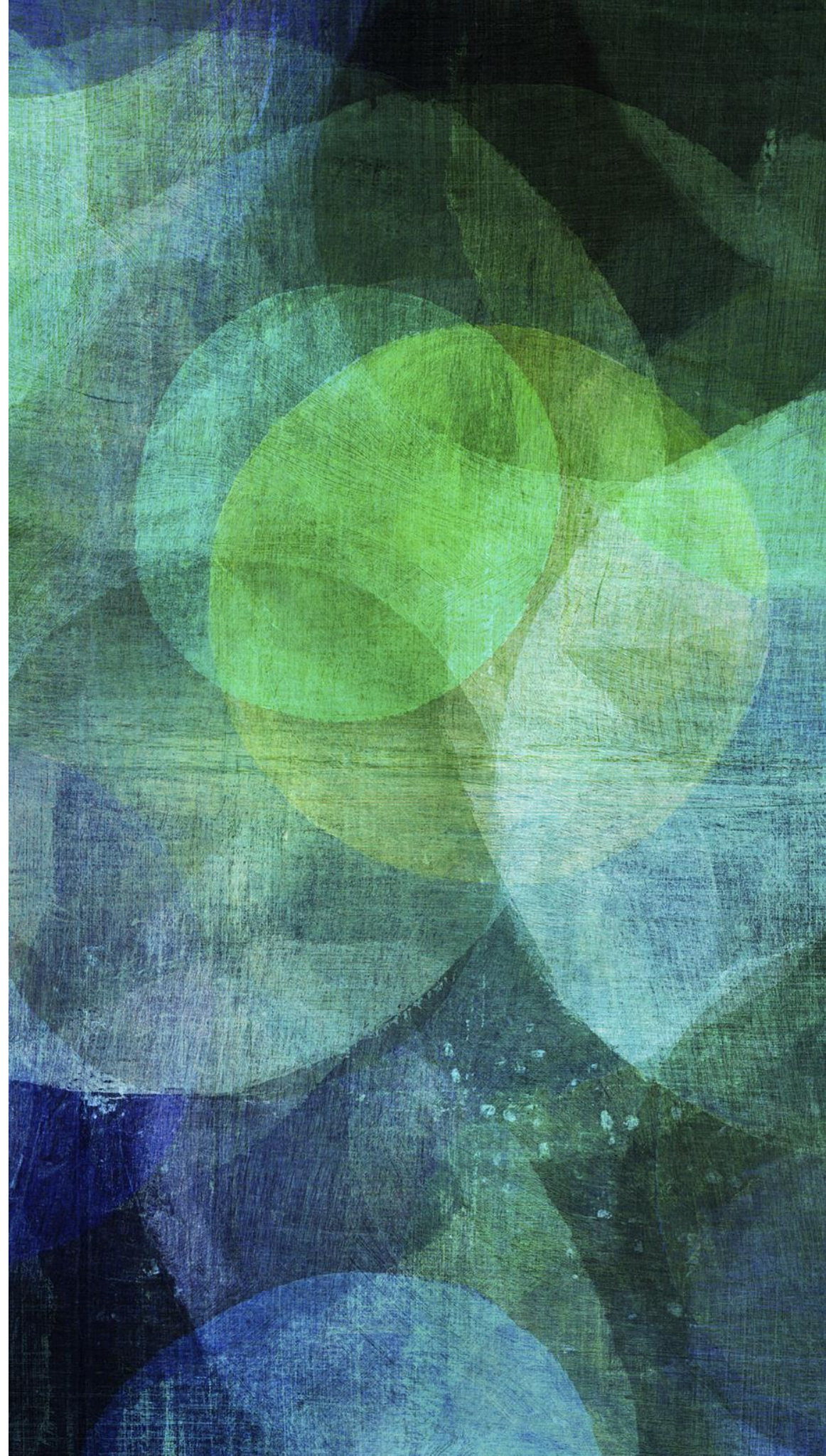
# WHY CREATE A PRE-ORIENTATION PROGRAM FOCUSED ON SOCIAL JUSTICE? .....





