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"Diversity + Inclusion = Community" Introduction and Wrap up

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Diversity + Community = Inclusion



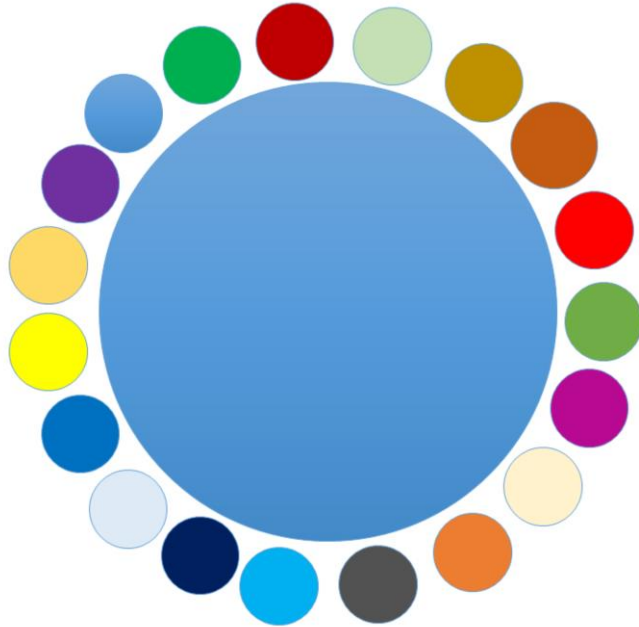
<http://www.cea-ace.ca/education-canada/article/teaching-kinetic-diversity>

Here is one way to think about today's retreat theme:

In an ideal world, the equal inclusion of everyone in all communities we want to be a part of.

