

THE D&B BLUEPRINT



BERRY
COLLEGE

Office of Diversity
& Belonging

PRACTICING GOOD NEIGHBOR
CULTURE

A large, solid yellow circle is centered on the page. Inside the circle, the text "THE CULTURE OF BELONGING IS AN INSTITUTIONAL COMMITMENT TO GOOD NEIGHBOR CULTURE. THE OFFICE OF DIVERSITY AND BELONGING OVERSEES HOW THE CULTURE OF BELONGING IS IMPLEMENTED AT BERRY." is written in a black, sans-serif, all-caps font. The text is arranged in a curved path that follows the inner edge of the circle, starting from the top left and ending at the bottom right.

THE CULTURE OF BELONGING
IS AN INSTITUTIONAL
COMMITMENT TO GOOD
NEIGHBOR CULTURE. THE
OFFICE OF DIVERSITY AND
BELONGING OVERSEES HOW
THE CULTURE OF BELONGING
IS IMPLEMENTED AT BERRY.

WHAT'S THE VISION?

IMAGINE THE DIFFERENCE IF EVERY PERSON
AT BERRY COLLEGE CARED ABOUT
DIVERSITY & INCLUSION, AND WORKED ON
THE **SAME** PAGE TOWARD THE **SAME** END.

DIVERSITY TYPES



- RACE & ETHNICITY
- AGE & GENERATION
- GENDER & GENDER IDENTITY
- SEXUAL ORIENTATION
- RELIGIOUS & SPIRITUAL BELIEFS
- NEURODIVERSITY & ABILITY
- SOCIOECONOMIC STATUS & BACKGROUND



LET'S GO DEEPER...

IMAGINE THE DIFFERENCE IF EVERY PERSON AT BERRY

- FELT **SAFE**, **SEEN** & **HEARD**
- WERE **KEEPERS** OF EACH OTHERS' **DIGNITY** AND **WORTH**
- WERE **CELEBRATORS** OF EACH OTHERS' **INDISPENSABLE VALUE** TO OUR **GREAT** **COMMUNITY**



WE EXPERIENCE

*Beloved
Community*

"A COMMUNITY IN WHICH
EVERYONE IS CARED
FOR, ABSENT OF
POVERTY, HUNGER, AND
HATE"



Source: The King Center

WHAT CAN HAPPEN WHEN WE EXPERIENCE GOOD NEIGHBOR CULTURE



BETTER EQUIPPED

We have the tools we need to better understand and care.



BETTER WORLD

Our graduates take the tools they receive, the heart they develop, and the community they experience at Berry and impact the various people and communities they will go on to lead.



BETTER SELF



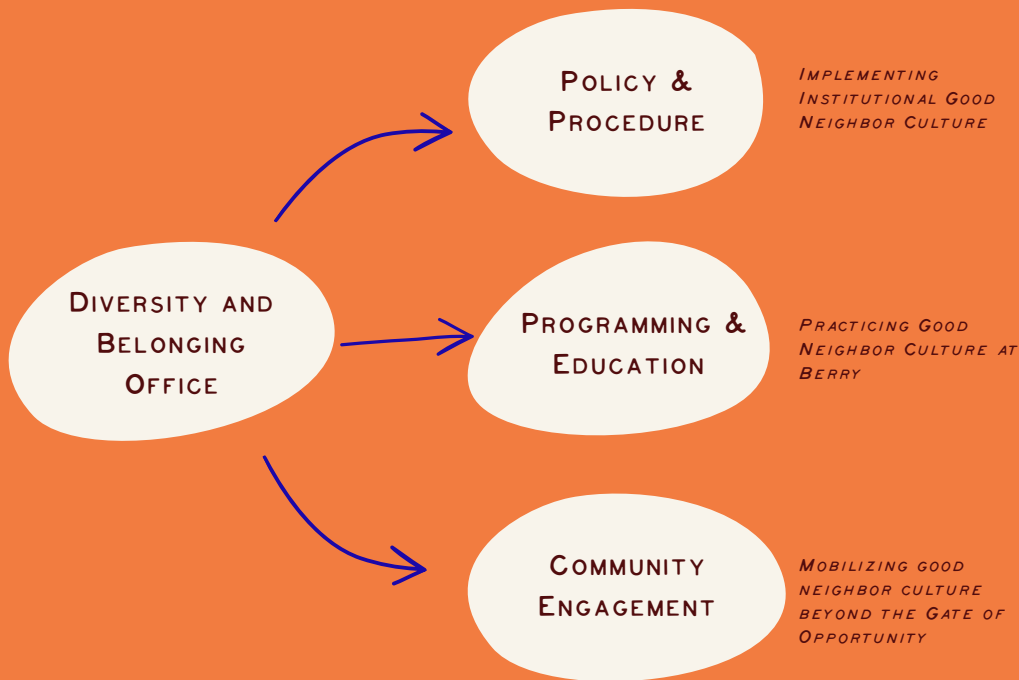
We are individually impacted as we become more aware, more empathetic, and more kind.

BETTER COMMUNITY



Our community becomes one of unity, love, and openness.

DIVERSITY & BELONGING STRUCTURE



OUR APPROACH



EQUIP & ENCOURAGE

Combining truth with love & kindness, and giving all students, staff, and faculty common language and goals.

CREATE SAFE & BEAUTIFUL SPACES

From physical rooms, to conversations, we want all students to feel safe to be wholly themselves and like we were expecting them.

ENGAGE ALL OF BERRY

Inviting and setting a place for our whole community to have a seat at the table.

