

**BUILDING
THE FUTURE** 

T R A I L “ M I X I T U P ”

Aja Rodriguez Coordinator of Diversity Programs
Aliya Beavers Director of Student Diversity, Equity, and Inclusion

University of Houston System Student Affairs and Enrollment Services
2 0 1 9 L E A D E R S H I P C O N F E R E N C E

Outline

- Introductions
- Learning Outcomes
 - Event Origin
 - Trail “Mix It Up”
- Them/Y’all Results
- Supportive Theories
 - Questions

Learning Outcomes

- Participants will learn definitions included in conversations about Social Justice
- Participants will be able to identify barriers to having discussions about Social Justice
- Participants will leave with tools to educate and prepare themselves for conversations around Social Justice

Where Did It Start?

Trail 'Mix It Up'

SDEI Office SSCB 1.203

April 11th 2 - 4 PM

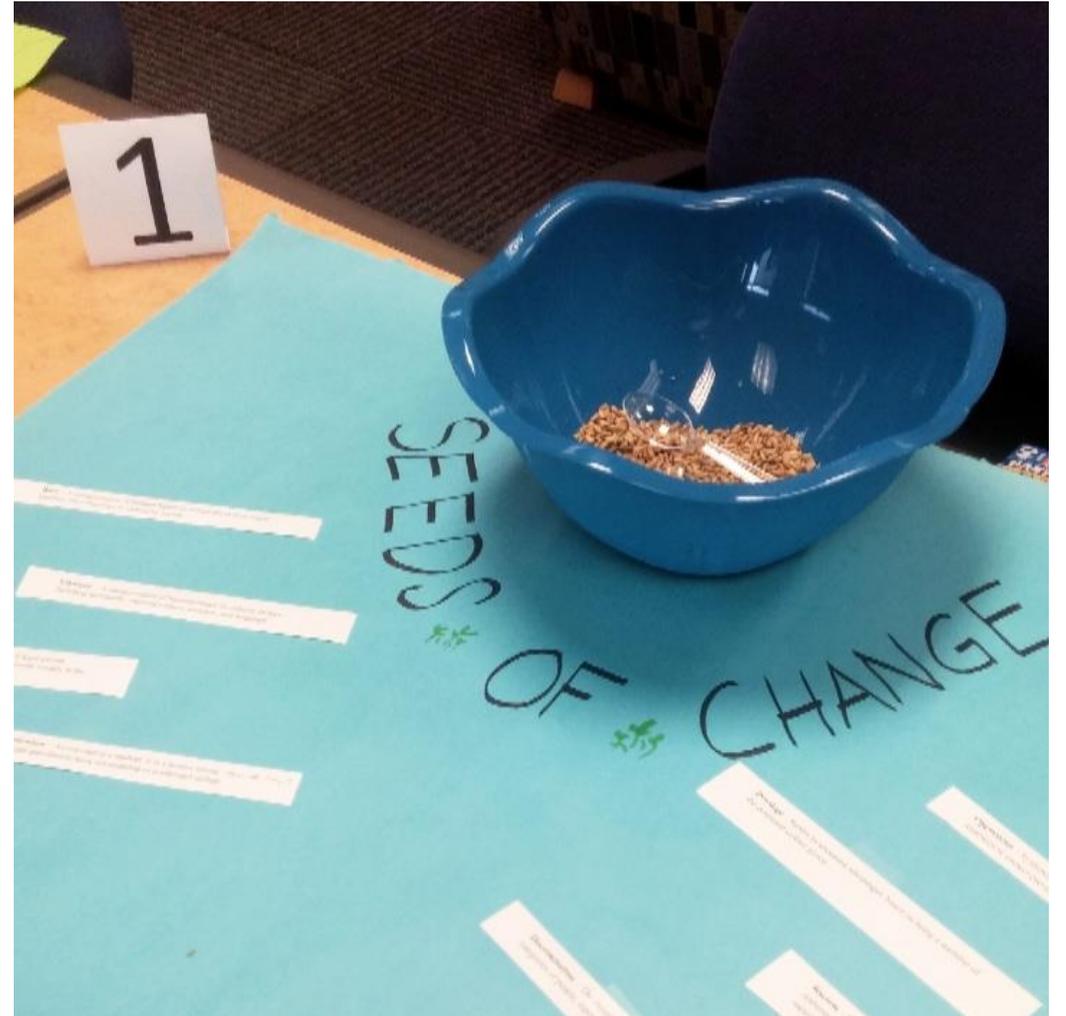


Them vs. Y'all

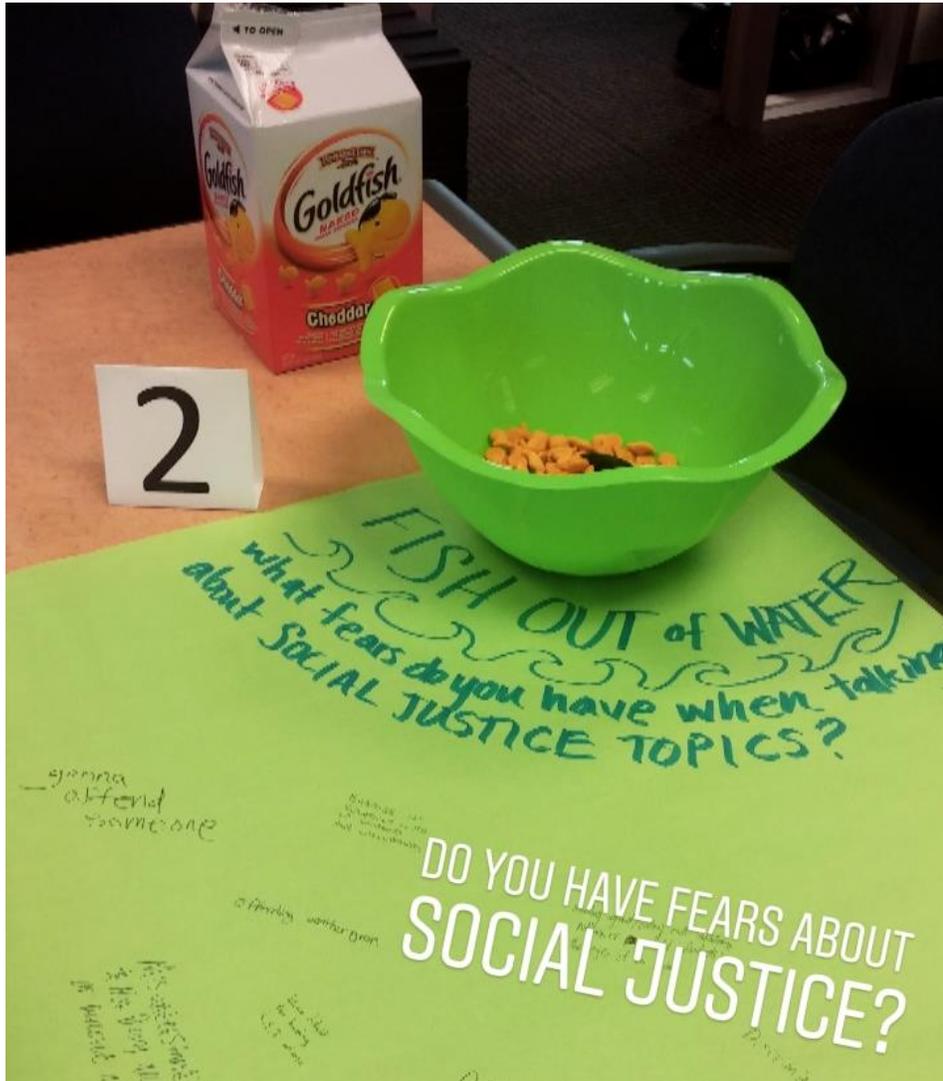
SEEDS OF CHANGE

- Same Definitions
- No shame

Definition Unknown	Number of Checkmarks
Prejudice	4
LGBTQIA	3
Nationality	2
Ethnicity	1
Privilege	1



