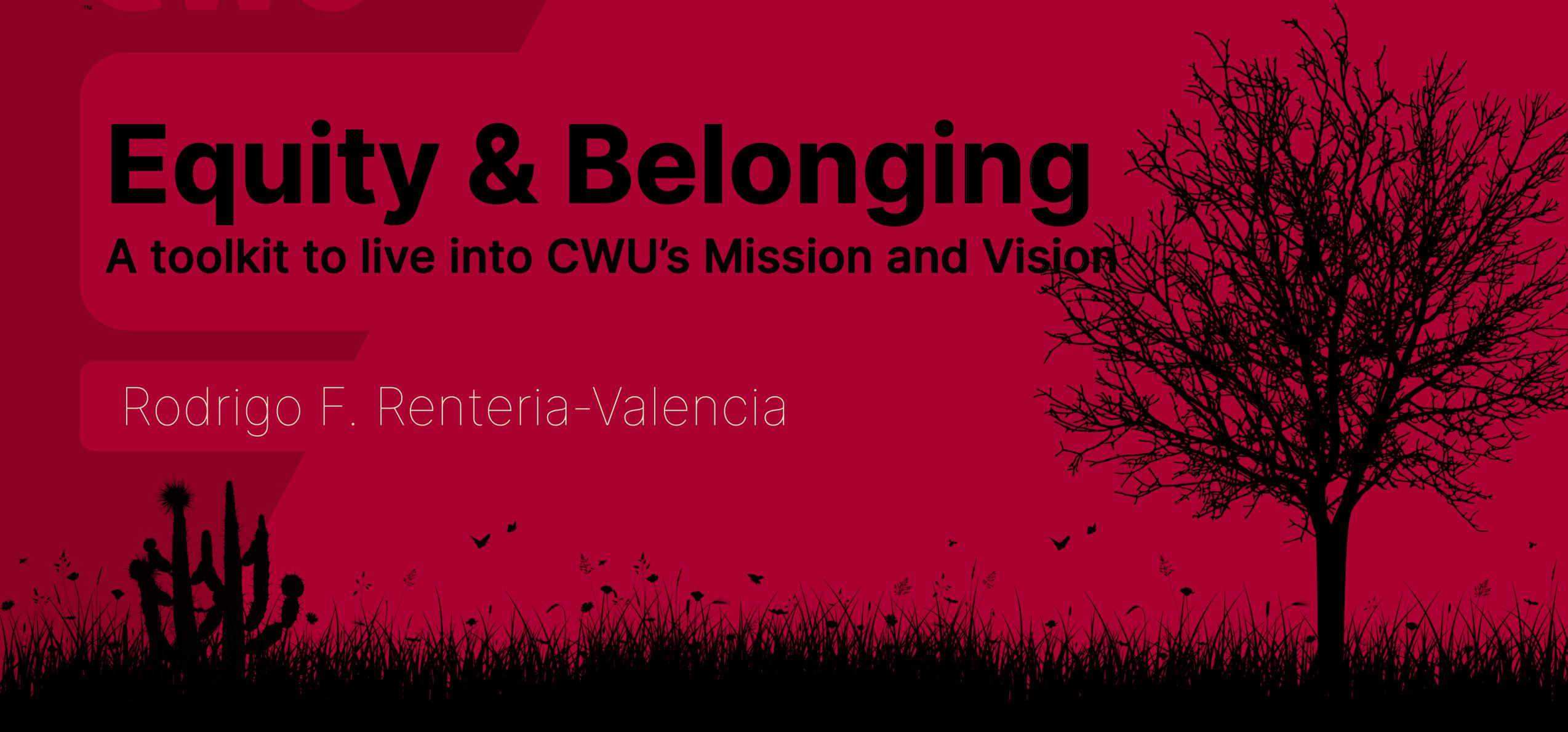




# Equity & Belonging

A toolkit to live into CWU's Mission and Vision

Rodrigo F. Renteria-Valencia



# Change

CWU

Not | but WE

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t



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t

rich that rain

**Outcome.** This workshop aims to provide the CWU community with a critical understanding of key DEI concepts that inescapably inform our daily practices—yet, at times, lack clarity in their concrete articulation and day-to-day implementation. By developing a common understanding around notions like race, ethnicity, power, and servingness, we will elevate the work we do at CWU as we strive to become a model learning community of equity and belonging.