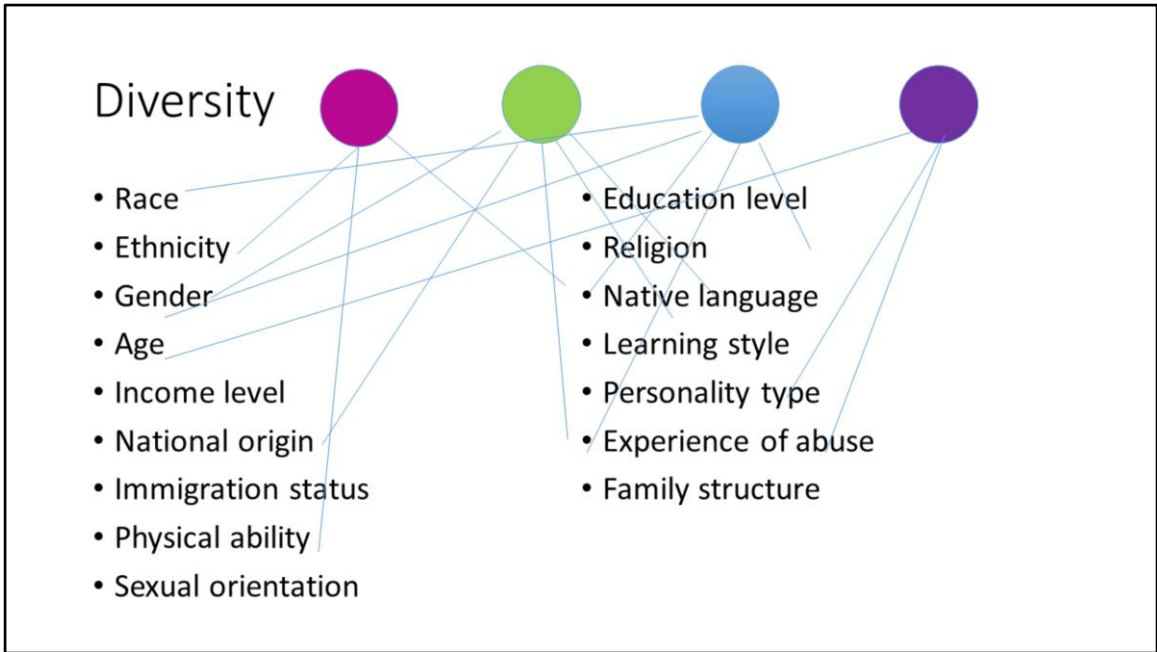
Community

- Your table
- Our library
- UK
- Lexington
- Kentucky



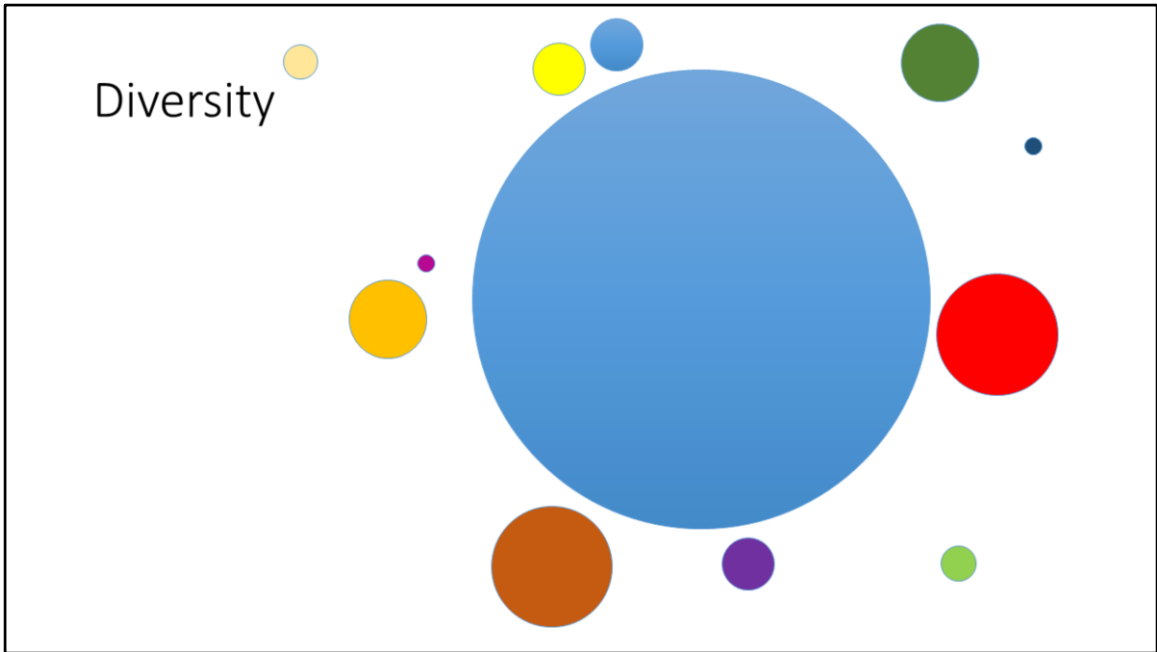
We can think of communities as tables with people grouped around them. There are lots of different tables and different mixtures of people at the tables. The same person may feel more or less welcome at different tables, depending on who else is at the table.

Some of the communities we'll be exploring today include the community at your 8-person table right now; our library; the university; and Lexington.

