Team 6
Diversity and Inclusion
Team 6

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Team 6 Charge

Serve as a resource and liaison regarding diversity and inclusion efforts for students and DSL staff by:

- Fostering opportunities to *promote dialogue, interaction, and understanding* across MIT communities; *developing multicultural competencies* for staff and students.

- Developing specific *strategies to foster inclusivity* across the campus community.

- Identifying and *promoting professional development opportunities for staff related to diversity and inclusion*.
DSL Diversity Day-of-Dialogue

Event Intentions

- Have attendees participate in a provocative day of workshops, speakers, community building, action, and reflection centered on issues of culture, identity, and social justice in DSL, at MIT and beyond

- Help attendees lean into some challenging and rewarding topics in the hopes of moving DSL forward around issues of diversity, inclusion, equity, and community

- Bring together staff from across various DSL divisions
**Learning Outcomes**

**Awareness & Reflection:** after attending the conference, the staff will have had time to reflect on and describe briefly how their own unique identities inform and influence their work within DSL.

**Knowledge:** after attending the conference, the staff will be able to define the term equity and describe 3 ways that it applies to their work in DSL.

**Skills:** after attending the conference, the staff will be able to describe 3 new diversity, inclusion, or cross-cultural skills that they intend to apply to their work.

**Resources:** After attending the conference, the staff will be able to list 5 specific diversity and inclusion related resources and 5 or more key point people on campus.
People really enjoyed this experience and would like to see more of it!
### Attendee Feedback

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Feedback</th>
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<tbody>
<tr>
<td>80%</td>
<td>Learned about student experiences.</td>
</tr>
<tr>
<td>80%</td>
<td>Learned about resources.</td>
</tr>
<tr>
<td>93%</td>
<td>Became more educated on a topic.</td>
</tr>
<tr>
<td>60%</td>
<td>Good dialogue/discussion.</td>
</tr>
<tr>
<td>33%</td>
<td>Expressed the need for more collaboration</td>
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</table>
### Responded positively to Concurrent Sessions

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Topic</th>
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<tbody>
<tr>
<td>100%</td>
<td>What’s in your knapsack?</td>
</tr>
<tr>
<td>100%</td>
<td>How to be a Trans* Ally?</td>
</tr>
<tr>
<td>100%</td>
<td>Let’s Talk About It</td>
</tr>
<tr>
<td>100%</td>
<td>Intercultural Communication and Conflict</td>
</tr>
<tr>
<td>89%</td>
<td>Intent, Impact, Words, and Inclusivity</td>
</tr>
<tr>
<td>86%</td>
<td>What does the data say?</td>
</tr>
<tr>
<td>83%</td>
<td>Bringing Religious Diversity to the Table</td>
</tr>
<tr>
<td>80%</td>
<td>Bridging the Generational Divide</td>
</tr>
</tbody>
</table>
Participant Feedback: Need to Broaden the Impact

- How can we reach farther

- Inside DSL, how can we involve those who couldn’t attend, share what we’ve learned, building on this success?

- Outside DSL, how do we engage with other staff and faculty at MIT for future partnerships in these subject areas?
Need for Improved Communication

- Connecting with students
- Better connections within DSL
- Can we create more partnerships outside DSL to share and use what we’ve learned?
- Great feeling of connection to colleagues – how do we continue these conversations
Questions still remain

- How does this work continue?
- How can we make the most of the Student QOL Data?
- How does DSL work with the Office of Community and Equity?
Recommendations for the Future

- Create a DSL Committee on Equity and Community that (could work in alignment with the Educational Priorities focused on Inter/Intrapersonal Development, Wellness, and Citizenship/Civility) and ideally...

- Headed up by a new position for DSL – to provide more support and coordination in these areas for both staff/faculty and students and to offer some transparency concerning diversity and inclusion related services and resources

- Create some best practices for DSL re: equity and social justice: staff recruitment and retention and in our work with students (See CAS Standards)
Recommendations cont.

- Have more professional development opportunities in this area including the **2nd annual DSL Diversity Day-of-Dialogue** and ongoing brown bag lunch discussions, speaker series, and chapter book discussions.

- Ensure that future DSL staff satisfaction surveys include questions about Diversity and Inclusion and ways to track those responses with demographic categories that relate to areas of identity.

- Ensure that future DSL staff professional evaluations include assessment of skills around Diversity, Inclusion, and Social Justice (See Berkley as a model).

- Work with Ed’s office to use this event as a model for other office and departments at MIT.
Thank you!