## **Race**

As it operationalizes white privilege and racism

## **Equity**

As it involves challenging power differentials

## **Belonging**

As it relates to community-building ethnic efforts

## **Service**

As it enact us to live into our M&V as an HSI

# Workshop Logistics



## QUICK SHARING

3 participants per group  
1 minute per table



## GROUP DISCUSSION

1 min. per participant  
1 min. per table  
1 min. reporting



## Note Taking

Take notes or draw conceptual maps that summarize the meaning of key ideas to you and your role at CWU. **How can this be relevant to you, moving forward, on a daily basis,?**



**Why  
Change  
CWU?**

George

**Cultural**

American Dream

DEI Initial

**Political**

A

Equity and Belon

**Institutional**

te your Future



**Universities are places where we negotiate  
the social realities that compose us**

# Why Change?

To define, together, our future



**CWU history and culture—the wildcat way**



**Responsiveness to our times**

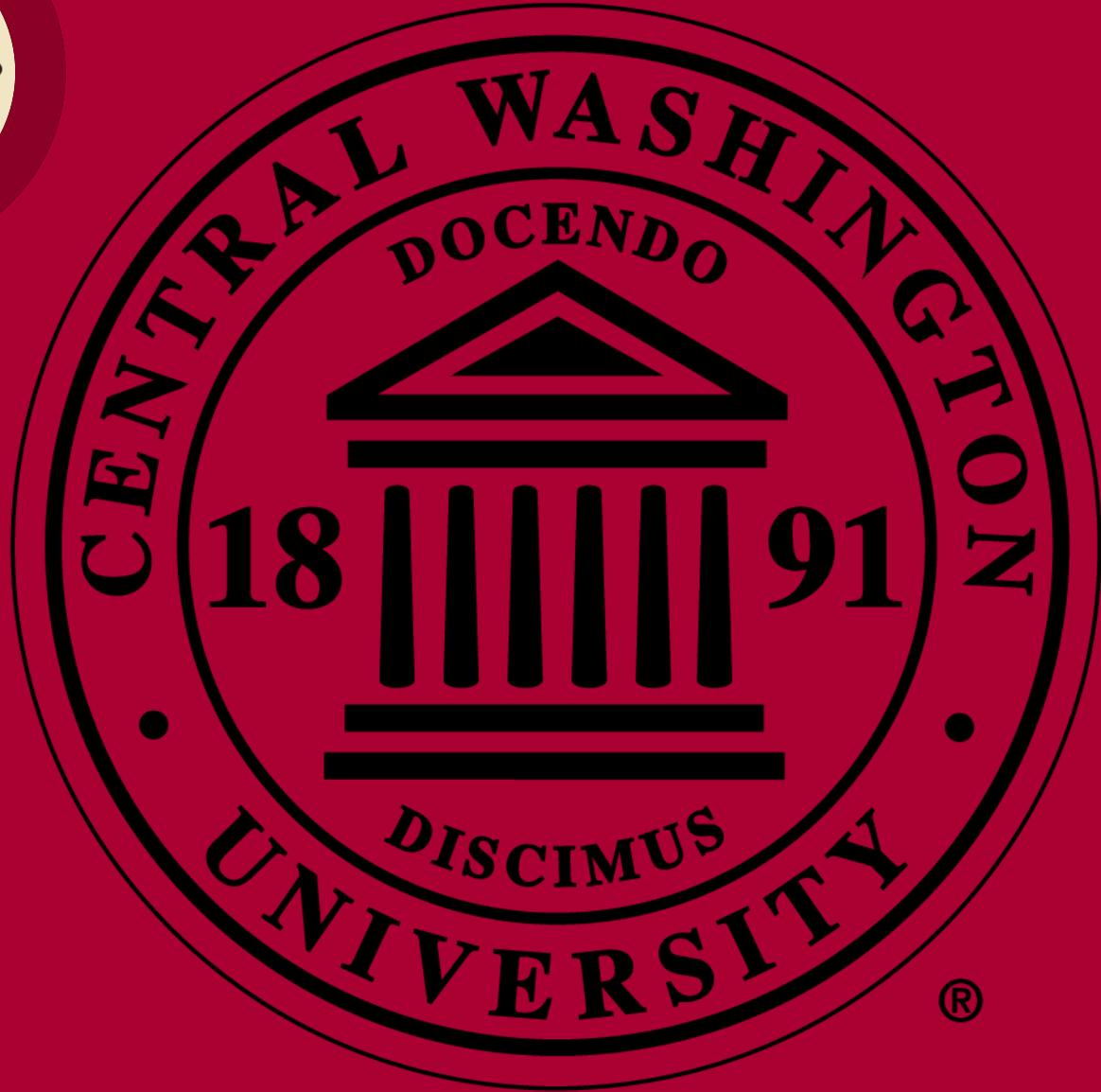
**CWU**  
™



BY TEACHING, WE  
BECOME



A never-ending iterative process  
of adjustment and reinvention to  
meet our purpose. A compass.