DESIGN MEANINGFUL EXPERIENCES

Designing engaging, relevant, and memorable events that lead to stronger relationships.

PROVIDE RESOURCES AND COMMUNITY

Providing underserved and marginalized students, staff, and faculty with resources and community made with them in mind.

CELEBRATE THE GIFT OF DIVERSITY

Celebrating each other and honoring the beauty and value diversity brings to our community,

TRAININGS AND WORKSHOPS

THE OFFICE OF DIVERSITY & BELONGING PROVIDES TRAININGS ABOUT DIVERSITY, EQUITY, INCLUSION, AND BELONGING TO BERRY STUDENTS, EMPLOYEES, AND OUR GREATER COMMUNITY. SOME EXAMPLES ARE BELOW.

LEADING RESTORATIVE CONVERSATIONS

Sometimes, conversations regarding diversity and inclusion can be complex. That doesn't mean the conversations shouldn't happen. Learn how to lead and facilitate restorative and effective conversations that lead to change.

NONVIOLENCE365®

As the inaugural digital course, the Nonviolence365® Masterclass Edition provide insight into Dr. Martin Luther King's Nobel Peace Prize-winning strategy to prepare people across the globe to embrace nonviolence as a lifestyle and as a vehicle for social change.

Created & Led by The King Center

THE BIAS CHALLENGE

Implicit biases are something everybody has, but may not be aware of. This workshop focuses on recognizing and acknowledging our own biases and how we can intentionally make change.

Created & Led by Dr. Vonnetta West

THE INTERCULTURAL CENTER



FIRST FLOOR OF THE KRANNERT CENTER

ICC PURPOSES



**CREATE SAFE &
BRAVE SPACES**

PURPOSE 1



**BUILD INCLUSIVE
COMMUNITY**

PURPOSE 2



**FOSTER CULTURAL
COMPETENCIES**

PURPOSE 3

MAY THE GOOD THAT HAPPENS IN
THESE WALLS, HAPPEN OUTSIDE OF
THEM.

COMMUNITY NORMS

01

OUR PRIMARY COMMITMENT IS TO LEARN FROM EACH OTHER. WE WILL LISTEN TO EACH OTHER AND NOT TALK AT EACH OTHER. WE WELCOME DIFFERENCES AMONGST US IN BACKGROUNDS, SKILLS, INTERESTS, AND VALUES

02

ASSUME GOOD INTENTIONS, BUT RECOGNIZE IMPACT, AND EMERGENTLY RESPOND TO HARM

03

DEBATE IDEAS, NOT THE INDIVIDUAL SHARING THE IDEA OR PRACTICE

04

ENGAGE TENSION BUT DO SO WITH LOVING KINDNESS TO OTHERS AND TO SELF

05

STEP UP & STEP BACK. BE MINDFUL OF TAKING UP MUCH MORE SPACE THAN OTHERS. ON THE SAME NOTE, EMPOWER YOURSELF TO SPEAK UP WHEN OTHERS ARE DOMINATING THE CONVERSATION

06

RESPECT OTHERS' POINTS OF VIEW (EVEN WHEN YOU THINK AND BELIEVE DIFFERENTLY)

07

PRIORITIZE CONFIDENTIALITY. SHARE THE LESSON, HOLD THE IDENTITY/STORY (WHAT'S SAID HERE STAYS HERE). OBTAIN CONSENT

08

BE A CHARITABLE LISTENER. ASSUME ALL YOU ENGAGE WITH HAVE SOMETHING TO TEACH YOU

09

SPEAK OPENLY TO YOUR EXPERIENCES, VALUES, & PERSPECTIVES



MEANINGFUL EXPERIENCES



SIGNATURE EXPERIENCES



THE
GOOD NEIGHBOR
CHALLENGE



BE LOVE WEEK



SOLIDARITY WEEK

RESOURCES & COMMUNITY

 BIAS RESPONSE/RESTORATIVE PROCEDURES

 8 STUDENT ORGANIZATION/COMMUNITIES

 4 EMPLOYEE GROUPS

 ICC RESOURCE CENTER

 RESILIENCY PLANS

 INTERNATIONAL STUDENT SUPPORT

 INTERFAITH ENGAGEMENT

IF YOU SAID THIS, CONNECT WITH D&B

I WOULD LIKE TO TRAIN MY CLASS OR TEAM TO BETTER UNDERSTAND ____

I'D LOVE TO USE THE ICC FOR A CLASS, MEETING, OR EVENT.

I SAW D&B IS DOING ____, AND I WOULD LOVE TO BE PART/SUPPORT.

I HAVE AN IDEA REGARDING DEIB AT BERRY.

I NEED SUPPORT/RESOURCES OR A STUDENT NEEDS SUPPORT/RESOURCES.

I HAVE A DEIB EVENT I'D LIKE D&B TO HELP PROMOTE.

I DON'T KNOW WHAT TO DO, BUT I KNOW I WANT TO BE PART OF THE SOLUTION.

TO LEARN MORE ABOUT HOW
BERRY COLLEGE MOBILIZES GOOD
NEIGHBOR CULTURE THROUGH
COMMUNITY ENGAGEMENT, PLEASE
VISIT:

WWW.BERRY.EDU/BELONGING

The Office of Diversity and Belonging serves the campus in envisioning and implementing how diversity, equity, inclusion, and belonging are accomplished sustainably at Berry. We believe that it is possible to achieve a Culture of Belonging by imagining if every person at Berry cared about DEIB and worked on the same page toward the same end.

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More Information: Berry.edu/Belonging



Office of Diversity
& Belonging