

# Bringing Our Whole Selves to Work: Authenticity, Vulnerability & Connection

**Description:** Thank you for taking the time to complete this survey. Your answers will help to inform the research component of "Bringing Our Whole Selves to Work: Authenticity, Vulnerability & Connection" to be presented at ACPA on March 31, 2014.

**Date Created:** 3/20/2014 12:59:40 PM

**Date Range:** 3/20/2014 12:00:00 AM - 3/30/2014 11:59:00 PM

**Total Respondents:** 46

## Q1. How many years have you been a student affairs practitioner?

Count	Percent	
46	100.00%	
Count	Percent	
1	2.17%	1
2	4.35%	10
1	2.17%	11
3	6.52%	12
1	2.17%	13
1	2.17%	14
4	8.70%	17
2	4.35%	19
3	6.52%	2
1	2.17%	2.5
3	6.52%	20
2	4.35%	22
1	2.17%	25
2	4.35%	3
1	2.17%	30
1	2.17%	30+
5	10.87%	4
1	2.17%	5
1	2.17%	5 pro years 2 GA years
2	4.35%	6
1	2.17%	6 months
3	6.52%	7
3	6.52%	8
1	2.17%	9 years
46 Respondents		

## Q2. What functional area of student affairs/higher education do you currently work in?

Count	Percent	
46	100.00%	
Count	Percent	
1	2.17%	Academic advising
1	2.17%	academic advising / programming
1	2.17%	Academic support
1	2.17%	assessment
1	2.17%	Campus Activities, Orientation, Student Leadership programs and Fraternity/Sorority life
1	2.17%	Campus Recreation



1	11.11%	<input type="checkbox"/>	First Generation/Low SES
1	11.11%	<input type="checkbox"/>	Marital status
1	11.11%	<input type="checkbox"/>	Mother
1	11.11%	<input type="checkbox"/>	My parental status
1	11.11%	<input type="checkbox"/>	n/a
1	11.11%	<input type="checkbox"/>	na
1	11.11%	<input type="checkbox"/>	parent
1	11.11%	<input type="checkbox"/>	the question assumes one identity takes priority, when all are always at play. don't ask people to dissect themselves - though if I must, I'd say my race, gender, and class - which you didn't list - all impact my identity daily

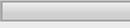
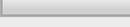
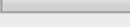
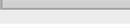
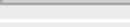
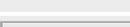
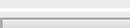
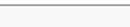
9 Respondents

Q5. How would you describe the group that you most strongly identify with?

Count Percent

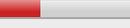
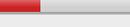
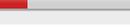
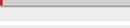
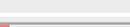
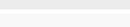
44 100.00% 

Count	Percent		
1	2.27%	<input type="checkbox"/>	An often unnoticed demographic group in higher education
1	2.27%	<input type="checkbox"/>	As a woman and as a woman of color specifically.
2	4.55%	<input type="checkbox"/>	Black
1	2.27%	<input type="checkbox"/>	Caring for others, having parental duties,
2	4.55%	<input type="checkbox"/>	Caucasian
1	2.27%	<input type="checkbox"/>	Community based upon a faith with a deep history and tradition. Comes together through ritual and communal dialogue to find meaning in life.
1	2.27%	<input type="checkbox"/>	connected
1	2.27%	<input type="checkbox"/>	Determined to make a difference
1	2.27%	<input type="checkbox"/>	Empowered
1	2.27%	<input type="checkbox"/>	Ethically consistent
1	2.27%	<input type="checkbox"/>	Familiar and familial
2	4.55%	<input type="checkbox"/>	female
1	2.27%	<input type="checkbox"/>	flexible
1	2.27%	<input type="checkbox"/>	Hard working, values-based
1	2.27%	<input type="checkbox"/>	I said none, because I have many non-privileged identities.
1	2.27%	<input type="checkbox"/>	in my HE context, a safe space
1	2.27%	<input type="checkbox"/>	Majority, strong, confident, lack of balance
1	2.27%	<input type="checkbox"/>	Mennonite
1	2.27%	<input type="checkbox"/>	Navigating crossroads
1	2.27%	<input type="checkbox"/>	not a great question - again - I hold multiple identities and they co-construct each other
1	2.27%	<input type="checkbox"/>	parent
1	2.27%	<input type="checkbox"/>	Parent of children
2	4.55%	<input type="checkbox"/>	powerful
1	2.27%	<input type="checkbox"/>	powerful, strong, generous
1	2.27%	<input type="checkbox"/>	relational
1	2.27%	<input type="checkbox"/>	resilient
1	2.27%	<input type="checkbox"/>	Small at my university. Sometimes focused on their part of their identity too much.
1	2.27%	<input type="checkbox"/>	Striving
1	2.27%	<input type="checkbox"/>	Strong - united

