

POSTDOC WINTER WORKSHOP SERIES

Topic: “What Does Diversity Even Mean and Why Does It Matter?”

Date: January 24th, 2018

Facilitator: Jude McNeil, Assistant Director, Office for Inclusive Excellence, University of Utah

Summary: Jude started this 2-hour workshop with a presentation of the role Office for Inclusive Excellence (<https://inclusive-excellence.utah.edu/>) at the University of Utah and the work that they do to improve the campus climate.

Following this, we dedicated some time to discuss the definition of diversity and how our personal and social differences impact how we see ourselves and how we see others, impacting the way we interact with each other. Working first in pairs we discussed our own personal identities, the things that are intrinsically ours, and shared our reflexions with the whole group. We then moved to explore and share our social identities while discussing their social constructed nature and how they relate to conditioning. We had a group discussion about the thoughts that emerged while working in pairs.

Finally, we work on our Social Group Membership, which lead to a discussion on privilege, and its association with institutions, and the socialization cycle. In small groups we discussed the need to understand socialization and the impact that it has in ourselves and others. We learnt that the strategies to break socialization cycles rely on self reflection, critical thinking and education.

The workshop ended with a final time for group comments and reflexions.