Them vs. Y'all



FISH OUT OF WATER

- Different starter statements
- Fear is a barrier

Their Common Fears

Judgement for having XYZ opinion and for not knowing enough

Offending or alienating someone, family, or other group

Accidentally being insensitive

Conflict or Discrimination

Not being accepted or validated

Fear they won't be open to having a healthy conversation

I'll be written off because they are tired of the same topics

Them vs. Y'all

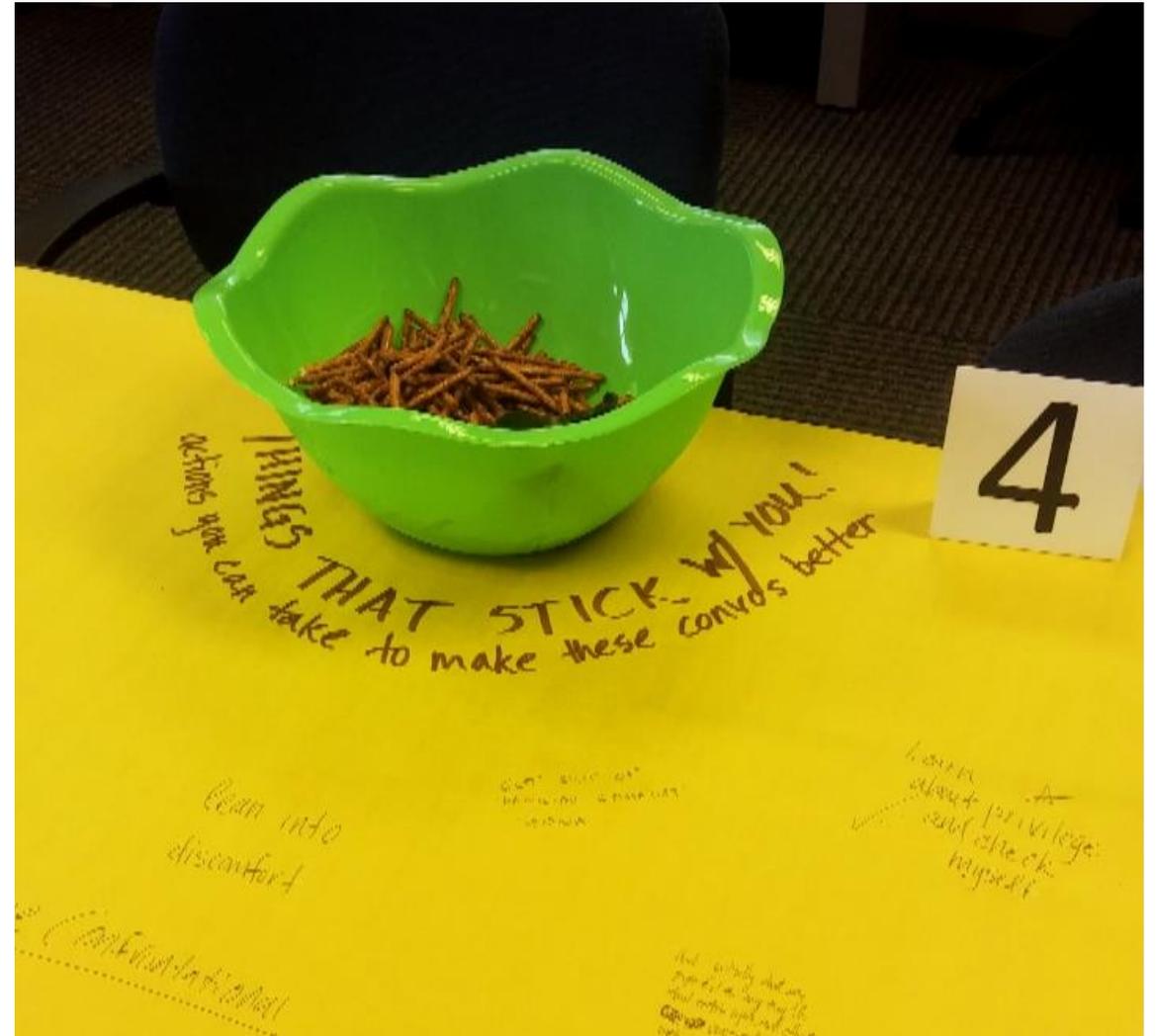
OH WOW THAT'S NUTS!

