

Core Concept: Social Justice

“...a goal of full and equal participation for all groups, where resources are equitably distributed and everyone is physically and psychologically safe.”

(Reason & Davis, 2005)

“members of dominant social groups... who are working to end the system of oppression that gives them greater privilege and power based on their social group membership.”

(Broido, 2000, p.3)

Core Concept: Ally and Allyship

Critical Skill: Self-Understanding

Being an ally requires a commitment to ongoing self-reflection, so that we may:

- Make sense of our experiences
- Maintain a sense of self as we stretch and attempt to make change
- Be resilient in the face of challenges we will inevitably face
- Have compassion for ourselves when we make mistakes
- Continue to understand our commitment and ideals



Critical Skill: Identify Common Mistakes

Cultural Humility - Simpler Than
It Sounds, Amazing to Do

Tips for Leading
DEI-Related Discussions

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Cultural Ignorance

Paternalism

Deficit Mindset

Assimilation

Magic Bullet



Critical Skill: Acting for Change

Inspire & Educate Dominant Group Members	Create Institutional & Cultural Change	Support Marginalized Group Members
<ul style="list-style-type: none">• Engage in conversations about power, privilege, and oppression• Develop skills to confront hurtful behavior in ways that decrease defensiveness<ul style="list-style-type: none">• Create environments where ally behavior is expected	<ul style="list-style-type: none">• Support recruitment & retention of a widely diverse faculty, staff, and student population• Advocate for inclusion of social justice in course work• Work to create inclusive laws, policy, and practices• Know and use decision-making structures strategically	<ul style="list-style-type: none">• Listen. Do not assume you are an expert• Diversify your social groups• Be visible in your support without taking the attention from those most impacted• Do not expect praise• Apologize when necessary• Persevere

