What happened? 75 university students came together to discuss current and historical events around equity and inclusion. It was important for students to come together and have dialogue around issues that have surfaced and collectively move from dialogue to action. The Office for Student Affairs played a supporting role by providing the space for the dialogue. Cultural Community Collective, Student Neighborhood Liaisons, Commuter Connections, and Be Greek were the main sponsors of the event. It was meant to be peer-to-peer with faculty, staff, and administrators playing a supportive role. Provost Karen Hanson and Vice Provost Danita Brown Young were in attendance.

The Process used was Art of Participatory Action Open Space Technology

- Twelve topics were called by participants,
- Topics were discussed in smaller groups,
- The harvest from the conversations were shared out by participants and,
- a shared community meal
**Schedule of the Day**

5:30 Welcome and Framing  
Ken Gonzales, APIs for Diversity and Inclusion

5:40 Open Space Technology  
Sook Jin Ong, AoPL Practitioner, Humphrey School of Public Policy

5:45 Open Marketplace  
Anise Mazone, Multicultural Student Engagement

6:00 Begin Dialogue

7:15 Harvest  
Melissa Hallenbeck, AoPL Student Practitioner

7:30 Next Steps and Closing  
Melissa Hallenbeck

---

**Open Space Technology**

The goal of an Open Space Technology meeting is to create time and space for people to engage deeply and creatively around issues of concern to them. The agenda is set by people with the power and desire to see it through, and typically, Open Space meetings result in transformative experiences for the individuals and groups involved. It is a simple and powerful way to catalyze effective change through authentic dialogue.

**Process**

**Marketplace** is opened for participants to call topics. Each caller goes to their own table with a harvest document to capture the highlights of the conversation and recommendations for next steps.

**Dialogue Begins** - Attendees go to topic/project table that interests them. People will be encouraged to not necessarily join a conversation on a topic with which they are necessarily familiar. Everyone at the table will be encouraged to participate in the discussion.

**Harvest** – each caller will be asked to share top three takeaways from the dialogue with the entire group of attendees.

---

**Principles of Open Space**

- Whoever comes are the right people
- Whenever it starts is the right time
- Whatever happens is the only thing that could have
- When it’s over it’s over
<table>
<thead>
<tr>
<th>Topics</th>
<th>Synopsis and Key Takeaways</th>
</tr>
</thead>
</table>
| Why are black male bodies still being murdered by the police? | How do all of these intersections happen? How do we fight systematic oppression? How do we create sustainable movements? Check and balance. Group of policemen. System that creates regulation.  
1) How do we create accountability?  
2) Effort/statement through social media  
3) Systematic oppression – changing policy |
| Table host: Paida Chikate |
| Why is the concept of “Unity” so difficult? | Recognizing similarities, embracing/educating the differences. Keep in mind the goals/mission.  
1) Intentional communication/preventing assumptions/community outreach.  
2) Finding commonalities  
3) Joining with groups working on common goals instead of creating new initiatives. |
| Table host: Cheniqua Johnson |
| Why do people who say “all lives matter” not come out in support of Syrian Refugees? | White fear, white system, not naming problems for what they are, white identity, power rest they enjoy  
1) What are the other lives “all lives matters” are speaking of?  
2) There have been no actions on the part of “all lives matter” to make “all lives matter.”  
3) The idea that “all lives matter” is a symptom of those who do not experience racial oppression not being willing or not being able to see/acknowledge the unique struggles of people of color (and specifically black people in this case at disproportionate levels. |
<p>| Table host: Snider Desir |</p>
<table>
<thead>
<tr>
<th>Topics</th>
<th>Synopsis and Key Takeaways</th>
</tr>
</thead>
</table>
| Why do people who are not oppressed feel the need to tell oppressed population how to fight their oppression? | Instulated from issues so people may not understand why we protest or another.  
Be goal oriented, don’t take too much to heart. Don’t distance yourself from an issue, you only have so much time to educate/connect people—take care of yourself.  
Intersectionality in oppression: my experiences do not overshadow others  
1) Oppression is a spectrum – and not a competition  
2) Being able to “give your two-cents” and be insulated is a privilege |
| Table host: Tamira Amin                                              |                                                                                                                                                          |
| What is the most effective way to protest?                          | Systematically we are all involved. When I disrupt you its not on an individual level its on a systematic level. If everyone’s down then it’s not really a protest.  
1) Social media in our generation as a powerful tool of protest.  
2) Having conversations – changing narratives                       |
| Table host: Fatima Ahmad                                            |                                                                                                                                                          |
| Why we should address white privilege.                              | Education, Institutionalized racism, white privilege vs. class privilege, gender privilege. Education ourselves and others on what white privilege is and supporting each other. Use privilege to help. Speak up when something is wrong/unjust.  
1) What white privilege is (definition)  
2) Opening your mind, rethinking what you’ve known  
3) How to address it, how to recognize it                           |
| Table host: Unknown                                                 |                                                                                                                                                          |
| Poverty in minority communities                                     | We talked about what poverty looks like in minority communities, We also talked about some of the causes of poverty within minority communities, and what we can do to affect change within those minority communities.  
1) Ways of affectly change within minority communities  
2) Educating and raising awareness about poverty within minority communities |
| Table host: George Darvehn                                          |                                                                                                                                                          |
| White Fear and Islam/Islamaphobia                                   | Stereotypes and hostility towards muslims should be diminished and groups truly striving to coexist. It begins individually – student organizations, non-profits, religious centers.  
1) Root of problem is ignorance  
2) Seeking knowledge and challenging our own views can help us break barriers |
| Table host: Amber Weise                                              |                                                                                                                                                          |
| Why do ethnic studies matter?                                       | Ethnic studies departments have different histories and we discussed they need to exist and be separate. We generated a lot of questions: How do we define diversity? Consolidation of ethnic studies departments pros/cons, gains/losses? Social justice LE requirement in ethnic studies value?  
1) Ethnic studies departments were founded on student protest activism  
2) Need a public forum for students to pose questions to administration |
| Table host: David Melendez                                          |                                                                                                                                                          |

THANKS TO ALL WHO PARTICIPATED!

As you can see by the harvest there are more questions to be answered. Stay committed to continuing the dialogue and it is upon each of us to do our part in making this university, our city, country, and world a better place.

Education is the most powerful weapon which you can use to change the world.

~Nelson Mandela