Statement	Number of Checkmarks
Rephrase or correct the comments/words of those who are underrepresented	7
Not confront those peers friends/family who say hurtful things	5
Stop talking and leave conversation due to discomfort	5
Accept/feel safer around underrepresented folks who "act right" "follow rules"	4
Stating that "I don't see difference and I was taught to treat everyone the same"	4
Ask why it always has to come back to conversations about race, sex, etc	2
Say you'll do research but continue to ask underrepresented to educate you	2
Dismiss concerns of underrepresented by calling them angry, sassy, not team player	1
Segregate yourself from those different than you and not have authentic relationships	1
Ask underrepresented person to explain/prove that they have been treated unfairly	1

Them vs. Y'all

THINGS THAT STICK WITH YOU

- Lean into discomfort
- Be open and willing to learn and be empathetic
- Educate myself more
- Don't be afraid to initiate conversation
- Learn to interfere respectfully when there is an incident of bias
- Work on communication skills



Them vs. Y'all



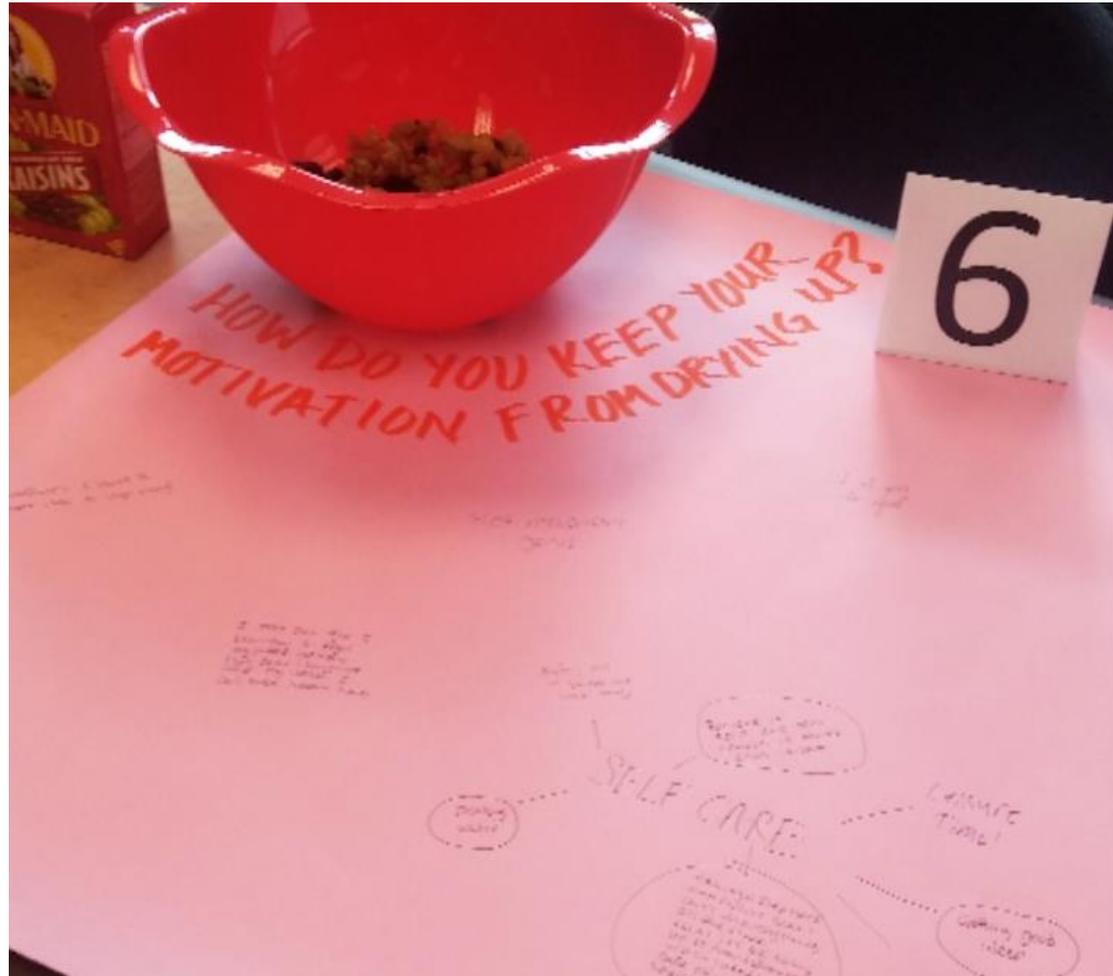
SWEET SPOTS IN THESE CONVOS?