# VISION AND GOALS

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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

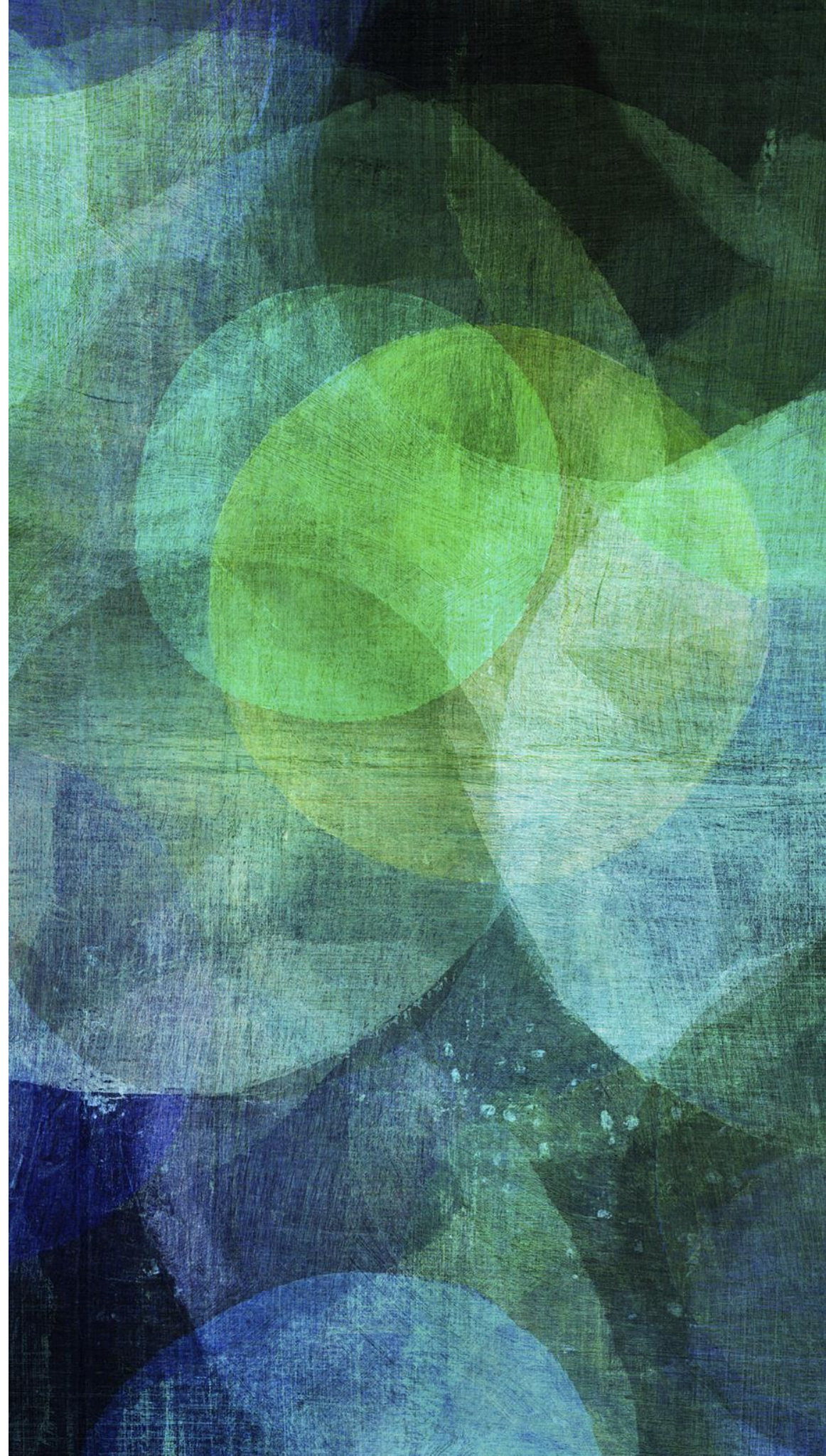
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- Provide foundational training and opportunity to dialogue
- Create a common language for conversation regarding issues of justice and identity
- Develop a network of incoming students committed to social justice issues
- Provide avenues for students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



# PROGR AM

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# OVERVIEW

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- 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

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- 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

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

From *Diverse Teams at Work*, Gardenswartz & Rowe (2nd Edition, SHRM, 2003)



