Who We Are

Inclusion Education

Strategic Engagement Initiatives

➢ Help students be more successful
➢ Help us all feel included
➢ Educate through trainings
How does Language Shape Our World?
WHEN YOU BUMP INTO A FORMER CLASSMATE
AND THEY CALL YOU THE WRONG NAME

IF I HAD A DOLLAR FOR EVERYTIME
SOMEONE SPELLED MY NAME WRONG.
When you call your friend the wrong name normal people apologise.

When I call a friend the wrong name I carry on calling them that so they question their identity.

When people get too chummy with me, I like to call them by the wrong name to let them know I don't care about them.
I don't always call people by the wrong name.

But when I do, I do it for 20 years!
What Does Language Do?

- Sapir-Whorf hypothesis
- Express thoughts and feelings
- Dynamic
- Understand Diversity through
  - Building relationships
  - Maintain divisions across difference
  - Affirm identity
What is the significance of Names?
Resume Bias

Unfair and sometimes unconscious tendency to overlook a resume for a person who is not in the dominant social group according to their race, ethnicity, gender, nation of origin, socioeconomic status. ..

- Builds upon implicit or unconscious bias
Why Affirmative Action is necessary

- People of Color “Whiten” their resumes
  - Drop Black organizations
  - Both African and Asian Americans change their names
Resume Bias Manifested

White Names [Emily, Greg]
- 10 resumes to 1 callback
- 50% more callbacks based on name
- Perceived higher quality of resumes
- Lived in wealthier, whiter neighborhood helped
- White name = 8 years of experience

African- American Names
 [Lakeisha, Tyrone]
- 15 resumes to 1 callback
- Apply to 15+ more jobs
- Contacted via only 1 channel
- Living in a wealthier, whiter neighborhood did not help
No one benefits

- Most people believe diversity is important (PEW, 2017)
- Becker’s Theory of Race in the Workplace
  - Less diverse workplaces do not have the best people
  - 36% of discriminatory businesses in 2004 were no longer running in 2010 [post recession]
No one benefits

- Venture Capital firms (Stanford and University of Toronto Study)
  - Employees of similar ideology make the company less likely to succeed
  - 39.2% probability of collaboration
  - Decreased by 17% of the same ethnic background
  - Decreased by 19% of the same undergraduate school
  - 20% less successful overall
  - Groupthink prevailed
What’s in a name?

- Baby’s Self-concept
- Recognize people based on its name
- Contain personal, cultural, or religious significance

What is your name story?
Khasi People

Invocation ceremony
First Nations

- Names Drawn from nature
- Based upon Features
- Many mean “we,” “us,” or “humankind"
- Given, Tribal, Spirit [secret], official, spirit names
Who are you anyway?

- Pennames vs actual names
- “American” names
  - African Americans
  - Indigenous People
  - Immigrants
Portia Hypothesis

- *The Merchant of Venice*
- Female lawyers in South Carolina
  - More likely to become judges if their names were masculine
The Danger of Mispronunciation & Underrepresentation
What happens when you use the incorrect name or language?

- Discredits your sense of identity, importance
- Lowers self-esteems, and opportunities for socioemotional learning
- Students are alienated by their peers
- Strengthens cultural barriers
- Shows there should only be one worldview
More than just a math problem

“Ethnomateics” and “Pedagogy of place” in primary education
(Herron & Barta 2009)

- Students have a place in the classroom
- 79% of the names in textbooks appeared in the list of top 100 names according to the Social Security List
How it affects everyone

- Names stick with us
- Textbook Examples
  - Most Latinos can’t name an influential Latino Leader
  - Can you name an important LGBTQ+ historical figure?
  - These are important to civic involvement
What YOU Can Do
Simple Solutions

- Use gender inclusive language

**When greeting others**

Avoid:
- ladies
- gentlemen
- ma'am
- sir
- girls
- guys
- etc.

Consider using instead:
- “Thanks, **friends**. Have a great night.”
- “Good morning, **folks**!”
- “Hi, **everyone**!”
- “Can I get you all something?”
- “And for **you**?”
Simple Solutions

- Say what a student tells you
  - Ask for pronouns
- Correct people
- Leave out phrases with racist meanings
  - “Peanut Gallery”
  - “No can do”