

Diversity Dialogues Goals

Agreed to by OIP Diversity Dialogues group, Spring 2018

By focusing on ourselves as individuals, Diversity Dialogues hope to achieve the following goals for our participants over a sustained period of time:

- Self-reflect periodically on where you are now, where you are going & where you want to be on the growth continuum of diversity, inclusion & social justice.
- Do your own work* through assigned & optional reading, listening, watching, observing, engaging, etc.
- Raise individual and group awareness around issues of diversity and inclusion, including the historic oppression of underrepresented people & how that oppression manifests today.
- Build skills to recognize the isms (racism, sexism, etc.) and to interrupt them with effective dialogue.
- Discuss current events related to diversity & inclusion.

*A little more on “Do your own work”

- As a person with privileged identities:
 - I shouldn't go to someone with marginalized identities (person of color, not able-bodied, transgender, etc.) and asked them to tell me what the problem is.
 - If I choose to discuss with my friends of marginalized identities, my approach is important. Addressing my question as “What is your perspective?” rather than “What is the big deal?”
 - It's my responsibility to understand the problem, research it, process it, come to terms with it and build awareness & skills.
- Processing can happen individually and/or in a collective setting through open & honest communication across majority and minority group identities.
- Through Diversity Dialogues, we will each be doing our own work through reading, listening, watching, observing & engaging. We bring our thoughts back to the group where we are honest and open with each other.