# MY OWN FILTERS

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- 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

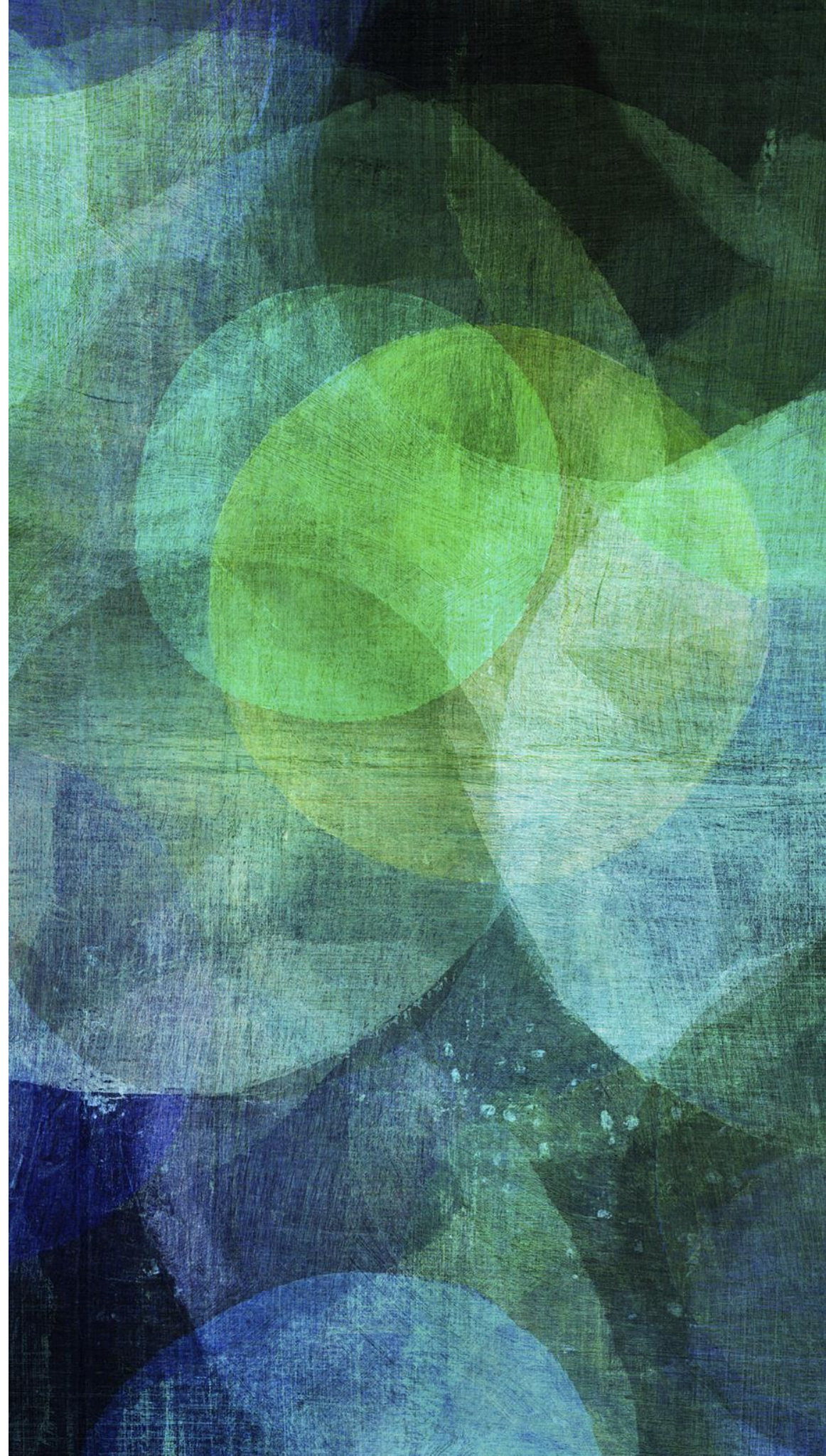
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- Complete the sentence stems
- Share your poems in small groups
- Identify shared cultural values
- Be prepared to share!



# STEPS FORWA RD AND Q&A

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# STEPS FORWARD

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- 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?