



# What Are You Bringing to this Conversation?

## Beginning with Reflection

- 1 What are your earliest memories of diversity?
- 2 What was your understanding of others and diversity at that time?
- 3 How is that previous understanding different than how you understand others and diversity now?

## Defining Diversity, Equity, and Inclusion (DEI)

**Diversity:** The ways in which people differ, encompassing the different characteristics and identities that make one individual or group different from another

**Equity:** The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups

**Inclusion:** The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate

- 1 How do these definitions contrast with how you previously understood diversity in your earliest memories?
- 2 In what ways does your student organization incorporate diversity, equity, and inclusion into your practices?
- 3 How have you made DEI part of your practice as a leader?
- 4 What are things you can do differently?

## Understanding Our Identities

When someone asks you who you are, you may begin answering with statements about your family, where you grew up or what you like to do. These experiences are all part of who you are, but this question could also be answered in the context of social identities.

**Social Identities:** Aspects of ourselves that shape our perspectives, experiences, and the way we interact with each other.

## Activity

Below you will find a set of example social identities. This is not an exhaustive list of social identities but can serve as a good start for reflecting on your identities.

**Step 1:** In each category, fill in the blank with your identity. Examples are provided to help with identification, but you are encouraged to research terms you are unfamiliar with or place your own descriptors in the blank. After working through the identities, continue on to the next step.

Identity	Examples	What is your identity?
Racial	Black, Asian, Latinx, White, Pacific Islander or Native Hawaiian, etc.	
Ethnic	African-American, Jewish, Afro-European, Japanese-American, German, etc.	
Religious	Christian, Muslim, Jewish, Atheist, etc.	
Socioeconomic	Upper class, Middle class, working class, Lower class, etc.	
Gender	Transgender, Agender, Cisgender, etc.	
Sex	Female, Male, Intersex, etc.	
Sexual Orientation	Homosexual, Heterosexual, Bisexual, Pansexual, etc.	
Physical ability	Able-bodied, Disabled/Differently-abled	
Mental/Emotional ability	Neurotypical, Holding a cognitive/emotional disability, etc.	
Nationality or Immigrant status	U.S. Native/Citizen, Guyanese, Immigrant, etc.	
Indigenous affiliation	Mohawk, Aboriginal, Navajo, etc.	
Other		

**Step Two:** After reflecting on all of your identities, it is important to consider which identities are most salient to you in your work as a student leader and even in your daily life as a student at Auburn.

**Salient Identities:** Identities which more deeply affect our thoughts and experiences on a regular basis

An example of a salient identity may be the following:

- 1 Those who identify as being in a poorer socioeconomic class might think about this identity more during times when they are struggling to make ends meet.
- 2 Those who identify as a minority racial identity might think about this identity as they navigate spaces inhabited by a majority.

From the list of identities above, reflect on which identities are most salient to you in the following different spaces and write those below:

- 1 As a student at Auburn:
- 2 Within my organization membership:
- 3 As a student leader:

**Step Three:** Considering your overall identities and your most salient identities as a student leader, take time to reflect on how that shapes your decisions within your organization and position.

- 1 How do my identities shape the way that I view the world and others?
- 2 Are there any decisions or plans I am currently working on that are being shaped by my salient identities?
- 3 What are specific action steps I can take to bring others into the decision/planning to further incorporate DEI?