P
A
L
M

Lindsay — Melissa — Peter — Alec
Inst. Retreat
        Diversity Paradigm.
                    int'l experience ③

L - laughing   ① | £ - starts -
   occasionally   (A changes in)
M - Mandela   (agrees)

                      A - Asked question

②
A - Redirect to Worksheet discuss   £ — again ②
   "Report out"
? - ①
? - Directs   A — assumption of others, tokenism
q - (SX)   Mike Brown ③
-- (2sec)   £ — (15 sec) racist post on soc media
+ - (15s)
- - (5s)   A · ①
3 - BB
J - (3)(1.) changed topic to binary £ — (15 sec) Soc Media
A - changed topic direct (5sc)   A - (15s)
   At D?PT = of STL   £ — 5
Silence (5s)   A — 5
                                     £ — 9:30 'doesn't want to talk too much'
£ - (10s)

= Share out (shown) =   STUDENTS
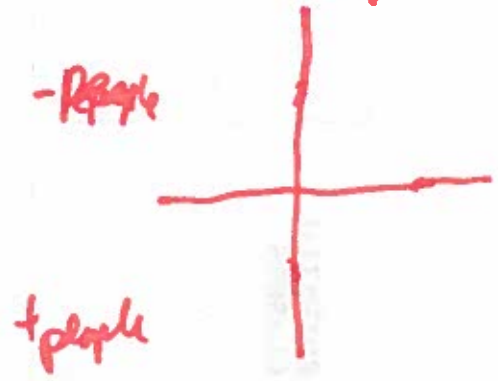   OFE TEAM
P (5s) who will present?   Academic Affairs
+ - (3s) how inform facilitation?
                                                         Prof Dev
Listen to other tables (A tells jesse "I love South")   Mental Health
+ = Empathy + listening ② offers mic to L + M

                              -Direct +Direct Field Instructors

                        -People

                                +people

OPTIONAL REFLECTION ASSIGNMENT
THREE PARADIGMS FOR DIVERSITY CHANGE LEADERS
REFLECTING ON POTENTIAL CLASHES AND OPPORTUNITIES FOR BUILDING COALITIONS

PARADIGM	MEANING OF DIVERSITY	VISION & PREFERRED APPROACH TO CHANGE	ORGANIZATIONAL IMPACT
POTENTIAL CLASHES			
COALITION BUILDING			