# The power of symbols



**CWU**

**A sign is something that stands for something else**

# **What is a sign?**

**Signs are arbitrary**

**Signs work relationally**

**Signs are socialized**

**Signs hold power**

**We live entirely symbolic lives!**



*Tree*

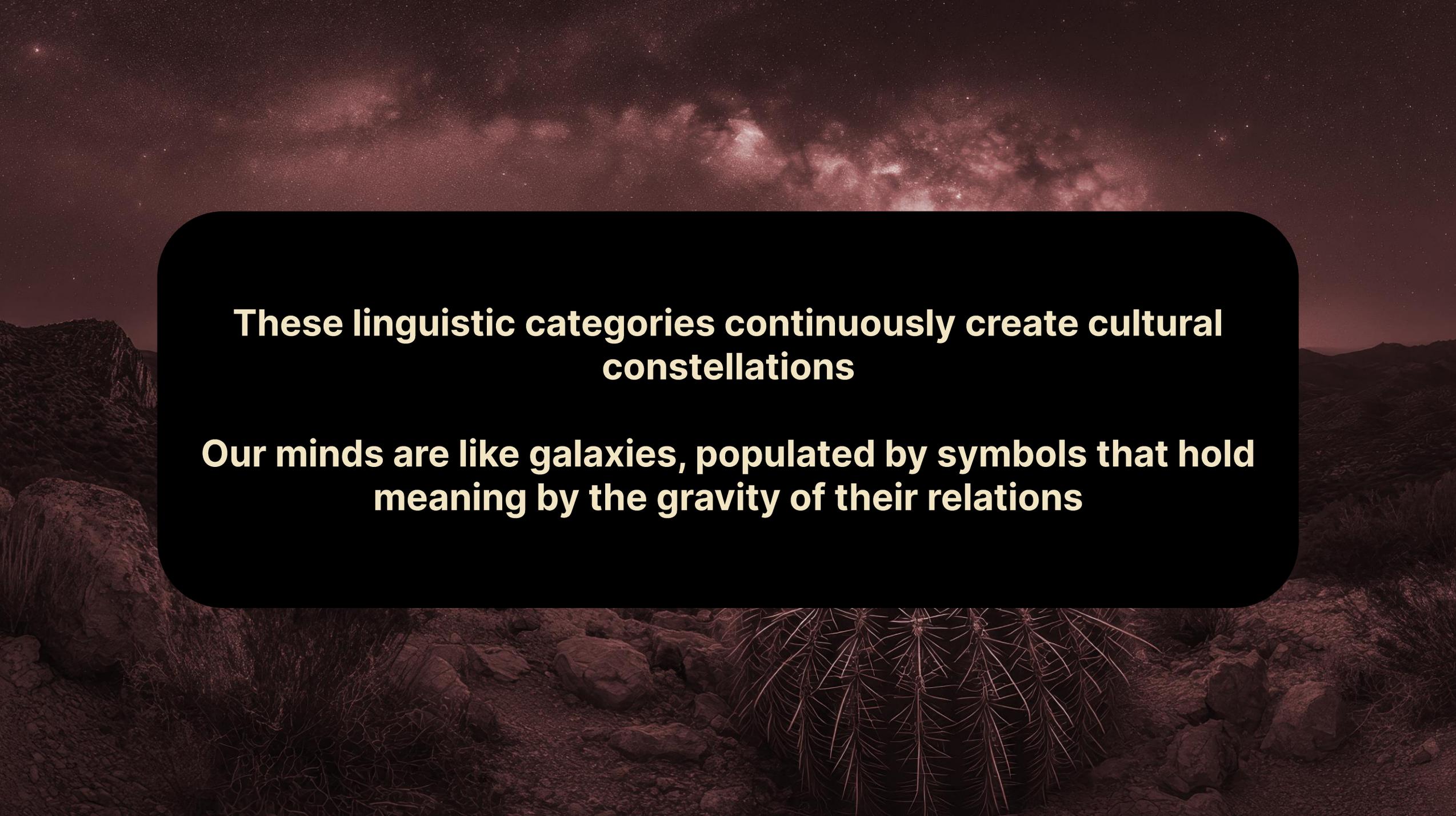
Árbol

What  
IS

What  
IS  
NOT

CWU





**These linguistic categories continuously create cultural constellations**

**Our minds are like galaxies, populated