

## Takeaways from Summer Brown-Bag Series, August 9, 2017

### Value of personal reflection & learning

- I have a lot to learn
- I need to always be aware that others who I teach/work with may see the world differently than I
- Reflecting on your own biases, values, and beliefs is difficult but deeply needed.
- Try to avoid making assumptions, instead communicate!
- Not be afraid to "see" people I might glance away from. Smile at them. Share with them.

### Conversations are important...

- Keep talking and listening
- We need to really talk more.
- To try and have these conversations with more people.
- extend this conversation beyond this room into workplace
- LISTEN to each other!!
- View interactions as opportunities to learn
- Learning comes from one another, not from on high

### ...But we also need to take action

- Words are easy...actions have impact.
- There needs to be some measure of accountability after these sessions. It can't just be discussions.
- We have to take action to improve the campus culture/climate NOW.
- There needs to be more intentional discussions across constituency groups for those not here this summit

### Learning from specific sessions

- We judge ourselves based on our intent but judge other people on their impact.
- Importance of impact
- To think about how your actions may be perceived different than how you intended them to.
- Noticing the impact of actions versus intention
- Academic freedom is complicated and widely misunderstood

### Value of connections across campus

- Need to break down admin silos and collaborate more

- Connecting and understanding more of the working community (staff, administrators, support, etc.)
- Importance of empathy and peer relationships across difference

### Faculty-Staff awareness & education

- Faculty/Staff need to be more aware of reporting measures and diversity resources on campus.
- Staff/ faculty need more educational opportunities about social inequalities
- Educators ALL have a responsibility to address and combat injustice
- There are things we can all do to help make the UMD campus and community an inclusive environment where views can be shared, debated and discussed, while
- White people on this campus need to take more responsibility for dealing with their racial anxiety...give POC a break from having to explain & explain

### Care for/protect students

- We must ensure that all students are safe.
- We're not all on the same page with regards to the need to protect minority students.

### Negative emotions & channeling them

- Not be afraid of anger, sadness
- Turn anger into action.
- Disappointed engagement/attendance has declined

### Inspired

- It's inspirational to see incredibly dedicated and imaginative people coming together.
- We can be the change we want to see in the world.

### Gratitude

- Facilitation has been powerful
- Grateful to those who made this happen!
- So thankful this was offered for fac & staff

### There is a lot to do/we're in early stages

- We are just getting started...
- To take one step at a time