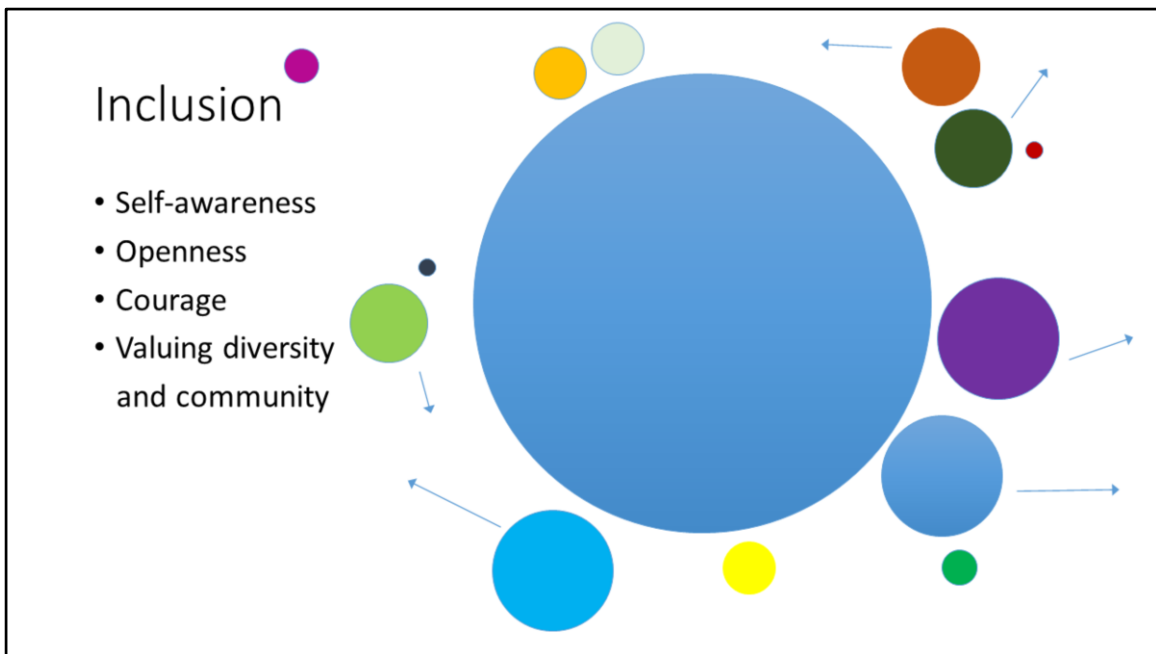


The people at each table are diverse: there are different characteristics and identities among each of us as individuals and as groups that differentiate one of us from another.

This diversity is valuable, because it allows the community to draw on more perspectives and information, leading to more informed understanding and effective solving of problems over time.



However, because of racism, homophobia, discrimination, ageism, and many other biases, **we may consciously or unconsciously view individuals who are different from us negatively and/or as inferior.** Thus, these biases create powerful and often unconscious social and economic structures that can have an impact on an individual's access to resources and participation in communities: some people sit closer to the table than others; some people take up more space at the table than others.

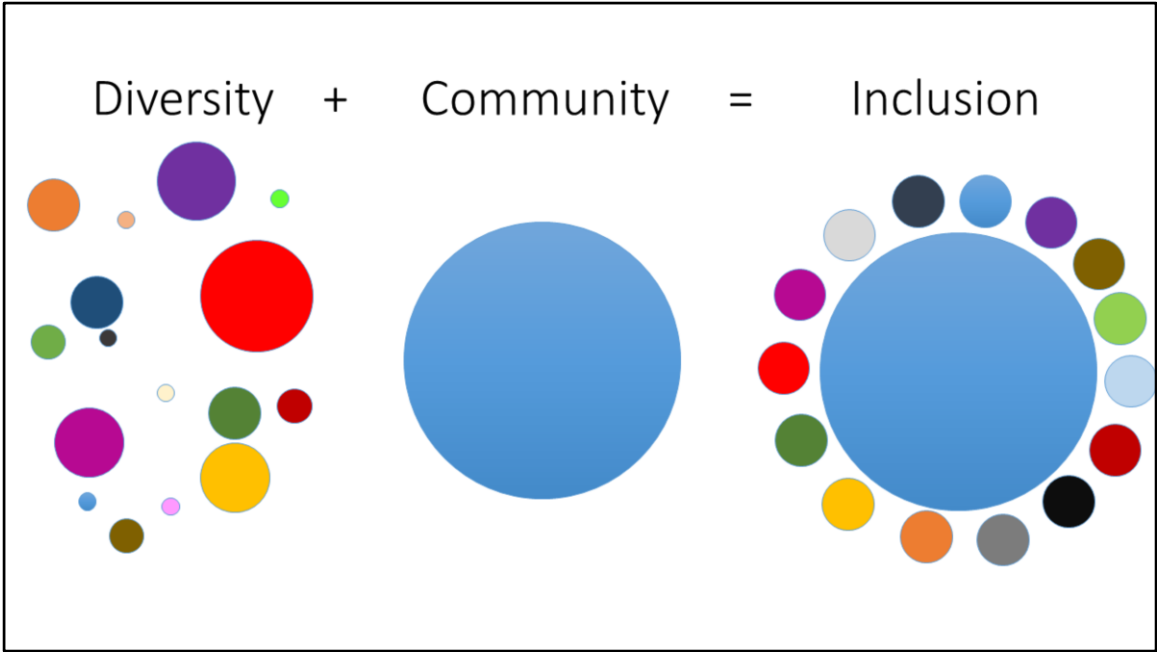


Inclusion is the deliberate process of people closer to the table and with more space at the table making room for those who start out farther away to and/or with less space at the table.