1	2.27%		Strong beautiful resilient
1	2.27%		Strong, hardworking
1	2.27%		Strong, powerful, stick together
1	2.27%		Strong, Smart, Diverse
1	2.27%		Underrepresented/misunderstood in SA
1	2.27%		woman
2	4.55%		Women
1	2.27%		Women/Females
1	2.27%		Working mother / parent
1	2.27%		Young professionals

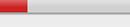
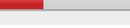
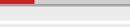
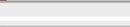
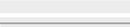
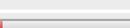
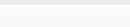
44 Respondents

Q6. I discuss this identity openly with my coworkers:

Count	Percent		
14	30.43%		Strongly agree
14	30.43%		Agree
10	21.74%		Somewhat agree
2	4.35%		Neither agree nor disagree
1	2.17%		Somewhat disagree
1	2.17%		Disagree
4	8.70%		Strongly disagree

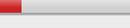
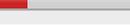
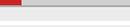
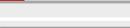
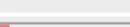
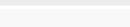
46 Respondents

Q7. I display signs of this identity in my workspace (e.g. pictures, objects):

Count	Percent		
10	21.74%		Strongly agree
15	32.61%		Agree
12	26.09%		Somewhat agree
3	6.52%		Neither agree nor disagree
3	6.52%		Somewhat disagree
1	2.17%		Disagree
2	4.35%		Strongly disagree

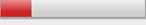
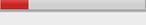
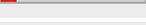
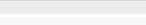
46 Respondents

Q8. I wear clothes or emblems (e.g. jewelry, pins) that reflect this identity at work:

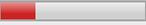
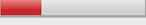
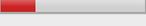
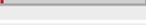
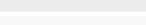
Count	Percent		
8	17.39%		Strongly agree
10	21.74%		Agree
8	17.39%		Somewhat agree
9	19.57%		Neither agree nor disagree
2	4.35%		Somewhat disagree
4	8.70%		Disagree
5	10.87%		Strongly disagree

46 Respondents

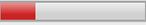
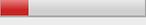
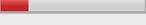
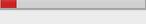
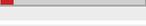
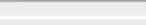
Q9. I celebrate meaningful dates or holidays related to this identity at work:

Count	Percent		
8	17.39%		Strongly agree
10	21.74%		Agree
9	19.57%		Somewhat agree
9	19.57%		Neither agree nor disagree
1	2.17%		Somewhat disagree
5	10.87%		Disagree
4	8.70%		Strongly disagree
46 Respondents			

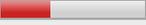
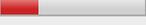
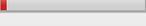
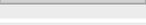
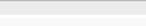
Q10. I talk about this identity with my supervisor:

Count	Percent		
11	23.91%		Strongly agree
13	28.26%		Agree
11	23.91%		Somewhat agree
3	6.52%		Neither agree nor disagree
1	2.17%		Somewhat disagree
2	4.35%		Disagree
5	10.87%		Strongly disagree
46 Respondents			

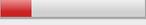
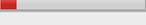
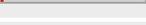
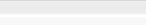
Q11. Everyone I work with knows how important this identity is to me:

Count	Percent		
11	23.91%		Strongly agree
9	19.57%		Agree
9	19.57%		Somewhat agree
5	10.87%		Neither agree nor disagree
4	8.70%		Somewhat disagree
5	10.87%		Disagree
3	6.52%		Strongly disagree
46 Respondents			

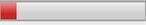
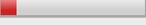
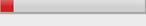
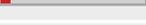
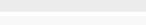
Q12. I express this identity at work:

Count	Percent		
11	23.91%		Strongly agree
16	34.78%		Agree
12	26.09%		Somewhat agree
2	4.35%		Neither agree nor disagree
4	8.70%		Somewhat disagree
0	0.00%		Disagree
1	2.17%		Strongly disagree
46 Respondents			

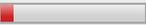
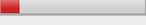
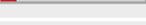
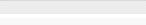
Q13. I use the language, vernacular, or speech style of this identity at work:

Count	Percent		
8	17.39%		Strongly agree
10	21.74%		Agree
18	39.13%		Somewhat agree
5	10.87%		Neither agree nor disagree
1	2.17%		Somewhat disagree
1	2.17%		Disagree
3	6.52%		Strongly disagree
46	Respondents		

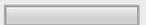
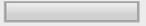
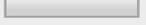
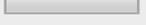
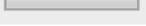
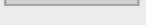
Q14. I listen to music associated with this identity at work:

Count	Percent		
5	10.87%		Strongly agree
5	10.87%		Agree
4	8.70%		Somewhat agree
15	32.61%		Neither agree nor disagree
3	6.52%		Somewhat disagree
10	21.74%		Disagree
4	8.70%		Strongly disagree
46	Respondents		

Q15. I consume food or drinks associated with this identity at work:

Count	Percent		
4	8.70%		Strongly agree
2	4.35%		Agree
6	13.04%		Somewhat agree
25	54.35%		Neither agree nor disagree
2	4.35%		Somewhat disagree
5	10.87%		Disagree
2	4.35%		Strongly disagree
46	Respondents		

Q16. In Daring Greatly, Brene Brown discusses that each person whom she has interviewed has talked to her about the sometimes daily struggle to push past "the rules" so they can assert themselves, advocate for their ideas, and feel comfortable with their power and gifts (page 89). How do you feel pushing past "the rules?"

Count	Percent		
45	100.00%		
Count	Percent		
1	2.22%		It's not easy to do as a black woman
1	2.22%		at risk
1	2.22%		challenged up
1	2.22%		comfortable
1	2.22%		Comfortable, but recognize it is out of place
1	2.22%		Confident, while knowing that it could frustrate others and make me perceived in certain ways
1	2.22%		Conflicted

1	2.22%	<input type="checkbox"/>	consequences for doing so vary - women of color, for example, pay a price for asserting themselves in ways that White women do not
1	2.22%	<input type="checkbox"/>	cultivating partnerships, increasing awareness, & winning
1	2.22%	<input type="checkbox"/>	I advocate for student and staff. I am ethical and do not mind most days advocating for what I believe is right and just even when it is an unpopular point of view.
1	2.22%	<input type="checkbox"/>	I am a woman who works in IT. There are times I am the only woman in a room with a dozen men, and I definitely feel it.
1	2.22%	<input type="checkbox"/>	I do not conform to standard gender norms for a female, so that is something that "stands out" in my small university. To students and to employees. I push past a lot of traditional boundaries that others have with students as well.
1	2.22%	<input type="checkbox"/>	I feel it's a rather widely accepted identity that people accept and even ask me about. I don't feel I need to push past any rules.
1	2.22%	<input type="checkbox"/>	I find it is very circumstantial. There are times I feel comfortable, and other I don't at all. I think that is more individual than part of my identity.
1	2.22%	<input type="checkbox"/>	I get anxious
1	2.22%	<input type="checkbox"/>	I have a strong sense of fairness and will advocate for my perceptions of fairness without considering "the rules"--sometimes to my detriment.
1	2.22%	<input type="checkbox"/>	I have been told to sit down and not go against the grain
1	2.22%	<input type="checkbox"/>	I might identify as caucasian but constantly challenge & invite non-caucasians to the table especially for leadership roles.
1	2.22%	<input type="checkbox"/>	I remind myself daily to be brave and that I was chosen for this position for a reason.
1	2.22%	<input type="checkbox"/>	I struggle a lot especially as a single, woman
1	2.22%	<input type="checkbox"/>	I think it's critical in becoming more aware of self to do so
1	2.22%	<input type="checkbox"/>	I think it's necessary and was very anxiety-producing until I found my voice.
1	2.22%	<input type="checkbox"/>	I try to have a voice and a seat at the table.
1	2.22%	<input type="checkbox"/>	I'm a non-traditionalist. I've always pushed passed the rules.
1	2.22%	<input type="checkbox"/>	I'm growing more confident with it as I get older. Have usually been someone who prides herself on reading "the rules" and meeting/exceeding expectations
1	2.22%	<input type="checkbox"/>	I'm more apt to do so when I perceive that rules favor a particular group or person
1	2.22%	<input type="checkbox"/>	I've been burned by going against the rules, and so I've learned to choose my battles wisely (if at all) because the institutional culture that I work in is not forgiving.
1	2.22%	<input type="checkbox"/>	It is necessary in order to be seen and heard in environments where you are not the majority
1	2.22%	<input type="checkbox"/>	It isn't seen proper to talk about religion at a state institution, even though we practice holistic development and should be encouraging the same in our students. That is why after 5 years I am moving to a religiously affiliated institution that celebrates it's religion but is supportive if all religions.
1	2.22%	<input type="checkbox"/>	It takes awhile to feel comfortable doing so. But, I think, especially for gender identity, recent events have made this easier.
1	2.22%	<input type="checkbox"/>	It's a necessary evil!
1	2.22%	<input type="checkbox"/>	It's a struggle.
1	2.22%	<input type="checkbox"/>	It's not easy
1	2.22%	<input type="checkbox"/>	like it's something that I do on a daily basis
1	2.22%	<input type="checkbox"/>	limited because then im the angry asian person on my soapbox. too political of an environment to talk about it in depth. I can mostly bring it up in spaces where im advocating for students
1	2.22%	<input type="checkbox"/>	Nervous. That my voice won't be valued or my opinion considered.
1	2.22%	<input type="checkbox"/>	Rules are meant to be broken... just don't tell that to your students :)
1	2.22%	<input type="checkbox"/>	Scared sometimes, but feel its my responsibility
1	2.22%	<input type="checkbox"/>	sometimes this is easier than others. I often am quite comfortable with doing so, and sometimes is exhausting, but it is important, so i continue to fight the good fight.
1	2.22%	<input type="checkbox"/>	Somewhat ok
1	2.22%	<input type="checkbox"/>	Threatened

