## Old Dominion University Building Your Capacity to be an Ally and Advocate in Confronting

- ! Learning more about the history of racial inequality
- ! Recognizing when to step in and strategies to have "better conversations"

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Below are the qualitative responses to the following question: How will you use this experience to further diversity and inclusion?

## Talk to others

I hope to use this experience in future interactions with students, families, faculty, and staff, but I also hope to share this with people in my personal life.

I learned so much! I received confirmation of things I have known or suspected for some time, which was a bit heartbreaking in one instance, but showed me that I must continue to seek to understand what others are experiencing and find was to positively impact other's experiences of the university and my community. This seminar/discussion is further proof that I must continue to strive to be an ally.

In support of adding a D&I requirement to our curriculum and garnering support for more internal buy

I am encouraged that these events are going on in higher ed (especially as a 6-12 educator). I will take these notes to other conversations that I have in the K-12 realm.

There doesn't appear to be a space for written feedback so I'll share here. One suggestion is to have more time for discussion. In one case, the facilitator (who had very interesting content and whose time and effort are very much appreciated) spoke after every speaker and, in the end, only 6 of the 12 participants were able to share something... As for what I will do: continue to listen, learn (e.g., currently reading 'Cultivating Genius' and also 'Caste') and integrate equity and inclusion into my personal and professional life through actions and advocacy (e.g., integrated into each class session I have the good fortune to teach).

Look at the ways my department can more purposefully engage students with these initiatives.

I think I needed to hear what Ariana said. Now I feel more comfortable speaking out if I hear or see someone being racist or sexist.

Being more mindful and doing more research into how to better support marginalized groups.

I like the idea we

Engage in more productive and intentional conversations and actions

The conversation sheds light on awareness may not be for all and can use this throughout my career and interactions.

The final question on the survey, was a Call to Action. Participants were asked if they would like to partner with the Office of Institutional Equity and Diversity as we continue to build our capacity to be allies and advocates. They were asked to select from the following: participate in a podcast, write a blog, share a vid7