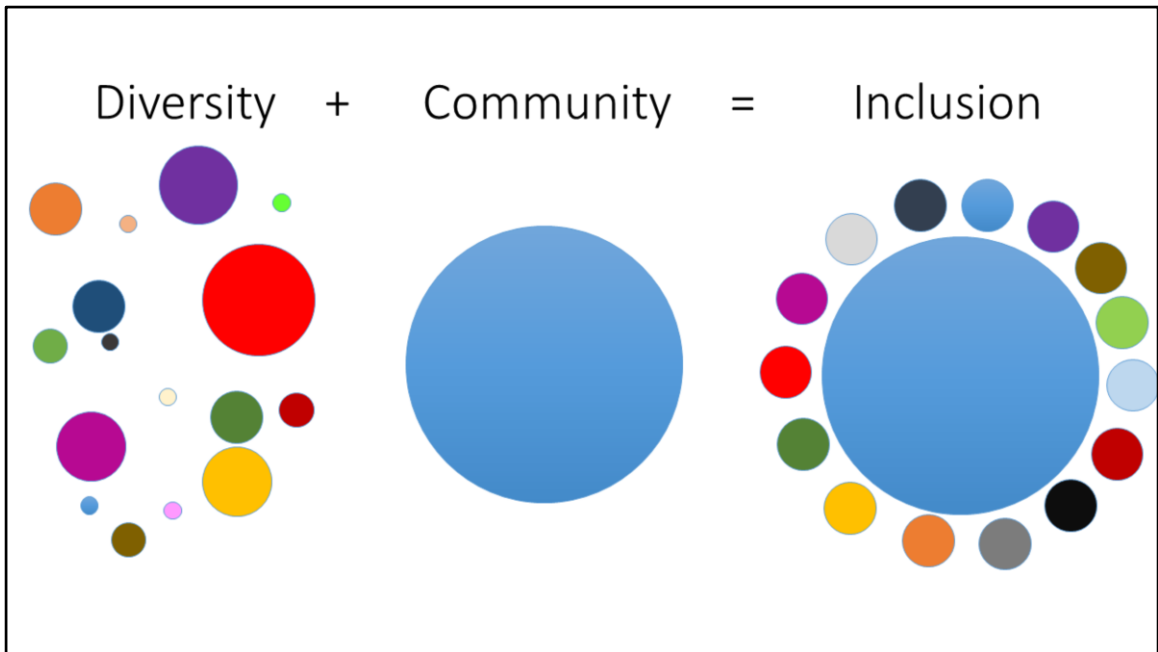
The act of inclusion is based on, among other things:

- self-awareness, including awareness of where each of us is more or less privileged or marginalized.
- openness to deep learning about others as both individuals and members of groups
- valuing diversity along with community
- and the courage to be who you are and yet be open to change that is perhaps uncomfortable

To experience inclusion, we will also be exploring self-awareness of unconscious biases today.



Therefore, inclusion involves us celebrating and embracing the ways in which we are all diverse and working toward welcoming everyone into our communities.



So, to wrap up, today we've been exploring the diversity represented in our communities in Lexington, in Kentucky, in the university, and around our own tables here in this room. And, we've been exploring how, through better understanding our own biases, we can be more welcoming and inclusive members of our various communities.

Our library is the library of the Commonwealth, so we serve a wide variety of patrons. We can carry out and plan our library services keeping in mind that different types of patrons may need different services or access to information.

With student retention a high priority for the University, working to be welcoming and helping to create an inclusive community on campus will help students from all backgrounds and college preparation succeed.

Please evaluate the retreat!

<http://goo.gl/forms/TQp9CCDO91>



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