

Planning Based on Our Values: A Student Organization Guide to Inclusion & Respect

"The College of William & Mary strives to be a place where people of all backgrounds feel at home, where diversity is actively embraced, and where each individual takes responsibility for upholding the dignity of all members of the community."

W&M Statement on Diversity

Are you upholding your responsibility to our community?

IF YOU ARE:

- Planning an event
- Choosing a party theme
- Encouraging people to wear costumes
- Communicating on behalf of or to members an organization

ASK:

Does this idea, activity, theme, or communication:

- Align with our organizational values and the values of the W&M community?
- Rely on or encourage stereotypes of a group of people?
- Degrade or mock other people? Is it disrespectful to other people?
- Encourage offensive dress, decorations, or language?
- Use language that is disrespectful, offensive, mocking or vulgar?
- Encourage people to take on (appropriate) traditions or experiences of others that are actually outside their own experience?
- Disrespect historical or current events that have involved tragedy or harm to people?
- Make fun of a particular culture or group of people? Even if it does not, will people apply it in a way that does?

ASK:

- Are we disguising our language or using any euphemisms in order to hide or mask the fact that we are actually doing something that we know violates these guidelines and is disrespectful?

CHECK:

- If we use our organizational purpose or values as a set of criteria – a checklist – would this idea, activity, theme or communication match what we say we are about?
- If you are uncertain or members disagree about whether something is disrespectful or could send mixed messages, check with someone outside your group who can provide a different perspective.

SPEAK UP:

- When you see something that is disrespectful – or even questionable -- say something.
- When someone raises a concern, listen and reconsider your plan.
- Challenge your peers if they try to dismiss or downplay any concerns.

For More Information, Contact:

- Center for Student Diversity, Campus Center 159, studentdiversity@email.wm.edu, 757-221-2300
- Student Leadership Development, Campus Center 203, leadership@wm.edu, 757-221-3300