

Weekly Challenges

Week 4: Feb 24-28

Finance and Administration (VPFA)

Everyday Inclusion

February 2020



1) **REFLECT:** Consider your use of gendered language – “you guys,” “boys and girls,” “ladies and gentlemen,” “brothers and sisters,” etc. Along with being aware of gendered language, ask people what pronouns they use and commit to using them. Check out some resources:

- Two-and-a-half minute video: [Why pronouns matter for trans people \(scan QR code\)](#)
- Using pronouns: <https://studentlife.uoregon.edu/pronouns>



2) **EXPLORE:** Take 5-10 minutes to dig into a new topic in the field of diversity and inclusion. Do you know what the following concepts mean? Choose one and do some digging to find an article or video that explains the concept. Extra credit: Share what you found out.

- Stereotype threat
- Microaggression
- Non-binary
- Intersectionality
- Neurodiversity
- Emotional Tax

3) **READ:** Check out one of these articles on “seeing” other people. Make a mini book club out of it: Have a friend or coworker read it, too. Then, share your thoughts (maybe over coffee).

- <https://ideas.ted.com/we-all-make-snap-first-impressions-about-each-other-heres-how-to-slow-down/>
- <https://www.psychologytoday.com/us/blog/you-can-t-sit-us/201503/10-things-you-can-do-bystander>
- <https://thiederman.com/ill-see-it-when-i-believe-it/>

4) **DEVELOP:** Learn the ingredients of better conversations. Watch Celeste Headlee’s 12-minute video and reflect on things you do well. Then focus on areas to improve.

- https://www.ted.com/talks/celeste_headlee_10_ways_to_have_a_better_conversation



5) **ACCESS:** Do you have ideas for diversity and inclusion events in your workplace? Put in a quick one-page application for the [Diversity Development Fund](#) and enjoy the fruits of your labor. Funding could go towards diversity training, bringing a speaker to campus, refreshments for a meeting, books to discuss with your team, or [*INSERT YOUR OWN FABULOUS IDEA HERE*].

- <https://vpfa.uoregon.edu/diversity-development-fund>

Register in
MyTrack or
contact Debbie
Sharp at
dsharp@uoregon.edu
or
541-346-3096

IN-PERSON ACTIVITIES: This (final) week

Rehearsals for Life workshop

Tuesday, February 25, 2:30-4:00pm, Anstett Hall 191

Come for any amount of time you can. No need to attend the entire session.

Charged Words – a discussion

Friday, February 28, 10:00-11:00am, Esslinger Hall 112