by symbols that hold meaning by the gravity of their relations**

# Culture

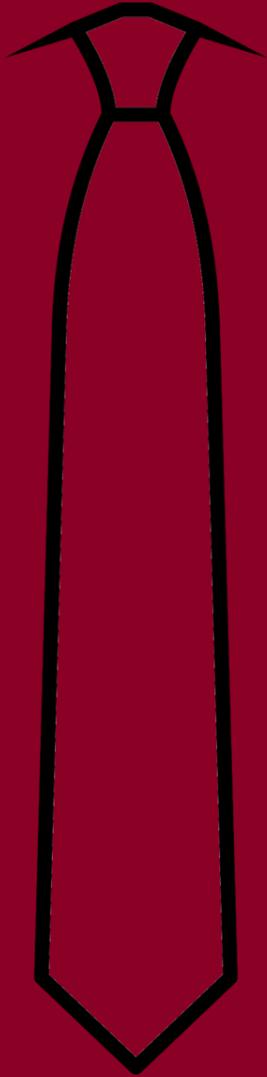


**A verb, not a noun!**

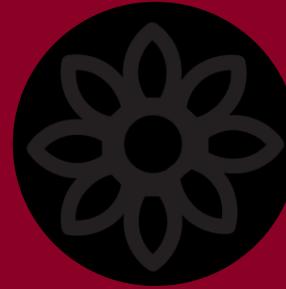
**A symbolic framework**

**An ongoing process of socialization, both formal and informal**

**A worldview, a constellation of values, ideas, actions, emotions, etc.**



- Business
- Office
- Ambition
- Male
- Wedding
- Professionalism
- Money
- Power
- Formal



