



AGGIES RESPECT



**Department of Multicultural Services
Health Promotion**

Howdy!



GROUND RULES

- Challenge by choice
- Please hold questions





COMMON GROUND

Stand as you are able



STAND IF...

You are from Texas.



STAND IF...

You are a woman.



STAND IF...

You are left-handed.



STAND IF...

You play video games.



STAND IF...

You have been outside of the
U.S.



STAND IF...

You are always late.



STAND IF...

You are the oldest OR only child in your family.



STAND IF...

You are shy.



STAND IF...

You have tattoos OR body
piercings.



STAND IF...

You or another family member speaks more than one language.



STAND IF...

You are from a small town.



STAND IF...

You do not have a Twitter OR
Facebook account.



STAND IF...

You are an Aggie.





WHY TALK ABOUT DIVERSITY?

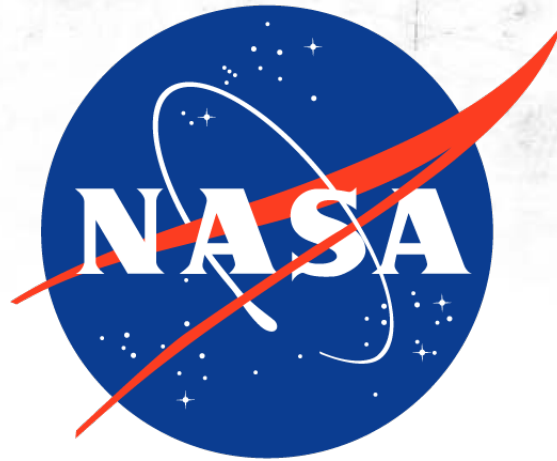
WELCOME TO
AGGIELAND





“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.”





LAND O LAKES[®]

“The success of our system is dependent on a combination of diverse, new perspectives.”



MAYO
CLINIC



“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”





TEXAS A&M
UNIVERSITY®

“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

Loyalty

Integrity

Respect

Leadership

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





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.**”



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?**



CULTURAL LENS



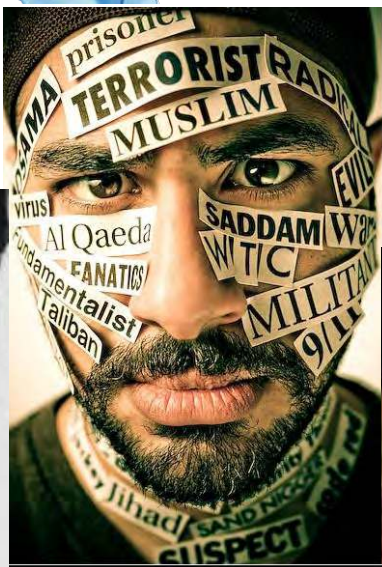
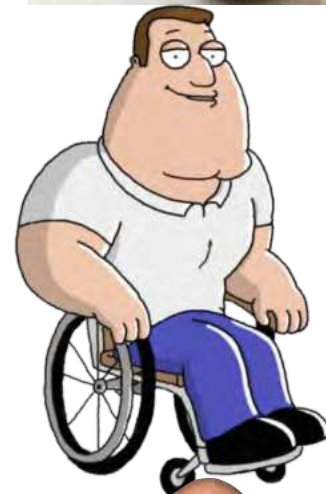
CULTURAL LENS





CULTURAL LENS







COMMON GROUND

Stand as you are able



STAND IF...

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.



STAND IF...

You know someone whose
parents have been
unemployed.



STAND IF...

