

School of Music

Understanding our Impact & Cultivating Belonging

Office of Civil Rights & Title IX
January 30, 2025

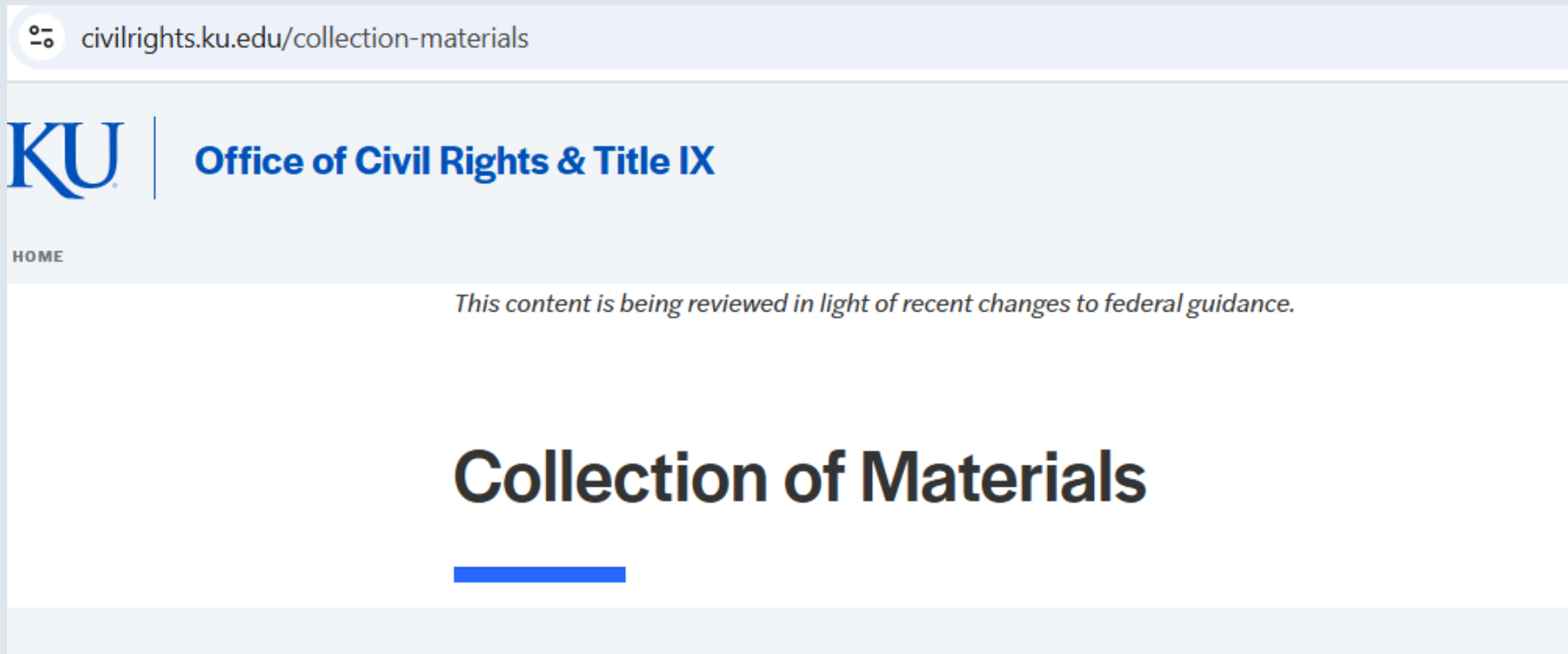


Introductions & Agenda

Office of Civil Rights & Title IX

Envisioning Community
Understanding Stereotypes
Examining Language
Previewing Next Session

Compliance





Envisioning Community

Group Participation:

How do you feel when you are in a healthy, vibrant community?

Supported

Respected

Appreciated

Accepted

Okay to make mistakes

Happy

Intentionality in Community

One-on-one, group, and observed interactions affect people's experience of their community

It takes all of us to have healthy and vibrant communities

What makes a community healthy and vibrant?

“a team climate characterized by interpersonal trust and mutual respect in which people are comfortable being themselves.”

-Edmondson on Psychological Safety, 1999

Psychological Safety:

1. If you make a mistake on your team, is it held against you?
2. Are you able to bring up problems and tough issues?
3. Do people on the team sometimes reject others for being different?
4. Is it safe to take a risk?
5. Is it difficult to ask other team members for help?
6. Do people on the team deliberately act to undermine your efforts?
7. Are your unique skills and talents valued and utilized?



Understanding Stereotypes

Stereotypes Can Hurt Individuals & Communities

We are all affected by stereotypes.

Observing stereotypes can result in negative beliefs about a community.

Stereotypes Can Hurt Individuals & Communities

Even well intended compliments based on assumptions can be harmful.

One person is not a representative examples for an entire community.

Stereotype threat affects people when they fear their behavior may confirm a negative stereotype.



Examining Language

Language Matters

The tone and words we choose to talk about or refer to individuals and groups can intentionally or unintentionally communicate:

- Respect/Disrespect
- Extent of knowledge
- Interest in the person/community

Language Evolves

The very nature of language is that it changes as we, humans, use it.

“fathom”

How do we acknowledge and accept those changes?

School of Music

Understanding our Impact & Cultivating Belonging

Office of Civil Rights & Title IX
February 20 / March 27, 2025

Group Participation: Share your reflections and responses to the prompts presented last sessions.