- When I am actually listening and understanding without reacting based on my biases
- When I am heard...sincerely
- When I use factual information to help support my point of view
- When I really make an effort to let them talk without interruption and be there for them as a support without arguing or trying to fix the situation
- When I find common interests or experiences to talk about
- When I truly listen to an opposing view and see how we can come to a mutual understanding

Them vs. Y'all

HOW DO YOU STOP YOUR MOTIVATION FROM DRYING UP?

- Building Safe Communities
- Get Involved and Activism
- Positive Affirmations
- Stepping away from toxic people etc.
- Knowing I can't make someone learn



- Goal Setting
- Self Care like exercise, massage, yoga, and time in nature
- Time with Family and Friends
- Continue to have empathy and compassion

Them vs. Y'all

CRUNCHY CONVERSATIONS YOU STILL NEED TO HAVE WITH YOURSELF

- Additional questions added to today's version

Conversations	Number of Checkmarks
What biases/stereotypes do I still notice within myself?	12
When do I feel anger around these topics and what do I do about it?	8
What research have I done not involving asking someone to share their lived experience?	7
How much space do I take up in conversations?	6
From whom did I learn about race and what did they teach me?	6
When and why have I felt guilt or shame around these topics?	6
When have I felt fear when interacting with people different from me?	4
What are ways I see people benefitting from their privilege?	4

Them vs. Y'all

TRAIL MIX TAKEAWAYS

- A different perspective or outlook on myself and diversity
- Self reflection, self-assessment, and self awareness around personal biases
- Difficult conversations are needed and I need to continue having them
 - It's important to stand up for underrepresented people
- Being more open minded to these topics
- Knowledge and empowerment
 - Affirmation



Why It Worked?

Adult Learning



Racial Identity Development

- Black American Racial Identity (William Cross)
- Biracial Identity (Poston)
- White Racial Identity Model (Helms)
- Filipino American Identity (Nadal)
- Model of Latin Identity (Ferdman and Gallego)
- Asian American Identity (Kim)
- American Indian Identity (Horse)

Racial and Cultural Identity (Atkinson, Morten, and Sue)

<https://elearningindustry.com/6-top-facts-about-adult-learning-theory-every-educator-should-know>

<https://studentdevelopmenttheory.wordpress.com/racial-identity-development/>



QUESTIONS
US?