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

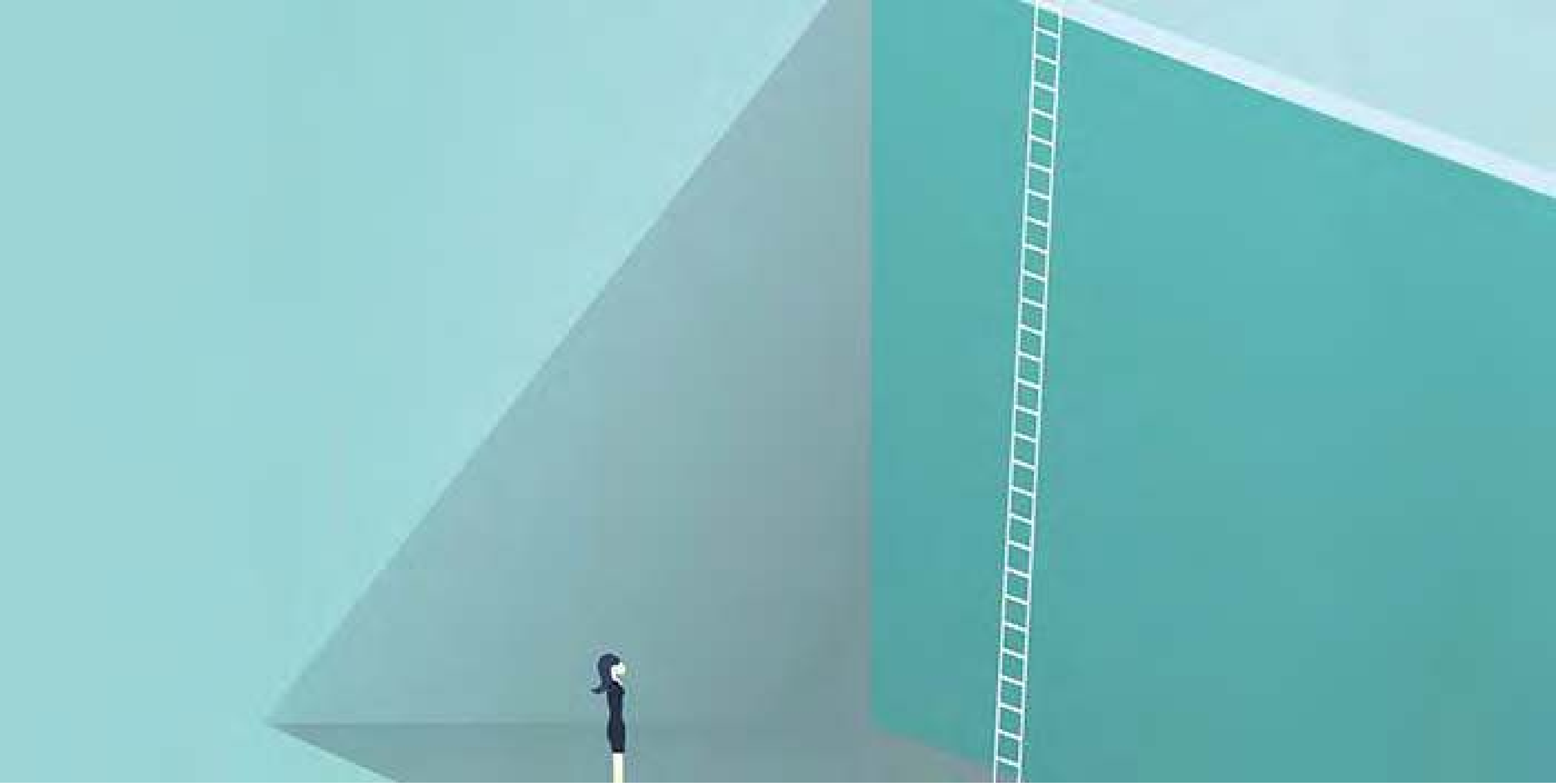




WHAT YOU CAN DO

- 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](https://stophate.tamu.edu)



Direct vs Indirect



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.



Campus
Resources



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



WWW.STOPHATE.TAMU.EDU

STOP HATE



TEXAS A&M
UNIVERSITY

[Home](#)[File a Report](#)[University Statement](#)[Prevention](#)[Hate/Bias Definition](#)[Importance of Filing](#)

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](#)

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.unc.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...





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Aggieland...
A COMMUNITY *of*
RESPECT



|

WHAT WILL YOUR LEGACY BE?






Multicultural Services
DIVISION OF STUDENT AFFAIRS

CONTACT US

 The Memorial Student Center, Suite 2200

 (979) 862-2000

 www.dms.tamu.edu

FOLLOW US

 @dmstamu

 @dmstamu

 @dmstamu