Acknowledging that diversity enriches our learning about the world and each other helps us appreciate difference and highlights the benefits of inclusion. We broaden our trust and respect for the individual and this leads to greater personal awareness. In this spirit, you are invited to participate in this dialogue centered on Valuing Wholeness Achieved Through Difference.

Valuing Wholeness Achieved Through Difference
The Cascading Interview Process

Step 1: You agree to be interviewed and respond to the two questions listed here below. There are no other follow-up questions.

Step 2: You then interview others, at least two persons, must be 18 years or older.  
Keep the interviewee focused on responding to the precise question asked, telling a specific story.

Step 3: You then ask each person you interview to interview at least two persons, 18 years or older. Remind them to make sure that only the two questions below are to be answered.

Step 4: See frequently asked questions on the other side of this sheet before you start.

Special Note: Individual names will not be included in the narrative of the stories. This includes the interviewer or names mentioned in the telling of the story.

Submit your interview to inclusion@ups.edu or to Kim Bobby, Ed.D. Chief Diversity Officer at CMB 1019.

Valuing Wholeness Achieved Through Difference
Interview Questions

Question 1: How has your time at Puget Sound been enriched by an experience with someone, (student, faculty or staff), from a different race, ethnicity, culture, sexual orientation, religion, socioeconomic class or someone who has a disability, visible or invisible?

Question 2: If we Created a Culture of Inclusive Learning, what would that look like in 2015?

You will only be asked identify yourself as student, faculty or staff. This information will be shared in the aggregate to brainstorm possibilities for new ways of operating in our campus community.

Thank you for contribution

Kim Bobby, Ed.D, Chief Diversity Officer
Diversity Advisory Council, Implementation Task Force Volunteers
Who should I consider interviewing?
Anyone you choose. The story they tell you should be about someone they already had an experience with as described in Question 1.

What if the interviewee does not respond to the question describing an enriching experience?
Gently coach them back to answering the question specifically.

How should I capture the interview?
In writing, checking to make sure you captured the whole story. The interview can be voice recorded or video taped.

Options for voice recording?
Recorders can be checked out in Media Services and the Office of the Chief Diversity Officer. If you have voice recording capability on your laptop that is also an option.

Options for videotaping your interview?
There will be a space in the library to do this.

Consent/Permissions/Confidentiality?
You will only be asked to identify yourself as student, faculty or staff. Names of interviewees or names of people in their stories will not be disclosed.

Where to I submit the interview?
To Kim Bobby, Ed.D., Chief Diversity Officer at inclusion@ups.edu or in Howarth Hall, Room 215 or mail to CMB 1019.

Will there be an orientation for interviewers?
Yes, there will be times scheduled to come and ask questions.

How will the campus learn what the project is telling us?
Through various forms of communication including panel discussions, Trail articles, theatre performances and at www.ups.edu/diversity.xml

Can I also email my response to the two common questions?
While the interaction with others is a very important part of this project, if you must, you can send your response to the questions to inclusion@ups.edu.

How will the interviews be used?
The information will be used in the aggregate to help us address important matters that impact our climate and keep us from Creating a Culture of Inclusive Learning.