Civility is an Action

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Poll Everywhere

- https://www.polleverywhere.com/multiple_choice_polls/WBB08g6YKHQbnRrRv6xaV

- PollEv.com/ericagray485

- Text ERICAGRAY485 to 37607
What is civility?

• Formal politeness and courtesy in behavior or speech.
• Polite remarks used in formal conversation
Respect

- Due regard for feelings, wishes, rights, or traditions of others.
Today’s Objectives

• Gain awareness of the impact of actions upon others, the organization and the individual
• Understand what constitutes cultural competence and cultural incompetence
• Improve skills in communicating cross cultures
• Know the action steps needed to value others in the classroom or workplace
Civility in a hostile society – how to teach in it

Not just simple politeness or line of respect in public life

Comfort to some and repressive to others
The Psychology of Civility

In short, it is behavior that recognizes the humanity of others.
Empathy, Awareness, Self-Control, Respect
How

• 1. Lead by example
• 2. Be cautious of language
• 3. Treat all people with respect (even children)
• 4. Apologize when you are wrong
• 5. Disagree with intelligence, humor, and civil discourse
• 6. Don’t let anger and emotion distract you from listening
• 7. Teach (implement) character strengths
• 8. Create barriers for civility in the workplace or classroom
• 9. Be tolerant of people and where they come from and that they are different
The world around us…. 

• We can’t ignore what the state of the country is 
• We can’t shelter truth 
• We can’t create a new world within and live in a bubble because have to go home… 
• We can communicate 
• We can understand 
• We can support and ally
How do we have difficult conversations?
Intentionally

• Focus on others’ needs and consider how your words will impact others before you speak

• Communicate

• Be a bridge builder and act in a way that creates inclusion

• Appreciate the value of diverse opinions in developing approaches to varying situations

• Understand that conflicts will occur in the workplace and take responsibility for your actions, regardless of the situation
• Guard against acting impulsively based on negative assumptions about another’s intent, as that can lead to damaged relationships.

• Avoid tendencies to become caught up in gossip, complaining, or other forms of negativity in day to day interactions.

• View today’s difficult situation from a broader and more realistic perspective by considering what they mean relative to the overall scheme of things.
• Be supportive in your communication
• Be observant of your communication and make adjustments to your actions, if needed
How to achieve this in the classroom…

• Incorporate race into your regular curriculum. Play off the news.
• Make your classroom a place that embraces challenging questions and diverse viewpoints in an environment of respect.
• Remember that your aim is not to convert or indoctrinate your students against racism, but to expand their minds with facts and new perspectives.
• Define prejudice and bias to include not only race, but also gender, religion, ethnicity, economic status, sexuality and many other categories that mark someone as an outsider.
Resources:

- NPR has episodes on civility
- In Search of Civility: Confronting Incivility on the College Campus
- https://implicit.harvard.edu/implicit/

- Note: All resources can be used in the workplace!
Breakout Rooms

• Room #1 – All Lives Matter
• Room #2 – “Students who are non-white will go back to school first, all other students will return to school with Covid-19 is better managed.”
• Room #3 – Police Brutality does not affect students while in the classroom. Why should we discuss it?
• Room #4 – Racism does not exist and it is over exaggerated in the media.
Instructions

• Each room is a topic of discussion that your students (employees) are debating.

• As a teacher, or supervisor what is your first course of action? When one student opposes, how do you respond? What would be the primary goal for your communication in this situation? What do you predict or want (even though both are out of our control) to happen after the conversation?

• How do you make sure (or foster) inclusion, diversity, and acceptance moving forward?