**Male Power**

**What about female power?**

# Power



**Power is simply the capacity to influence or determine other people's perceptions and actions**

**Power has multiple facets, from subtle influence to overt imposition, from formal authority to subjective charisma**

**Power is not an intrinsic possession; we can only harness it temporarily to influence others in a given context**

**Power is performed, that is, actively built through social relations, symbolic capital or cultural competencies**

**Signs as Indexes**

THAT CREATE

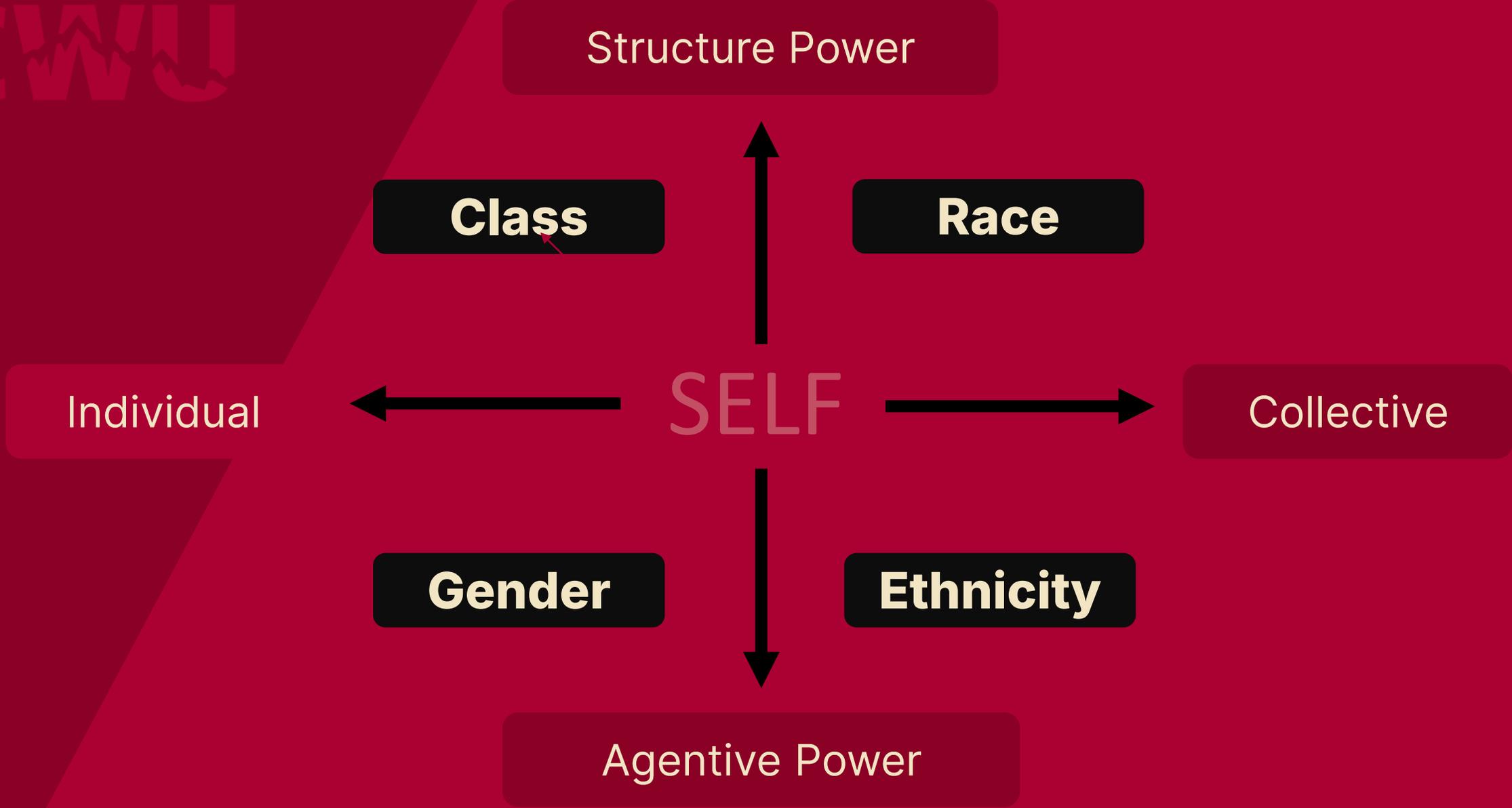
**Culture & Power**



**CWU**

# Identities

CWU





## **Class**

Wealth understood as material, social and cultural capital

## **Race**

The idea that physical features index social character

## **Gender**

A personal configuration at the intersection of social roles, sexual behavior, biological physiology, etc.

## **Ethnicity**

A cultural competencies-based relation between an individual and an imagined community



