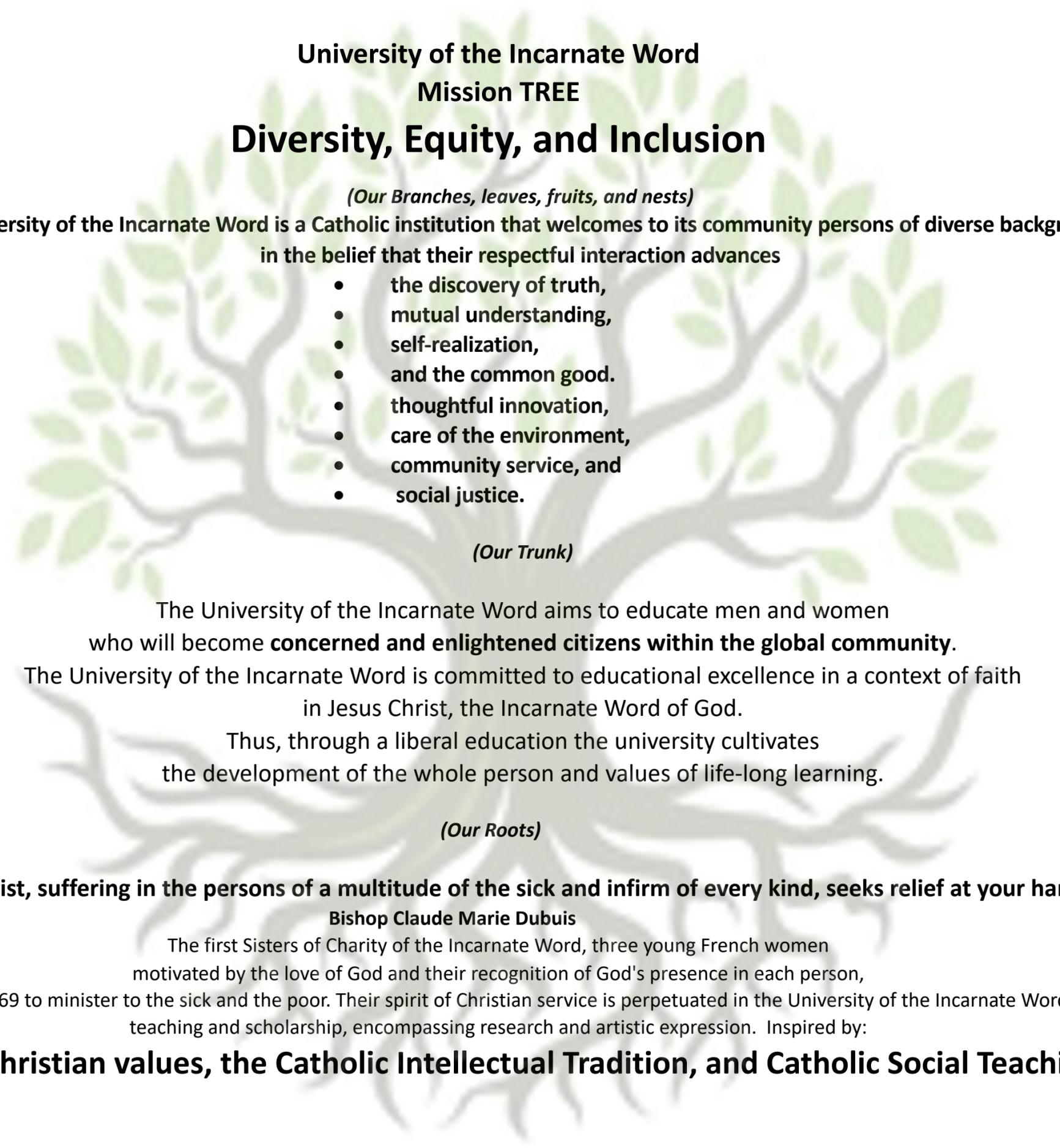


Spiritual Wellness & Belonging

Diversity, Equity and Inclusion





University of the Incarnate Word
Mission TREE
Diversity, Equity, and Inclusion

(Our Branches, leaves, fruits, and nests)

The University of the Incarnate Word is a Catholic institution that welcomes to its community persons of diverse backgrounds, in the belief that their respectful interaction advances

- the discovery of truth,
- mutual understanding,
- self-realization,
- and the common good.
- thoughtful innovation,
- care of the environment,
- community service, and
- social justice.

