

# Bishop Seabury Academy Association of Parents



“Fostering a More  
Inclusive Culture”

# FOSTERING A MORE INCLUSIVE CULTURE



Understanding Our Differences, Not  
Allowing It To Separate Us

# FOSTERING A MORE INCLUSIVE CULTURE

This workshop is designed to explore how parents and administrators can foster and encourage inclusive environments creating a more productive and welcoming Seabury community. We will try and provide participants suggestions to foster an environment that works through differences in these complex times. By examining two different theories, participants will be able to define what “diversity” means for us as parents, faculty and administrators.



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## Inclusion is...

Your story, your values, your beliefs

Uniqueness/differences of people

the idea that the differences/uniqueness of people should be appreciated and valued,

The belief that everyone deserves an equal opportunity to contribute and succeed in their community.



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## More defined inclusion is...


- ▶ A state of being valued, respected and supported
- ▶ A community that values inclusion accepts the talents, skills and perspectives that we all bring to our lives regardless of our differences and values.
- ▶ Inclusion is based on culture competency and interpersonal relationships that support a diverse Seabury community at all levels and value respect and civility (“Managing Inclusion,” Novations Inc. )





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Implicit bias is a positive or negative mental attitude towards a person, thing, or group that a person holds at an unconscious level.





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**Microinequity**, refers to the ways in which individuals are "either singled out, or overlooked, ignored, or otherwise discounted" based on an unchangeable characteristic such as race or gender. A microinequity generally takes the form of a gesture, different kind of language, treatment, or even tone of voice. The cumulative effect of microinequities can impair a person's performance in the workplace or classroom, damage self-esteem and may eventually lead to that person's withdrawal from the situation.




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**Micro-affirmation**, is the reverse phenomenon. Micro-affirmations are subtle or apparently small acknowledgements of a person's value and accomplishments. They may take the shape of public recognition of the person, "opening a door," referring positively to the work of a person, commending someone on the spot, or making a happy introduction. Apparently "small" affirmations form the basis of successful mentoring, successful collegueship and of most caring relationships. They may lead to greater self-esteem and improved performance.



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- Examples of micro-inequities
  - checking emails or texting during a face-to-face conversation
  - consistently mispronouncing a person's name
  - interrupting a person mid-sentence
  - making eye-contact only with certain employees
  - confusing a person of a certain ethnicity with another person of the same ethnicity
  - rolling your eyes
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- Sighing out loudly
  - raising your voice, even though the other person has no difficulties hearing you
  - mentioning the achievements of some people at a meeting but not others whose achievements are equally relevant
  - consistently ignoring a person's emails
  - making jokes aimed at certain groups
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- Simple Things We Can Do...
  - Get to know others whose backgrounds/life styles may be different from yours.
  - Explore the talents and interest of your colleagues.
  - Focus on valuing and appreciating your colleagues uniqueness.
  - Think about the impact of our comments and actions before we speak and act.
  - Be open to communication and feedback from colleagues.
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**Take Turns;** Cross cultural communication is enhanced through taking turns to talk, making a point and then listening to the response.

**Watch the humor:** In many cultures business is taken very seriously. Professionalism and protocol are constantly observed. Many cultures will not appreciate the use of humor and jokes in the business context. When using humor think whether it will be understood in the other culture.

**Write it Down;** If you are unsure whether something has been understood write it down and check.





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**Be Supportive;** Effective cross-cultural communication is in essence about being comfortable. Giving encouragement to those with weak English gives them confidence, support and a trust in you.

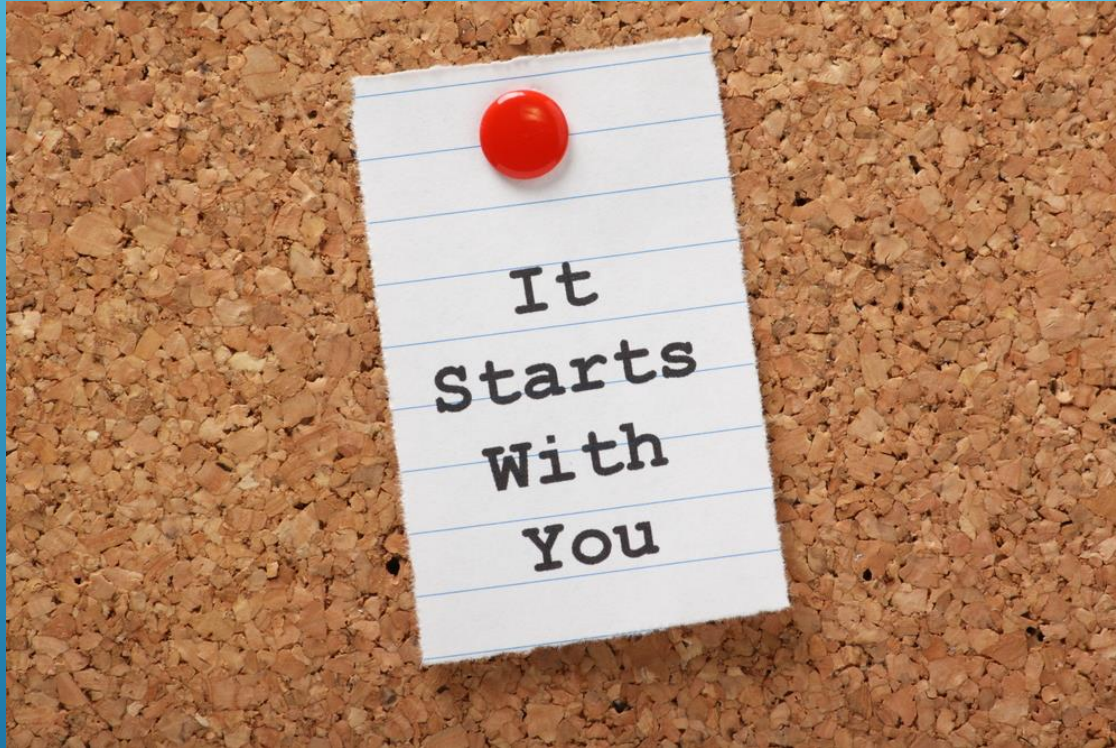
**Check Meanings;** When communicating across cultures never assume the other party has understood. Be an active listener. Summarize what has been said in order to verify it. This is a very effective way of ensuring accurate cross cultural communication has taken place.

**Avoid Slang;** Even the most well educated foreigner will not have a complete knowledge of slang, idioms and sayings. The danger is that the words will be understood but the meaning missed.

**Maintain Etiquette;** Many cultures have certain etiquette when communicating. It is always a good idea to undertake some cross cultural awareness training or at least do some research on the target culture.



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