1	2.22%	<input type="checkbox"/>	Troubled, my supervisor is not ethically equivalent between students
1	2.22%	<input type="checkbox"/>	Uncomfortable
1	2.22%	<input type="checkbox"/>	When I make others mad
1	2.22%	<input type="checkbox"/>	ya

45 Respondents

Q17. Where do you feel the most resistance to push? Where is it the easiest? Why do you think it's harder or easier in these circumstances?

Count	Percent		
39	100.00%		
Count	Percent		
1	2.56%	<input type="checkbox"/>	among historically male fields (facilities management). it is easiest in my division where the top two administrators are strong women
1	2.56%	<input type="checkbox"/>	At work. Hierarchy makes it difficult. Can be perceived as a trouble maker
1	2.56%	<input type="checkbox"/>	day to day operations that don't allow space for intentionality
1	2.56%	<input type="checkbox"/>	Depends on where I sit in organization. It is harder to be an advocate when those above you make it known what they want and it is not what you are advocating for. It is also difficult when those above you are not interested in your point of view. Even then I tactfully let my opinions known.
1	2.56%	<input type="checkbox"/>	Depends.
1	2.56%	<input type="checkbox"/>	feeling supported, or at the very least, not stifled is most important - pushing back against those things described as "tradition" but that I assert are habit
1	2.56%	<input type="checkbox"/>	Hard at work where I don't fit norm or preferred white male
1	2.56%	<input type="checkbox"/>	Hard with workers. Easier with students because they want to talk about it and know about you.
1	2.56%	<input type="checkbox"/>	Harder within hierarchy because our institution is very corporate in culture. It's easiest at my level and with students because the personal risks are lower.
1	2.56%	<input type="checkbox"/>	Hardest with SSAO's/ easiest with folks not in power or near my age
1	2.56%	<input type="checkbox"/>	hardest with superiors, easiest with peers.
1	2.56%	<input type="checkbox"/>	Hardest: Insecure authorities Easiest: "Get it" colleagues
1	2.56%	<input type="checkbox"/>	I am comfortable in my identity and do not let others being uncomfortable get in the way of me expressing myself and my perspective
1	2.56%	<input type="checkbox"/>	I definitely know my religious identity is not welcome in my ideas at work
1	2.56%	<input type="checkbox"/>	I feel the most resistance to push upwards to my supervisor and the upper level administration because of state and institutional politics; it is easier laterally and down with colleagues and peers which could be because of less "heat" from politics or generational differences
1	2.56%	<input type="checkbox"/>	I think that when you don't have job security it is harder. Either way - I always have the feeling of "I want everyone to like me and to think I'm doing a good job" sometimes when I'm confident what I will do will show those things it is easier.
1	2.56%	<input type="checkbox"/>	I want to see other people of my same identity group before I feel safe revealing myself.
1	2.56%	<input type="checkbox"/>	in situations where I do not possess positional power
1	2.56%	<input type="checkbox"/>	In working with faculty, I feel the need to justify my expertise as an academic advisor and try to stay as professional as possible and not bring who I am into the mix. Our college student population is only 41% female and the faculty ratio is much lower so it is a male dominated college. Within my direct office I don't feel that resistance as the gender balance is more equal.
1	2.56%	<input type="checkbox"/>	Most resistance is from older men in roles with more authority than mine. With younger professionals and people in roles similar to mine. It's harder because of preconceived notions that older generations have of women and their roles in the work place.
1	2.56%	<input type="checkbox"/>	Most resistance is with being in a woman dominated field (by the numbers) but in the workplace it is hard to advocate when you are not in top leadership positions
1	2.56%	<input type="checkbox"/>	Most resistance would be out in the town in which our university is--lots of ignorance. Easiest is with other student affairs professionals who see me as more than just this one part of my identity.

