Student Services and Social Justice: Serving Students at Their Intersections

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Welcome and Goals

- Establish ground rules for our time
- Create our own social identity profile
- Dialogue about our identities and the impact they have on our work
- Discuss how we show up to students (or those we work with) based upon the social identities we hold
- Discuss the why and the how of social justice in higher education and student affairs
- Create action tips to apply to the work you do
Ground Rules

- What is said, here stays here. What is learned here, leaves here.
- ELMO
- Ouch, Oops!
- One diva, one mic
- Move up, move back
- Be fully present
- Speak your truth with care
This activity is intended as a self-examination of identities and the membership you claim or those ascribed to you.

Please take 10-15 minutes to fill out the chart.

After your chart is complete please debrief with a partner anything that stood out to you about your own personal self-examination journey. ONLY SHARE WHAT YOU ARE COMFORTABLE.
Social Identity Profile

- Select one identity that you would like to learn more about.
- Select one identity you think those you interact with might treat you differently because you hold this identity.
- Select one identity that you find most impacts the work that you do.
So What?

- Why should we understand our own personal social identities?
- How can understanding ourselves better help with the work we do?
- How does understanding our own identities create a space of working towards social justice in higher education?
“The goal of social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. We envision a society in which individuals are both self-determining (able to develop their full capacities) and interdependent (capable of interacting democratically with others). Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others, their society, and the broader world in which we live.

-Lee Anne Bell, 2010
Why does this matter in higher education?

- Why is acting as a change agent around issues of social justice important for the field of higher education and student affairs?
Six Tips for Creating an Inclusive Space

1. Reflect back the comment or state the behavior
2. Ask questions for further clarification
3. Relate how the comment made you feel
4. Consider the origins of the comment or behavior
5. Understand your sphere of influence
6. OUCH! OOPS!
Action Tips

- Things will be messy!
- Stay in the uncomfortable moments, this is where we grow!
- Ask questions to learn more
- Understand the power you hold
- Create a climate of accountability
- Seek out the training you feel you need
- Encourage your staff to engage in conversation around inclusivity and change
Thank you

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