Our Community Is on the Move!

I feel included at Wellesley College when…

Wellesley College would be a more welcoming community if…

A small act of inclusion I can do today is…

The Partnerships for Diversity and Inclusion Initiative needs you to get involved! Each of us can contribute by making a new connection, learning, and adding our voice. This means we have shared responsibility and shared goals. By working together, we create a more connected campus community. Whether in ways small or large, the part we each play is critical.

Fall 2013 will premiere new diversity and inclusion workshops, chances to gather as a community, and ideas for how you can help build a stronger, vibrant, learning community. See you in September!

Join the Conversation!

Have ideas for our Newsletter? Want to create a poster to add to the Inclusion Wall? Want to make your own Diversity Snapshot? Have ideas for creating a more diverse and equitable campus? Join the conversation!

Email: partnerships@wellesley.edu

Facebook: http://www.facebook.com/diversity.inclusion.5

Twitter: https://twitter.com/PartnershipsWC

YouTube: http://www.youtube.com/watch?v=n8OebhiJWUY

Web Site: http://www.wellesley.edu/about/diversityandinclusion

DID YOU KNOW: When asked, most Wellesley folks shared that “saying hello to someone you don’t know” will make the campus climate more welcoming.
On October 16, 2012, the Partnerships for Diversity and Inclusion @ Wellesley College hosted an all-day, campus-wide gathering of students, faculty, union and administrative staff, and alumnae. The day was filled with hands-on activities, interactive media experiences, workshops, networking sessions, and just plain fun – all related to increasing our understanding of how to engage with each other and create a more inclusive campus environment. Visit our website to find out more: http://new.wellesley.edu/about/diversityandinclusion/101612event

I feel included at Wellesley College when…

…I collaborate with others.”

 “…someone wants to start a conversation with me.”

Wellesley College would be a more welcoming community if…

 “…people stopped and actually listened.”

 “…if we embraced the tensions associated with difference and brought them into a conversation.”

A small act of inclusion I can do today is…

 “…smile at a perfect stranger.”

 “…take an interest in my classmates: their lives outside the classroom I share with them.”

DID YOU KNOW: Ethos was founded in 1966 by five Black Wellesley College students. The organization focuses on student equity issues, scholarship, and advocacy.
Community Tools

Diversity and Inclusion Mini Cards are small enough to carry and use anytime. Pick up yours at the Provost Office, Human Resources Office, the Office of Intercultural Education, or from the Partnerships for Diversity and Inclusion web site: http://www.wellesley.edu/about/diversityandinclusion

DID YOU KNOW: “A world that is good for women is good for everyone.”
The Wellesley Centers for Women, established in 1974, pairs research and action to create synergies for social change.
Micro-Messaging: More Than Just Words

What are micro-messages?
Micro-messages are small behaviors that have a big impact. Subtle, semi-conscious, universally understood messages, both verbal and physical, tell others what we really think.

There are two kinds of micro-messages: micro-affirmations (positive messages) and micro-inequities (negative messages).

Over time micro-inequities devalue and discourage a person, while micro-affirmations value and encourage a person.

We live and work within a diverse Wellesley College campus community. We also bring our personal experiences and cultural histories to our campus and those experiences and histories influence our everyday interactions.

Damage from persistent micro-inequities may be recognized from statements like: “I don’t feel welcome,” “I don’t feel supported,” or “I feel invisible.”

Micro-inequity triggers include:
- comfort with familiarity
- discomfort with the unfamiliar
- the perception of differences as dangerous or of lesser value

Pay attention to situations where you are uncomfortable or find yourself making assumptions about others.

Examples of micro-inequities:
- dismissive facial expressions and vocal tones
- reserved body language
- acting disinterested

Examples of micro-affirmations:
- positive facial expressions and vocal tones
- friendly body language
- active, interested listening

The Partnerships for Diversity and Inclusion focuses on:
- Increasing Access and Equity
- Creating an Engaged Campus Environment
- Community Learning and Development
- Institutional Advancement of Diversity and Inclusion

The Partnerships for Diversity and Inclusion Initiative is coordinated by Robbin Chapman (Associate Provost and Academic Director of Diversity and Inclusion), Victor Kazanjian (Dean of Intercultural Education and Religious and Spiritual Life), and Carolyn Slaboden (Co-Director of Human Resources and Director of Employment, Diversity, and Inclusion).