1	2.56%	<input type="text"/>	Most resistance: challenging upper administration. Easiest: discussing things in my own department. It's easier because I have built solid relationships with my departmental colleagues.
1	2.56%	<input type="text"/>	most resistance: work....easiest: alone (I feel we conform when surrounded with others but when we are in solitude, we may be at perfect peace with who we are and who we are becoming)
1	2.56%	<input type="text"/>	Most resistance with people who worked in a place for a long time (5+ years), new staff members, change is hard
1	2.56%	<input type="text"/>	Move from grad student to professional, esp in regards to clothing/appearance and speech
1	2.56%	<input type="text"/>	My supervisor is hardest; decisions I truly am able to own are easiest
1	2.56%	<input type="text"/>	My work setting does not have a lot of strong female role models, so I need to advocate for myself (and others). Sometimes I think the fact that I'm a female does make it harder to "push past the rules" (or at least to do so in a way that is still gracefully and doesn't burn bridges)
1	2.56%	<input type="text"/>	On campus-wide committees where i am not a subject-matter expert. It is easiest with people that i know: my staff team. Probabky because i am more confident in the realm of housing, than say, at a meeting about a Biocore prairie where a decision needs to be made about the soil.
1	2.56%	<input type="text"/>	Resistance = pay, support from male supervisor; support = outside the institution
1	2.56%	<input type="text"/>	Resistance comes from men in executive positions
1	2.56%	<input type="text"/>	resistance in the process, easiest to identify in successes...fear & ego
1	2.56%	<input type="text"/>	Senior leadership w/ entrenched ideas and institutional policies that are outdated. It's harder because they are entrenched.
1	2.56%	<input type="text"/>	the higher ups in admin. they dont want to hear it.
1	2.56%	<input type="text"/>	The most "push" is in inviting females to the table to be decision makers.
1	2.56%	<input type="text"/>	The most resistance would be in meetings that are perceived to be outside my "area". The easiest place is in 1:1 or small group interactions.
1	2.56%	<input type="text"/>	When I lead IT calls, I feel a lot of pushback from the staff, and it feels like they question my ability to lead them and understand what I am talking about. It is a struggle every day that I also feel like if I bring it up, I will be identified as an emotional female.
1	2.56%	<input type="text"/>	With people I trust it's easy. With people in authority it's hard
1	2.56%	<input type="text"/>	ya

39 Respondents

Q18. What do you do to create a sense of belonging in your workplace?

Count	Percent		
38	100.00%	<input type="text"/>	
Count	Percent		
1	2.63%	<input type="text"/>	share my viewpoints and stay open to the ideas of others
1	2.63%	<input type="text"/>	Ask & honor other people's stories.
1	2.63%	<input type="text"/>	Attempt to be more inclusive in my language and actions
1	2.63%	<input type="text"/>	Base a lot of my projects in committee work
1	2.63%	<input type="text"/>	Be actively engaged and supportive always of our mission.
1	2.63%	<input type="text"/>	Be as real as I can be
1	2.63%	<input type="text"/>	Bring my full self each day. Wh
1	2.63%	<input type="text"/>	Communicate pride in the work of my team, make a strong effort to get to know each team member and their personal values. Work to tailor the work environment to enable everyone to utilize their strengths as often as possible.
1	2.63%	<input type="text"/>	Compromise my beliefs
1	2.63%	<input type="text"/>	Conversations over food. Sharing of stories to normalize.
1	2.63%	<input type="text"/>	fake it
1	2.63%	<input type="text"/>	find colleagues who "get it"