# Power Flower



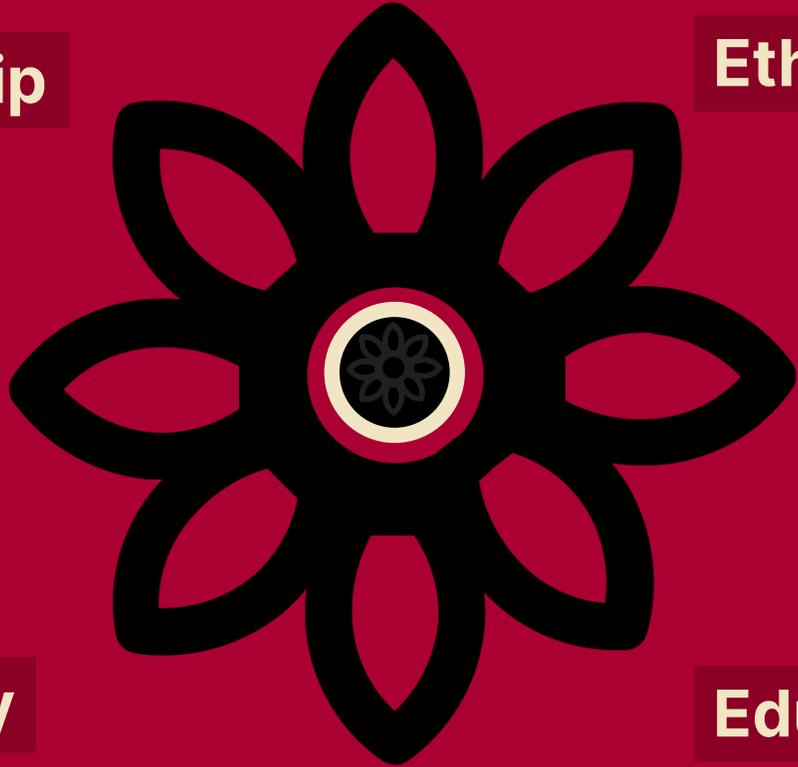
**Citizenship**

**Race**

**Ethnicity**

**Religion**

**Gender**



**Ability**

**Education**

**Class**

# Whiteness

Reasonable

Moral

Responsible

Progressive

Stoic

Cerebral

# Blackness

Unreasonable

Immoral

Irresponsible

Backwards

Emotional

Physical

# Individuality

# Culture

**Whiteness**

**Blackness**

**White Privilege**

**Unreasonable**

**Immoral**

**Irresponsible**

**How do we challenge racism?**



**Individuality**

**Culture**

**Whiteness**



**Blackness**

THERE IS NO WHITE PEOPLE OR BLACK PEOPLE BUT  
BLACK CULTURE AND WHITE CULTURE

**Culture**

**Individuality**

**Individuality**

**Culture**

# Servingness

CWU



CLASS  
GENDER

WHITE

ASIAN AMERICAN

PACIFIC ISLANDER

ARAB AMERICAN

HISPANIC

BLACK

NATIVE AMERICAN

THE MYTH OF THE AMERICAN DREAM

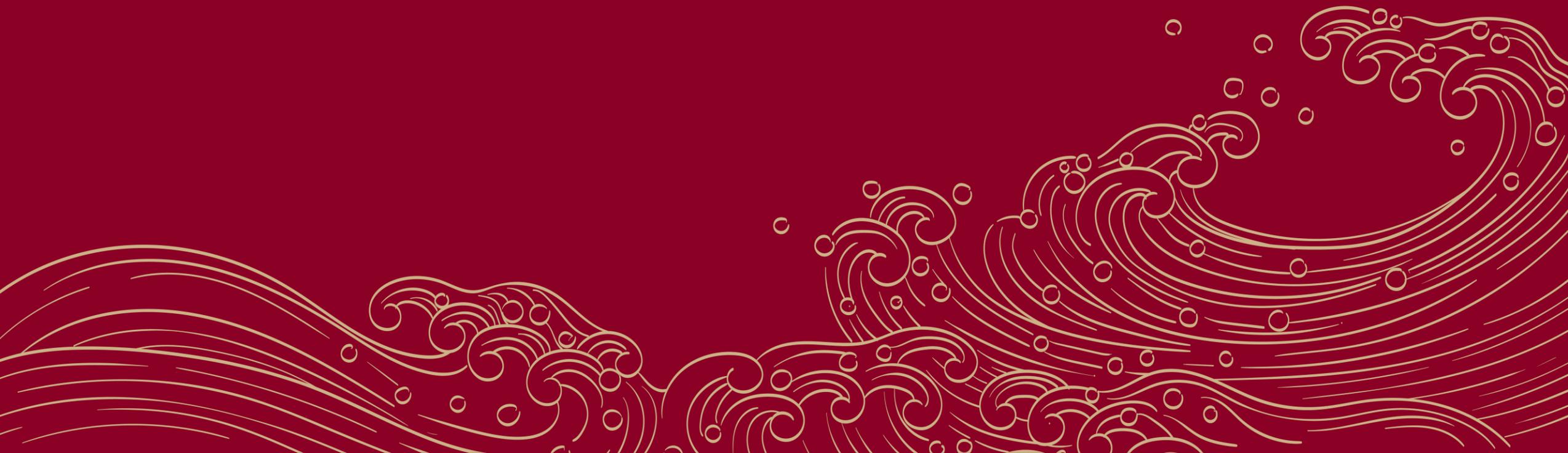
# Intersectionality

ETHNICITY

- Puerto Rican
- Mexican
- Mexican-American
