

FACILITATOR'S GUIDE



VIRGINIA MILITARY INSTITUTE
Office of Diversity, Equity,
& Inclusion

INCLUSIVE EXCELLENCE TRAINING

2022-23

Inclusive Excellence Facilitation Guide 2022-23

VMI's Office of Diversity, Equity, and Inclusion thanks all the cadets who worked on writing, editing, and critiquing this Inclusive Excellence activity. Your collective input has been invaluable.

4 Principles of Inclusive Excellence

1. Achieving academic equity in inclusive, welcoming settings.
2. Teaching and learning the skills, knowledge, and mindsets cadets need in order to make constructive contributions in an increasingly diverse society.
3. Creating a climate in classrooms and on post that supports all cadets.
4. Developing learning opportunities that assume difference is an asset to problem-solving.

Best Practices

1. Be early. You should be in place and ready to facilitate at least 10 minutes before the class starts. Log into the computer and cue up your videos before the session starts.
2. Bring great energy! It's early on a Friday, you can influence the mood of the room by having an upbeat attitude.
3. Take good attendance. Cadets that are late cannot sign the roster and will need to attend a makeup session. Additionally, cadets who are on their phones or not participating in the activity do not get credit. Ask them to participate fully, if they do not, make a note on the roster.
4. If a cadet is upset, get the cadet's name and email the DEI Office after the session. We will follow up with support if needed.

CPR Method of Questioning

Clarifying – What do you mean when you say...?

Probing – How do you think it makes women feel when you say that?

Recognizing – What do you think would happen if you supported women vs opposed them on this issue?

Order of Operations

1. Make sure everyone signs the attendance roster.
2. Introduce yourself to the class and briefly explain the four principles of Inclusive Excellence.
3. Tie Inclusive Excellence principles of a welcoming atmosphere to the military's focus on DEI efforts by showing the GOARMY or General Brown video clip.
4. Introduce the activity and the CPR method.
5. Explain that the purpose of the exercise is building listening skills and learning to ask better questions.
6. Show one of the videos.
7. Select the skit that corresponds to the video you selected and read through it with your fellow facilitator to model the activity for participants.
8. Inform cadets that similar to a debate team, you do not have to personally align with the position you are arguing for or against. The exercise is about practicing the CPR technique. They should have fun and it's okay to bring their acting skills to the table!
9. Ask people to pair up. Participant A makes arguments for the prompt by asking questions. Participant B answers questions. After 10 minutes have them switch.
10. Participant B now asks the questions arguing against the prompt. Participant A answers the questions.
11. Make sure to walk around the room supervising the conversations. Give out candy when you hear a great question or interaction.
12. Do another round with another video or skit if there is time.
13. Five minutes before class is over gather the class together and ask for three things that they learned today. Pass out candy to those who volunteer to speak. Remind participants they will receive a survey and we would appreciate their feedback. Let them know the DEI Office is next to the police station and to reach out to us if they need anything.

YouTube Video Links

Friends from Everywhere - GOARMY

<https://www.youtube.com/watch?v=qdFjsUY9Bwg>

or

U.S. Air Force – General Brown

<https://www.youtube.com/watch?v=SaJN2e3-UTc>

then

Changing Standards for Women in the Military

<https://www.youtube.com/watch?v=0uyB2D5nqVc>

What Dress Codes Actually Do

<https://www.youtube.com/watch?v=olIGCmjw538>

Dave Chappell Under Fire for LGBTQ+ Jokes: 0:00 – 03:32

<https://www.youtube.com/watch?v=Im5GIMIZuNo>

Inclusive Excellence Skits

Dress (codes) for Success?

Yes -

Girls should have a dress code in school because it is distracting for me to focus when girls are wearing clothes that show skin.

Why are you not able to focus on schoolwork when girls show skin?

I can't control myself, if I see skin I am going to look and then I stop focusing on school and learning because I am looking at skin so they should just cover it up.

How do you think it makes girls feel when you are controlling what they wear?

Well, it's honestly safer for girls to have a dress code so they should also want a dress code. All of this sexual assault stuff is crazy when people say they did it because of what they were wearing. Like dress codes help girls not get sexually assaulted because they won't be wearing revealing clothes making guys look and want to do something.

Why can't you control your urges instead?

I'm a guy. Boys will be boys. I can't control myself around them if they are wearing revealing clothes. They should stop wearing these clothes to prevent us from looking. It's not our fault. It's up to the girls to keep it under control and cover-up.

What evidence do you have to support that dress codes lower sexual assault or harassment?

I don't have evidence off of the top of my head, it's just common sense. If girls are wearing more clothes, fewer guys will want to do something with them. Hence, the cases of sexual assault or harassment will go down.

Well regardless of sexual assault, if you can wear whatever you want, why can't a girl do the same thing?

