

LOOKING IN THE MIRROR

A CAHSS Inclusion Community Initiative

Join us for conversations that will help us heal and grow.

As quoted in President Freeman Hrabowski's book, *The Empowered University* (2019), "as a healthy campus, we must look in the mirror and be honest with ourselves" (p. 234). We have an opportunity to carry out the spirit of shared leadership, culture change and academic success that guides this *Looking in the Mirror* series. Over the next school year, organizers of this series seek to provide faculty and staff an opportunity to engage and voice your opinions about pivotal topics that shape our future as a university and individual growth.

Bridging Divides When Distrust Abounds

One troubling reflection in our UMBC mirror is what some of our colleagues define as a culture of distrust. This session will first look at how a culture of distrust is built over time using true but anonymous vignettes of staff and faculty working in academia. Inconsiderate behavior, microaggressions, bullying, and abuse add up to toxic workplaces that can impede not only our work but our overall well-being. Then, we will discuss the need for uncovering the hidden tensions and emotional labor experienced by our colleagues here at UMBC. We will end with a conversation about the need for more transparent processes and systems for addressing these issues.

Friday, February 11, 2022

12 noon - 1 pm

Speaker: Dr. Lauren Hamilton Edwards, Assistant Professor of Public Policy

Systemic Racism

What is systemic racism and how is it demonstrated in departments/offices that further entrench this climate of distrust and silence?

Friday, March 11, 2022

12 noon - 1 pm

Speaker: B. Ever Hanna, Interim Deputy Title IX Coordinator, Office of Equity and Inclusion

Toxic Niceness + Positivity

In this presentation, participants will begin to understand what toxic niceness + positivity are and explore ways in which these practices can create a culture of silence and lack of honesty that reinforces elements of white supremacy culture. Toxic niceness seeks to avoid conflict, while toxic positivity negates honest emotions and grief. They both enforce a risk of speaking out that impacts our individual and community well-being. Participants will be asked to look into the mirror to examine the ways in which toxic niceness and positivity are reflected in the ways we relate to each other and how it shapes our culture, policies, and practices at UMBC.

Friday, April 22, 2022

12 noon - 1 pm

Speaker: Amelia Meman, LMSW, Interim Director of the UMBC Women's Center



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