1	2.63%	<input type="text"/>	find common ground, share talents, create support groups
1	2.63%	<input type="text"/>	Find ppl I trust and connect with them
1	2.63%	<input type="text"/>	first, we have to have a greater sense of belonging with our own true self...otherwise, how can one create such inclusive environments for others?
1	2.63%	<input type="text"/>	Focus on the students that I interact w/ daily.
1	2.63%	<input type="text"/>	Get to know others and show an investment in them.
1	2.63%	<input type="text"/>	Hum....We are a large de
1	2.63%	<input type="text"/>	I connect individually with others through interactions.
1	2.63%	<input type="text"/>	I make a close community of coworkers
1	2.63%	<input type="text"/>	I share and seek to learn info about my coworkers
1	2.63%	<input type="text"/>	I think by allowing authenticity and encouraging transparency. I also think framing things in a team dynamic instead of a hierarchy and helping people see how their contribution is integral and valued
1	2.63%	<input type="text"/>	I try to make personal and professional connections with everyone.
1	2.63%	<input type="text"/>	I turn to staff organizations at my institution
1	2.63%	<input type="text"/>	I volunteer, ask for projects, and bring up new ideas as much as possible.
1	2.63%	<input type="text"/>	invite others to eat lunch
1	2.63%	<input type="text"/>	Let my supervisor know what is important to me. Talk to her about it and how I incorporate in my work and non-work life
1	2.63%	<input type="text"/>	Lift and support others
1	2.63%	<input type="text"/>	Make connections with all- regardless of 'title'
1	2.63%	<input type="text"/>	Make friends with my co-workers
1	2.63%	<input type="text"/>	Make friends. Weave myself into the fabric of the office.
1	2.63%	<input type="text"/>	partnering with others
1	2.63%	<input type="text"/>	Reach out to others, volunteer & offer help, and ask people are doing - check in with them
1	2.63%	<input type="text"/>	relationship building
1	2.63%	<input type="text"/>	Stay to myself, they moved my office from central to different building :( I put efforts in places that matter like home life and looking for a new less boars work environment
1	2.63%	<input type="text"/>	When IT pushes, I push back. I also continue to prove that I know what the hell I'm talking about.
1	2.63%	<input type="text"/>	Work with faith and meaning
1	2.63%	<input type="text"/>	ya

38 Respondents

Q19. What additional thoughts do you have to share on this topic?

Count Percent

18 100.00%

Count Percent

1	5.56%	<input type="text"/>	As a woman of color the two identities can get separated.
1	5.56%	<input type="text"/>	Authenticity is ok, but professionalism is more important at work, and everyone's comfort is equally valuable.
1	5.56%	<input type="text"/>	being authentic is one of the most important aspects of being a good student affairs professional
1	5.56%	<input type="text"/>	great topic, I enjoy self-awareness/self-exploration since it's very important in our work
1	5.56%	<input type="text"/>	I'm older. I have moved past shame and fear. Younger pros may struggle with this especially when confronted with older pros who are set in their ways
1	5.56%	<input type="text"/>	If you have privileged identities it's easier to show up fully
1	5.56%	<input type="text"/>	Interesting questions. thanks for the opportunity to share!
		<input type="text"/>	

1	5.56%		It was difficult to narrow down to one identity group
1	5.56%		N/A
1	5.56%		so much TALK about diversity and inclusion but no action
1	5.56%		Some of these questions don't apply to the identity group I chose (first gen, low income) which speaks, I think, to how it can go unnoticed on campuses.
1	5.56%		start with likeability, partner with like minded ppl and assume positive intention
1	5.56%		Thanks for these questions. What a great start to the morning.
1	5.56%		These Qs aren't exactly appropriate for age as an identity.
1	5.56%		This really made me think about my office space and how I present myself to others. I never think about why I chose what I chose in my office-it just represents me.
1	5.56%		Until having a child, I wouldn't say that I strongly identified with any group.
1	5.56%		Would love to see someone look at Brene Brown's work with a critical race theory lens or a queer theory lens. Even to expect that I'd belong in a workplace is an expression of privilege.
1	5.56%		ya

18 Respondents