(Our Trunk)

The University of the Incarnate Word aims to educate men and women who will become **concerned and enlightened citizens within the global community**.

The University of the Incarnate Word is committed to educational excellence in a context of faith in Jesus Christ, the Incarnate Word of God.

Thus, through a liberal education the university cultivates the development of the whole person and values of life-long learning.

(Our Roots)

“Our Lord Jesus Christ, suffering in the persons of a multitude of the sick and infirm of every kind, seeks relief at your hands,”

Bishop Claude Marie Dubuis

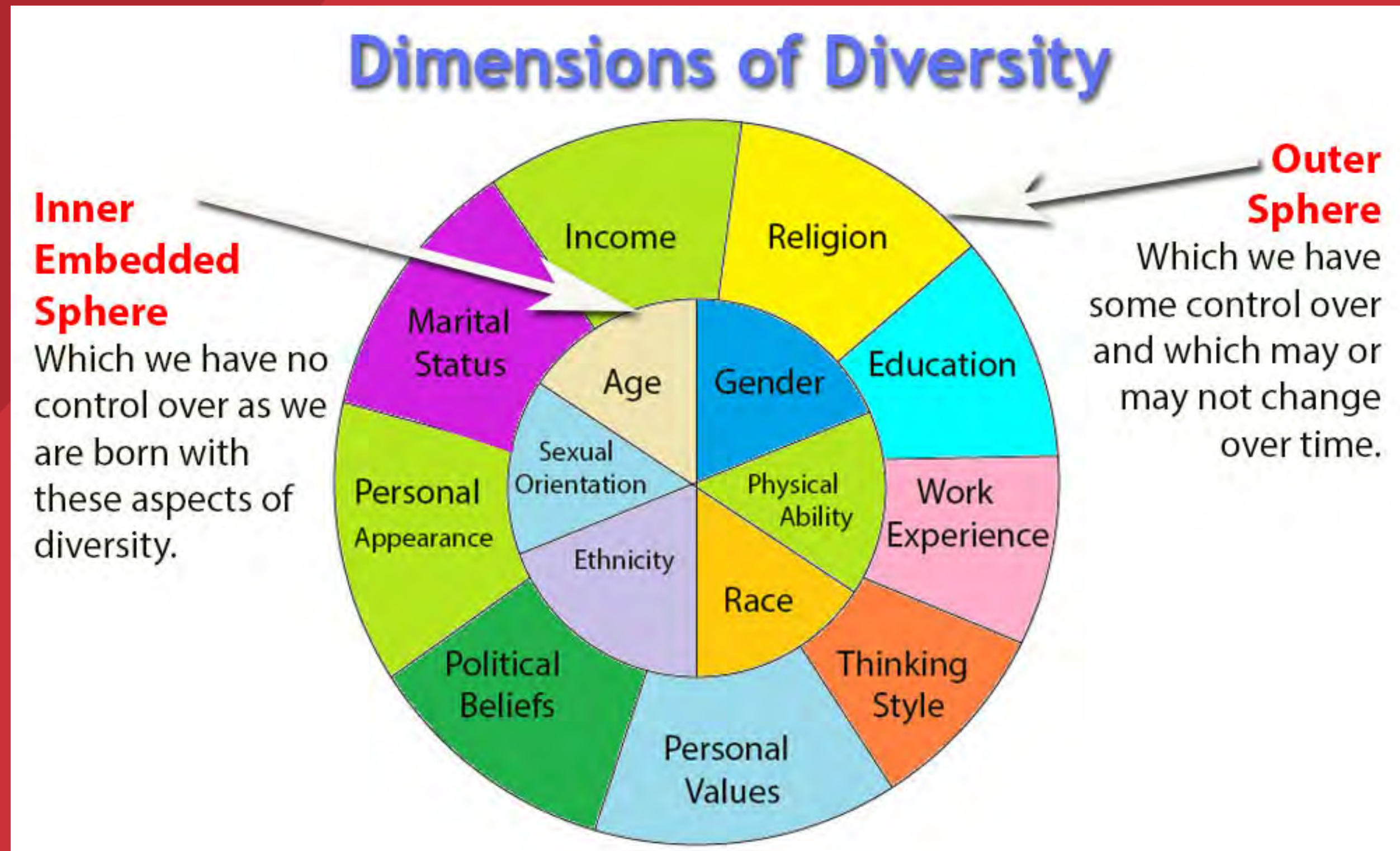
The first Sisters of Charity of the Incarnate Word, three young French women motivated by the love of God and their recognition of God's presence in each person, came to San Antonio in 1869 to minister to the sick and the poor. Their spirit of Christian service is perpetuated in the University of the Incarnate Word primarily through teaching and scholarship, encompassing research and artistic expression. Inspired by:

Judeo-Christian values, the Catholic Intellectual Tradition, and Catholic Social Teaching,

Diversity, Equity, and Inclusion



Diversity, Equity, and Inclusion





COMPORTAMIENTOS

CREENCIAS

VALORES

SUPOSICIONES

HISTORIA COLECTIVA

TRADICIONES

MODOS DE PENSAR

PERCEPCIONES

MITOS

BEHAVIORS

BELIEFS

VALUES

ASSUMPTIONS

COLLECTIVE HISTORY

TRADITIONS

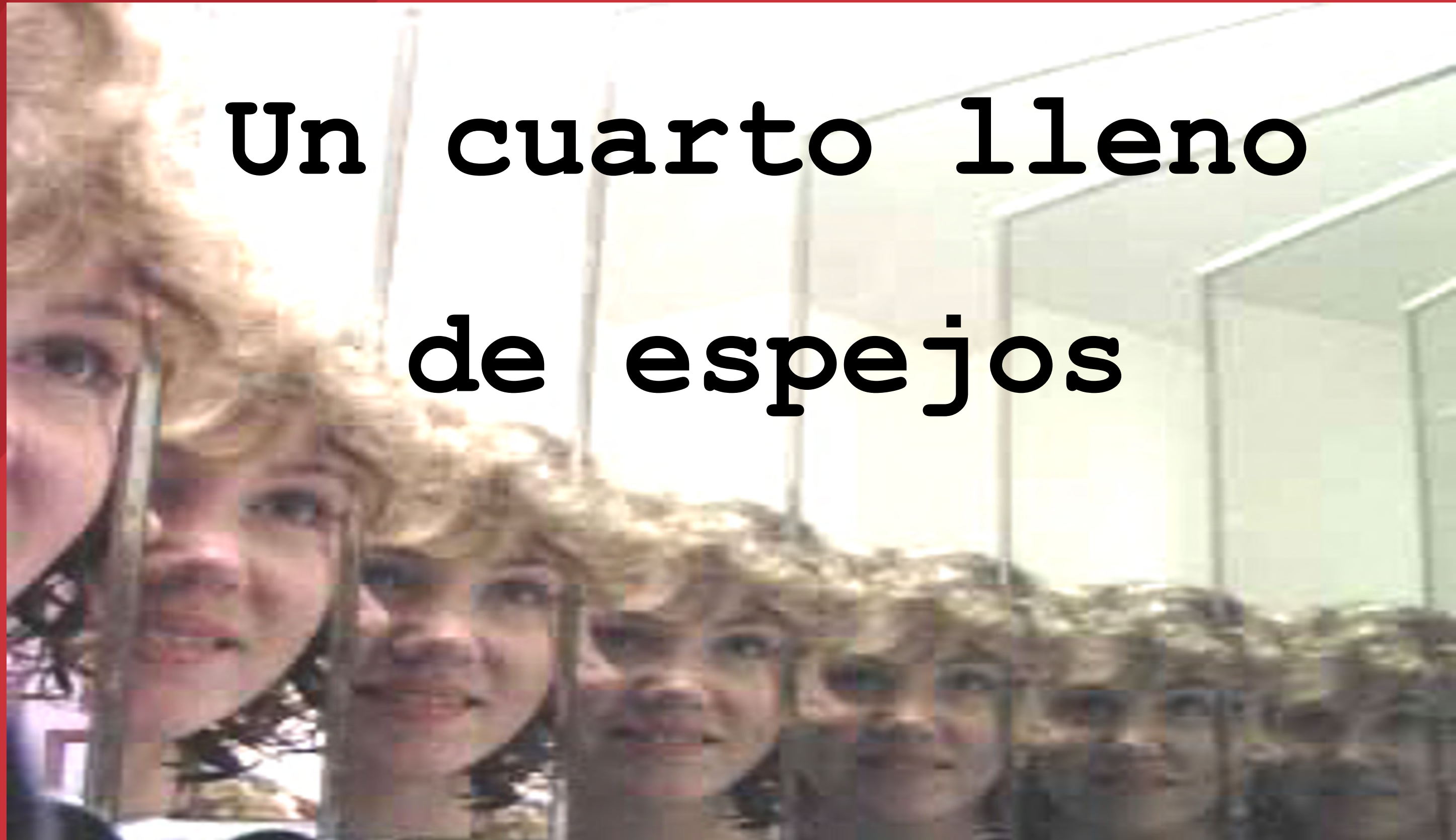
THOUGHT PATTERNS

PERCEPTIONS

MYTHS

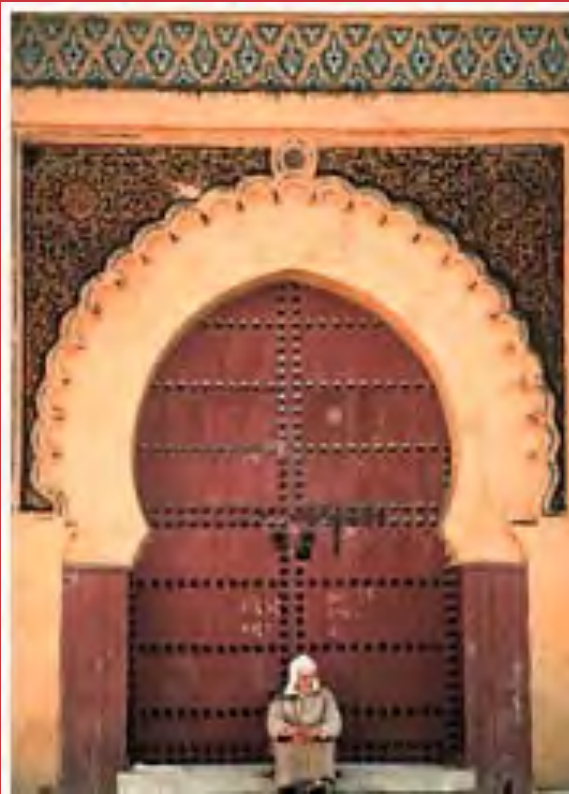
Ethnocentrismo

**Un cuarto lleno
de espejos**

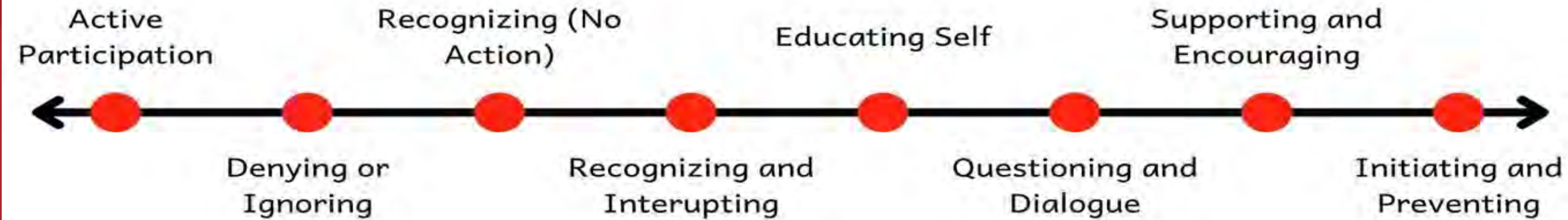




Un cuarto lleno de puertas



ACTION CONTINUUM



- **Actively Participating** through: initiating policies/legislation that keeps certain groups without power, access, or rights; creates a hostile environment through verbal and physical abuse; isolates individuals of certain groups; tells jokes that put down targeted groups.
- **Denying or ignoring** through: inaction; apathy; unwillingness or inability to understand
- **Recognizing but no action** through: endless talking about it; delegating the issue to others- “its being dealt with...”; collusion; the desire to act but a lack of knowledge keeps one paralyzed
- **Educating and interrupting** through: taking small steps to change; reflecting on action and preparing for more; this is a transitional stage where one begins to pay the price and one must decide whether to continue or not
- **Educating self** through: critical reflection; continued action that leads to personal conversion;
- **Questioning and Dialoguing** through: educating others; supporting others who are taking risks for social change; engaging individuals and groups in dialogue
- **Supporting and encouraging** through: engaging and/or supporting interventions and actions that address prejudice and racism
- **Initiating and preventing** through: actions that actively anticipate and identify discriminatory institutional practice and individual actions; building institutional consensus that reflects diverse/multicultural views/reality

Diversity, Equity, and Inclusion

DEI CIRCLES

Spring 2023

“Safe space where you belong...Brave space to be strong!”

