Howdy!
GROUND RULES

• Challenge by choice

• Please hold questions
COMMON GROUND

Stand as you are able
STAND IF...

You are from Texas.
You are a woman.
STAND IF...

You are left-handed.
You play video games.
You have been outside of the U.S.
STAND IF...

You are always late.
You are the oldest OR only child in your family.
You are shy.
You have tattoos OR body piercings.
STAND IF...

You or another family member speaks more than one language.
You are from a small town.
You do not have a Twitter OR Facebook account.
STAND IF...

You are an Aggie.
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 success of our system is dependent on a combination of diverse, new perspectives.”
“Diversity and inclusion are integral to...provide excellent, culturally relevant care in a welcoming environment to patients from a wide variety of backgrounds and creating an inclusive work environment where differences are valued”
“Welcomes and seeks to serve persons of all racial, ethnic and geographic groups as it addresses the needs of an increasingly diverse population and a global economy”
THE AGGIE FAMILY
AGGIE CORE VALUES

- Excellence
- Integrity
- Leadership
- Loyalty
- Respect
- Selfless Service
OUR PRESIDENT
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 UNIVERSITY HISTORY

THEN

NOW
“Years ago in our community and, sadly, on occasion even now, we see the ugly reality of discrimination. When we see it, we do not need to hide from it, but to call it out, to refute it and to stand for respect and love for all.”
“We love our university and we acknowledge its history in all its dimensions because it has formed us and made us who we are today. There is so much good here and there are so many people who embody our values. This is what truly makes Aggies, Aggies.”
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?
CULTURAL LENS
CULTURAL LENS
CULTURAL LENS
COMMON GROUND

Stand as you are able
You or a relative have been in the Armed Forces.
STAND IF...

You know someone who is physically or mentally disabled.
STAND IF...

You know someone has or has had an addiction.
STAND IF...

You have been to a mosque or synagogue.
You know someone whose parents have been unemployed.
You know someone who is gay, lesbian, bisexual, or transgender.
STAND IF...

You are an Aggie.
YOUR TOE
PILE-ON PRINCIPLE
ACTS OF INSENSITIVITY

Can make someone feel *unwelcome* or *unappreciated*

Can *impact* someone’s *academic success*

Can lead to the “*Pile On Principle*”
SUBTLE VS. OVERT
I HAVE WITNESSED AN ACT OF INSENSITIVITY.
THINK TO YOURSELF...

Have you been the target of an act of insensitivity?
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
DIRECT STRATEGY
DIRECT STRATEGY

• Define the issue

• “I Feel”

• Future Expectations
INDIRECT STRATEGY
INDIRECT STRATEGY

Call an Authority Figure

- Professor
- Supervisor/Advisor
- Campus Police
- Resident Advisor

Report to:
StopHate.tamu.edu
Direct vs Indirect
IN YOUR PACKET
MULTICULTURAL SERVICES

• Cultural Councils
• First-Year Programs
• Conferences
• Presentations, Workshops, and Events

www.dms.tamu.edu

Memorial Student Center, Suite 2200
OFFICE FOR DIVERSITY

• Diversity Plan
• Campus Climate
• Statistics
• Diversity Programs & Events

www.diversity.tamu.edu

001 Jack K. Williams Administration Building
DISABILITY SERVICES

- Accommodations
- Communication Access
- Assistive Technology
- Testing Administration
- Resources & Referrals

www.disability.tamu.edu

Student Services at White Creek
GLBT RESOURCE CENTER

- Education
- Support
- Outreach
- Advocacy

www.glbt.tamu.edu

Student Services at White Creek
VETERAN SUPPORT

• Events
• Support
• Resources
• Benefits

www.aggieveterans.tamu.edu
Veteran Resource & Support Center-Koldus, 112

www.veterans.tamu.edu
Veteran Services Office -Pavilion, 205
WOMEN’S RESOURCE CENTER

• Presentations
• Events
• Resources
• Support

www.wrc.tamu.edu
Student Services at White Creek
HEALTH PROMOTION

• Information on
  • Stress
  • Wellness
  • Interpersonal Violence
  • Alcohol & Drugs

www.hp.tamu.edu

Student Services at White Creek
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

Submitter Name (Optional):

First
Last

Email (Optional):

Phone (Optional):

Office for Diversity
University Police Department
Dean of Student Life
Dean of Faculties
Employee Support Services
TellSomebody
Campus Community Incident Report
Stop Hazing
Waste, Fraud, and Misconduct

STEP IN STAND UP
against sexual violence
DOWNLOAD THE TEXAS A&M APP

Find the icon: “Report a Concern”
DEPARTMENT OF CIVIL RIGHTS & EQUITY INVESTIGATIONS

Report discrimination or harassment based on:

- Race
- Color
- Creed
- National Origin
- Sex
- Age
- Disability
- Veteran Status
- Genetic Information
- Gender Identity
- Sexual Orientation

www.urc.tamu.edu
Medical Sciences Library, Suite 007
WE WANT TO HEAR FROM YOU!

Text this message: TAMURESPECT

To this number: 37607
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 biases

Text A, B, C, or D
WHAT STRATEGY ARE YOU MOST LIKELY TO USE WHEN YOU WITNESS AN ACT OF INSENSITIVITY OR BIAS?

A. Direct Strategy  
B. Indirect Strategy  
C. Do nothing.

Text A, B, or C
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, or 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?