My clothes aren't distracting to anyone.

How do you know they aren't distracting anyone?

I don't but it isn't my problem if it's distracting.

If you found out it was distracting someone, would you alter the way you dress?

No, because I dress fine, they can just stop looking.

Then can't you do the same thing and not look at girls if they are showing skin?

Listen, I'm at school to learn and girls gotta start dressing for success and start being modest. It's preparing them for their future. People can't focus in school without a dress code and the whole point of school is for us to learn right?

If seeing a female's shoulder or collarbone is so distracting for you, why don't you go to an all-men's school?

Why should I have to change what I do when the solution is so easy and girls can just have a dress code?

Women = Lower Standards?

I think that there should be a single standard fitness test in the military. Take the ACFT in the Army for example. They were on the right track at first, but then they made the standards gender-specific.

What is wrong with having separate standards for men and women?

Well, it means that women can get away with doing less than the men. They have lower, more achievable standards now.

But aren't men and women built differently? Doesn't it make sense that women would have a lower standard?

Yes, it makes sense biologically. But the military needs strong soldiers who can successfully complete their missions, and a single standard fitness test ensures that all soldiers are capable and prepared to succeed.

Isn't it likely that if we had a single standard test, it would mostly be men in the military? Would there even be female representation?

I'm going to be honest here. I don't think representation is nearly as important as being capable of carrying out crucial operations and saving lives. Any women who pass the test and are able to compete with the men should certainly be allowed to do so. It isn't a matter of representation, it's a matter of life and death.

So do you believe that a single standard test should be required for ALL branches of the military, or just combat roles?

That's a good question. I've put some thought into that, and I do think that in combat branches, especially infantry, having a single standard is of utmost importance. I'm not sure if it's quite as relevant in the other branches, especially ones that are combat service support, where most of their work takes place in an office

Would combat branches have a single standard, while the other branches continue to follow a separate standard then?

I can see the arguments for that, yes. But for combat roles, I still believe there must be a set fitness standard.

Wouldn't it affect promotions though?

I'm not sure I understand what you're saying.

If there are women who are able to pass the single standard test, they won't be able to pass it by nearly as much as the men, right?

That's probably true.

So, if men are able to continue to improve and do better, thus earning themselves promotions, isn't it likely that women will simply remain in their positions since there is little room for them to improve?

That goes back to the issue that this is a matter of life and death. It is more important that a soldier can do their job successfully than that they get promoted.

But couldn't there be women who are highly capable leaders who deserve to be promoted, but they simply cannot increase their score enough to be candidates for promotions?

Yes, that's a likely scenario.

Do you think that's fair?

Again, this isn't a question of fairness. Lives will be lost and missions will fail if soldiers cannot complete their missions.

Could this notion perhaps drive women away from wanting to serve in the military in general?

I don't understand why that would be the case. There are so many branches and careers to choose from in the military. Women who cannot pass the single standard test required for combat, especially infantry, positions, should take a look at the other jobs the military has to offer.

Do you think that combat careers are more prevalent in the media?

I'm sure they are, since videos of jumping from airplanes into warzones and running through trenches are more action-packed and engaging. They instill a sense of pride and urgency in the minds of people who watch them.

So, if other branches aren't represented enough, won't many women only see combat as the face of the military?

If that is the issue, then the solution is to create more advertisements for combat support and combat service support careers, not to lower the fitness standard of soldiers in combat positions.

Just Jokes?

Premise: The Defender has told an offensive joke targeting a protected group (Can be LGBTQ but could also be another protected group as well).

Sample questions for the Question Poser:

- Why do you think this joke is funny?
- How would members of this group feel if they heard you make this joke?
- How would you feel if someone made a similarly disparaging joke about you or one of your family members?
- Just because we have the freedom to say something, does that necessarily mean we should?
- Do you think making jokes like this could open up avenues for people who actually dislike this group of people to make their points?

Sample responses from the Defender:

- I have the right to make this joke, I have freedom of speech.
- I don't just make fun of this group; I make fun of all groups equally.
- There aren't any members of the group in question here so it's okay for me to make this joke.
- You just don't understand why the joke is funny, you need to loosen up.
- Comedy shouldn't be policed.

Quotes/Food for Thought

“Asking a good question can be valuable in and of itself, irrespective of the answer. It communicates your respect for the other person.”

- Adapted from the Iowa Peace Institute Message

“I don't like that man. I must get to know him better.”

— Abraham Lincoln

“When we understand people;
when we understand situations;
when we understand what matters;
when we understand the why's, the what's and the how's;
when we understand the trigger of actions, we least inflict pain on ourselves and unto others.”
— Ernest Agyemang Yeboah

“I think that hate is a feeling that can only exist where there is no understanding.”
— Tennessee Williams, *Sweet Bird of Youth*