

UAS Spring Startup '18
Equity and Cultural Safety Session
EG 221, 1:30pm-2:20pm

Welcome, Intro to Current Members of the Chancellor's Committee on Equity and Cultural Safety and review ANDORE Dialogue Agreements, Lance and Kolene

Review terms

Ableism-Ableism is the discrimination or prejudice against people who have disabilities. Ableism can take the form of ideas and assumptions, stereotypes, attitudes and practices, physical barriers in the environment, or larger scale oppression. It is oftentimes unintentional and most people are completely unaware of the impact of their words or actions. (Urban dictionary)

Gender Identity- One's innermost concept of self as male, female, a blend of both or neither - how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

This definition offered by the Human Rights Campaign

Marginalize- to put or keep (someone) in a powerless or unimportant position within a society or group.

This definition offered by Merriam-Webster online dictionary

Micro-Aggression- Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color.

This concept shared by CCHITA (2017)

Trauma informed-Looking at students through the lens of "What happened to you in your life" as opposed to "What is wrong with you? Why can't you focus or follow up or....." Recognize the impact of trauma on all systems.

Equity- Meeting an unmet need. The absence of disparity.

"If equity is not diversity, inclusion, or equality, then what is it? It describes something deeper and more complex. It is about each of us getting what we need to survive or succeed—access to opportunity, networks, resources, and supports—based on where we are and where we want to go."

Cultural Safety- An environment that is spiritually, socially, emotionally, and physically safe for people; where there is no challenge or denial of their identity, of who they are and what they need. This concept shared by Williams (1999)

Cultural Safety at UAS, our campus should try to create a trauma informed campus that is safe for all students, equitable in the services, programs and opportunities for all.

How can we contribute to a culture of caring and awareness at UAS?

Please list one thing that you can do or are already doing to contribute to equity and cultural safety at UAS.