Group Participation: Share your reflections and responses to the prompts presented last sessions.

- Stereotypes are bad.
- Language evolves as we grow. It's fine to ask people what they prefer.
- Language matters, words matter.
- Terminology changes over the years. It's important to stay current to understand communicate effectively with our students.
- Resources are always a good thing and opportunities for help and reporting.
- Reporting options for students.
- We really appreciate you being with us in the School of Music! It was a fantastic way to get more of students' perspective. I have saved the resources you shared.



Session 2 Agenda

Reviewing Last Session
Sharing Reflections
Exploring Examples
Preparing for Feedback

Reviewing Last Session

Envisioning Community
Understanding Stereotypes
Examining Language



Exploring Examples

RECALL: Language Evolves

The very nature of language is that it changes as we, humans, use it.

“fathom” (verb)

How do we acknowledge and accept those changes?

Examples of Learning through Changes

- The word “queer” in self identification
- Stereotype of Buddhists as Southeast Asian monks
- Disability First or Person First Language
- Native American, Indigenous, Indian

Examples of Learning through Changes

The word “queer” in self identification



Examples of Learning through Changes

Stereotype of Buddhists as Southeast Asian monks



Examples of Learning through Changes

Disability First or Person First Language



Examples of Learning through Changes

Native American, Indigenous, Indian, First Nations

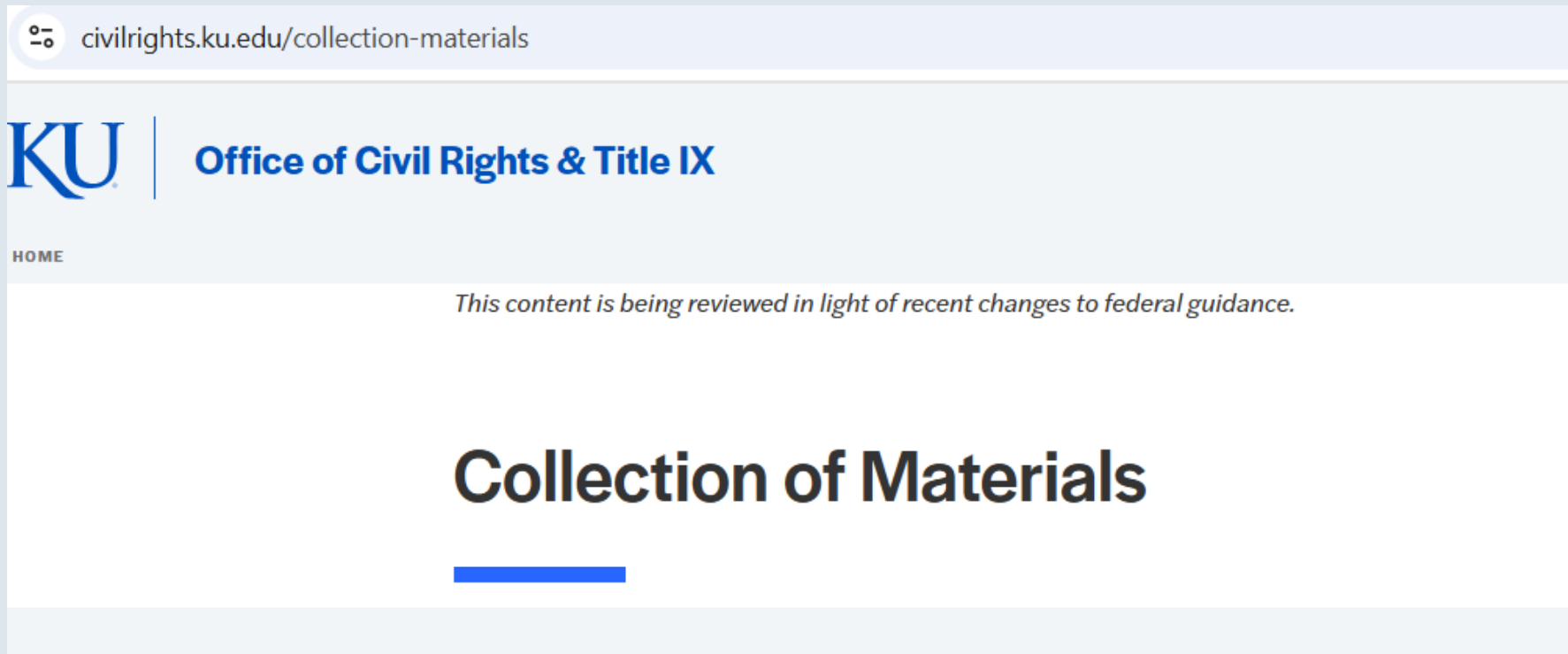


Resources for Learning More

- Training from the Office of Civil Rights & Title IX
- MyTalent Learning
- LinkedIn Learning
- KU Library Guides

Assessment & Feedback

Compliance



Thank you!

Contact Information

Strong Hall Room 121
1450 Jayhawk Blvd.
Lawrence, KS 66045
belonging@ku.edu
civilrights.ku.edu
785-864-6705

Dole Human Development Center
1000 Sunnyside Avenue Suite 1082
Lawrence, Kansas 66045
civilrights@ku.edu
civilrights.ku.edu
785-864-6414

School of Nursing Room 4037
3901 Rainbow Blvd.
Kansas City, KS 66160
belonging@kumc.edu
civilrights.ku.edu
913-588-3319