Community of Respect
Department of Multicultural Services
GROUND RULES

* Challenge by Choice

* Please hold questions until the end
Common Ground

Stand as you are able
Welcome to Aggieland
Why talk about Diversity?
“The diversity of ideas, perspectives, skills, knowledge and cultures across our company facilitates innovation and is a key competitive advantage.”
“Diversity and inclusion are integral to mission success at NASA. It is incumbent on every member of the NASA community to advocate for, promote, and most importantly, practice the principles of diversity and inclusion in everything that we do.”
“The **most innovative** company must also be the **most diverse**. Because we know new ideas come from diverse ways of seeing things.”
“The dynamism that comes with working at Harvard is largely the result of our diversity.”
The Aggie Family
Aggie Core Values

- Excellence
- Integrity
- Leadership
- Loyalty
- Respect
- Selfless Service
Respect

We are the Aggies, the Aggies are we.

“Texas A&M Students aren’t just joining a university, they’re joining a lifelong family that understands the value of loyalty, camaraderie, and unconditional support”

- Texas A&M Leadership
According to the Aggie Core Values

You have the **RIGHT** to be **RESPECTED**

and you have the **RESPONSIBILITY** to **RESPECT** others.

*Aggieland... A COMMUNITY of RESPECT*
Texas A&M History
Texas A&M History

Then

Now
Diversity

The **inclusion, welcome, and support** of individuals from all groups, encompassing the various characteristics of persons in our community. The characteristics can include, but are not limited to: age, background, citizenship, disability, education, ethnicity, family status, gender, gender identity/expression, geographical location, language, military experience, political views, race, religion, sexual orientation, socioeconomic status, and work experience.
The Aggie Experience
Find a Partner…

Think of a time where you felt welcome and a part of a group, how did that make you feel?

Think of a time when you felt excluded, how did that make you feel?
What do you see in this picture?
Cultural Lens
Cultural Lens
Cultural Lens
Common Ground

REMINDER:

Stand as you are able
Respect

Common Ground
Leadership
Stereotypes
Culture
Inclusion
Welcome
Integrity
Support
Cultural Lens
Diversity
TAMU
GigEm
Loyalty
Core Values
Selfless Service
Aggie
Acts of Insensitivity

* Can make someone feel unwelcome or unappreciated
* Can impact someone’s academic success
* Can lead to the “Pile On Principle”
Your Toe
Acts of Insensitivity

* Can make someone feel unwelcome or unappreciated
* Can impact someone’s academic success
* Can lead to the “Pile On Principle”
I have witnessed acts of insensitivity.
I have been the target of an act of insensitivity.
What You Can Do
What **YOU** Can Do

* Expand your knowledge base
* Become aware of your own biases
* Be mindful of the language you use
* Don’t ask others to speak for an entire group
* Avoid stereotyping remarks
* Interrupt jokes or hurtful comments
* Speak up - don’t be silent
* Use Resources
In Your Packet

Community of Respect

Texas A&M is a land grant institution with the mission to serve all people. Our university is committed to creating a learning environment where students can share their experiences with care and respect. Your ability to communicate across differences will ensure success inside and outside the classroom including in your chosen profession and life in general.

What is diversity?
A commitment to the inclusion, welcome, and support of individuals from all groups, encompassing the various characteristics of persons in our community. Among these characteristics are race, ethnicity, national origin, gender, age, socioeconomic background, religion, sexual orientation, gender identity and disability.

Why is diversity important?
Diversity is important to Texas A&M because we value every individual and all the experiences they bring. When somebody acts in a way that disrespects another person, they also disrespect our university. In the Aggie family, acts of disrespect and incivility can jeopardize an Aggie’s pursuit of their dreams.

How do I contribute to diversity?
Every Aggie adds to the diversity of Texas A&M just by virtue of being here. You bring unique experiences with you into the Aggie family. You can learn more about others by sharing your perspective and creating more experiences to grow. We want you to begin your academic career with the mindset of making everybody feel welcome.
Multicultural Services

Suite 2200, Memorial Student Center
(979) 862-2000
DMS-Info@dms.tamu.edu
http://dms.tamu.edu/
@DMS_TAMU
Disability Services

Student Services at White Creek
Building #0062
(979) 845-1637 (v/tty)
disability@tamu.edu
http://disability.tamu.edu/
@TAMUDisability
GLBT Resource Center

Student Services at White Creek
(979) 862-8920
GLBT.tamu.edu
GLBTResourceCenter@tamu.edu
@TAMUGLBTRC
Veteran Support

Veteran Services Office
Pavilion RM 205
(979) 845-8075
veterans@tamu.edu
https://veterans.tamu.edu/

Veteran Resource & Support Center
Koldus 112
(979) 845-3161
aggievets@tamu.edu
https://veterans.tamu.edu/
Women’s Resource Center

Student Services at White Creek
Building #0070
(979) 845-8784
wrc@tamu.edu
http://wrc.tamu.edu/
@TAMUWRC
If you are in an emergency situation that requires medical, psychological or police services, call 911. Do not use this reporting form if an immediate response is required.

Individuals may use the online report form to report hate/bias incidents. You have the option to fill in your contact information or submit the report anonymously. Reports submitted anonymously or with limited information may limit our ability to follow up on an incident. Once a report is submitted online, a copy is emailed to a team for appropriate review and necessary action. NOTE: Confidentiality cannot be guaranteed for reports submitted through this site. State law determines confidentiality.

**Hate/Bias Report Form**

<table>
<thead>
<tr>
<th>Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Submitter Name (Optional):</td>
<td>First Name</td>
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<tr>
<td>Email (Optional):</td>
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</tr>
<tr>
<td>Phone (Optional):</td>
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http://stophate.tamu.edu/
Or download the Texas A&M app

And find the icon:
“Report a Concern”

Multicultural Services
DIVISION OF STUDENT AFFAIRS

979-862-2000
dms.tamu.edu
We want to hear from you!

Text **TAMURESPECT** to the number **37607** to join the Community of Respect poll.
I will make Texas A&M a welcoming campus by…

Text a one statement response
What is something you are most likely to do to create a COMMUNITY OF RESPECT at Texas A&M?

A. Avoid stereotypes and over-generalizations
B. Expand your knowledge base by attending different events
C. Be an active ally
D. Be aware of your bias

Text A, B, C, or D
I believe I have a responsibility to RESPECT others at Texas A&M?

Text T for True
Text F for False
How should you report an incident of hate or bias on campus?

1. Talk about it with friends and/or family.
2. Don't do anything and leave it to someone else.
3. Go to stophate.tamu.edu to let the university know.

Text 1, 2, 3
Let’s see what you said:

I will make Texas A&M a welcoming campus by…
According to the Aggie Core Values

You have the **RIGHT** to be **RESPECTED**

and you have the **RESPONSIBILITY** to **RESPECT** others.

*Aggieland... A COMMUNITY of RESPECT*
What will your LEGACY be?

Make the MOST out of your Aggie Experience!
Multicultural Services

DMS.tamu.edu
979-862-2000

Questions?
We will stick around after this presentation