Structural Problems Require Structural Solutions

Salisbury University Presentation
By Joshua Segui
Presentation Prompt:

“Given the acts of racist and sexist hate at Salisbury University in the Fall of 2019 and into the present, what specific strategies would you employ, as Chief Diversity Officer, to improve the campus climate now and into the long term?”
Approaches to Diversity and Inclusion:

**Deficit based approach:**
Historically excluded people need remedial support to gain the knowledge necessary to succeed in a University setting. (onus)

**Asset based approach:**
Inclusive practices are a set of skills and knowledge that individuals gain in order to effectively be in community with each other.
Re-imagine the University

We must recreate the University by bringing the margins to the center; Rebuild it with historically excluded people and their needs in mind.

● Moving from a reactive to a proactive strategy
Proactive support: harm prevention

- Reconceptualizing qualifications
- Diversity Training vs. Professional Development
- What actions and behaviors are celebrated and incentivized?
Proactive Support - Harm prevention:

- The collective growth of the university community towards gaining the skills and knowledge that we need to be in community with each other. University resources must be built for and accessible to all of us.
- Diversity Strategic Plan for every department
Proactive Protocols: Harm Response

- Shifting from Self Care to Community Care
  - Responding to harm is a community responsibility.
  - Conflict and/or harm will happen.
  - We should do everything in our power to prevent it and simultaneously be proactively prepared to support our impacted community members when it does happen.
Harm Response:

- Robust hate/bias-reporting system
- Community Care Events
  - Center the needs of impacted students
  - Student directed
  - Provides immediate response/resources
- Interpersonal Conflict Response
  - Healing centered practices
  - Community accountability process