Shift Happens Here presents: Representation Matters:
Designing Campus Programs with Intention

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In Brief:

In order to provide effective campaigns and programs that encourage and inspire we must create and organize opportunities that engage diverse members of our community (such as race, sex, gender, native origin, age, differently abled, sexual orientation and identity). Addressing issues of diversity, inclusion and representation in meaningful ways requires candid conversations and space at the table for different points of view that represent all members of a community.

Art, storytelling and honest conversations can give us permission to be vulnerable and open ourselves up to the world--this is part of dismantling systemic oppression. These moments and lessons allow us to show up differently for the people around us. This is building bridges and shifting culture.

Points of Note:

- Campus programming is an opportunity to co-create a better world. By opening up and including diverse points of view.
- When you seek diversity, you will find it.
- Do the work to make sure expansive representation exists, but also do the internal work and keep practicing so that we notice misrepresentation.
- Think about how the work and programs you are doing will help shift culture.
- Pay attention to the 4 I's: individual, interpersonal, institutional and ideological.
- Honor and elevate planned opportunities, but remember it is important to program, educate and connect beyond a designated week or month of education/ celebration such as "Black History Month" or "Sexual Assault Awareness Month".
- Hold one another accountable.

Reflection and Questions to Consider:

- How can we help people feel seen? What are some specific opportunities to be more inclusive?
- How will we make diversity and inclusion a part of our programs design?
- How do we have tough and necessary conversations without putting the burden on one person or population?
- Does our programming/ education represent all members of our community? If not, how will we seek to bring it?
- Does our organization's mission statement speak to diversity and inclusion? If not, could it be enhanced?

shiftcultures.org shifting culture one conversation at a time #shifthappenshere (tag us to ask? or share your thoughts) and to keep conversations going