- Chilean
- Chicano
- Etc. Etc. Etc. ...

# HISPANIC SERVING INSTITUTION

Moving Towards Servingness



## **OUR VISION**

Central Washington University will be a model learning community of equity and belonging.



## **OUR MISSION**

In order to build a community of equity and belonging, Central Washington University nurtures culturally sustaining practices that expand access and success to all students

# What does all of this mean to you?

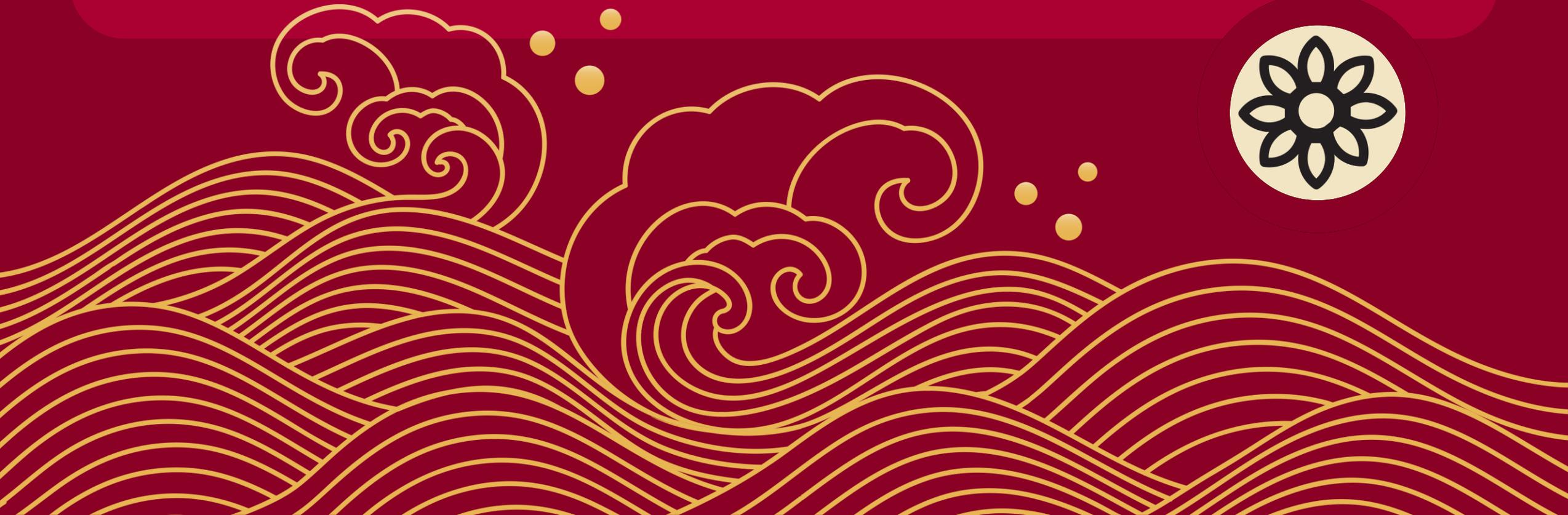
How does this affect you as a person and in your role at CWU?

Why?

How can you apply this new sense of things to your daily practices?

What resonates? What is challenging?

How do we follow up this conversation?



# Gracias!

A desert landscape featuring several tall saguaro cacti in the foreground and middle ground. The background shows rolling hills and mountains under a sky with scattered clouds. The overall color palette is warm and reddish-brown.

@ All images created in Adobe Stock