

Weekly Challenges

Week 3: Aug 16-20

Finance and Administration (VPFA)

Everyday Inclusion

August 2021



1. **REFLECT** on the importance of pronouns and consider adding them to your email signature or Zoom profile. [Request a pronoun ribbon](https://bit.ly/3iGdEbk) for your UO name badge: <https://bit.ly/3iGdEbk>
2. **EMBARK** on the Strides for Social Justice walk to learn more about local Black history and the powerful influence of Black residents in our community: <https://www.peacehealth.org/strides-for-social-justice>
3. **TRY** to minimize interrupting when someone is speaking. Similarly, try to make space for others to participate after you are finished sharing your thoughts.
4. **SHARE** a recent learning experience with a colleague: something you read, listened to, watched, or learned from someone. Here are some ideas if you are looking to explore:
 - Managing Wildfire Through Cultural Burns: <https://spoti.fi/3jVlKj> (14-minute Short Wave podcast episode, 2021)
 - <https://www.npr.org/2021/03/12/976385244/why-pronouncing-names-correctly-is-more-than-common-courtesy>
 - Racism has a cost for everyone: <https://bit.ly/37APqZA> (14-minute *TEDWomen* video, 2019)
 - <https://thisislovepodcast.com/episode-36-the-magpie-of-heart-mountain/> (37-minute family-friendly podcast, 2021)
5. **CHALLENGE** yourself to consider inadvertently ableist words or phrases you use frequently and replace them with something more inclusive. This is a comprehensive list compiled by disability rights advocate Lydia X.Z. Brown (scroll down for glossary): <https://www.autistichoya.com/p/ableist-words-and-terms-to-avoid.html>



Ableism is discrimination based on disability status. Ableism perpetuates assumptions and stereotypes that disability is an inherently negative thing, and in need of “fixing,” and that non-disabled people are more valuable or worthy. Disability is, in fact, a natural part of the human experience.

IN-PERSON AND VIRTUAL ACTIVITIES: This week and next

- **Tues, Aug 17, 10-11am or 11am-12pm:** Guided tour of Racing to Change: Oregon’s Civil Rights Years, Ali Litts (exhibition docent), at the Museum of Natural and Cultural History (in-person, masks required).
- **Thurs, Aug 19, 3-4pm:** [We are Neighbors](#), online play sharing true stories of courage, hopefulness and resilience of immigrants living in Lane County, Community Alliance for Lane County (virtual).
- **Fri, Aug 20, 10-11am:** Women’s History in the Campus Built Environment, Liz Thorstenson, Campus Planning (meet in person at the EMU amphitheater; rescheduled from Friday, Aug 13).
- **Tues, Aug 24, 9-9:45am:** Guided tour of the Black Lives Matter Artists Grant Program Exhibition at the Jordan Schnitzer Museum of Art (repeat tour—meet in front of the museum; masks required).

****Register in MyTrack or contact Debbie Sharp at dsharp@uoregon.edu/541-346-3096 to sign up****