

DignityU

presented by



Facilitator Guide: 60-Minute Workshop

Overarching Premise:

- Dr. Donna Hicks, author of *Dignity: Its Essential Role in Resolving Conflict*, identifies the concept of dignity. For DignityU, we will use the following definition: **Dignity is the inherent value and worth of every human.**
- This **60-minute session is a “quick hit”** with an **expanded section** on *The Ten Essential Elements of Dignity*. Knowing some chapter leaders can’t budget a lot of time for educational programs, this program is designed to create awareness of dignity violations, introduce the essential elements of honoring dignity, and personally commit to help others feel worthy and valuable. This session also exposes the members to *The Creed for Dignity* and asks them to personalize at least one element of this creed for themselves.

Icons:

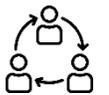
These simple icons will be used to distinguish the following instructions throughout the facilitator guide:



= **Action:** instructions for the activities and discussions.



= **Say:** content for you to share in a teaching/sharing style.



= **Activity:** description of the small group activities.



= **Chapter Discussion:** facilitated conversation with the entire chapter.

Materials Needed

- **The DignityU main video and appropriate audio-visual equipment.** This video can either be shown directly from the online DignityU portal or downloaded from there onto your computer and shown directly to a projector.
- ***The Ten Essential Elements of Dignity* video and appropriate audio-visual equipment.** This video can also either be shown directly from the online DignityU portal or downloaded from there onto your computer and shown directly to a projector.
- ***The Creed for Dignity*** – this can be downloaded from the DignityU portal and printed for each participant or shown on a flipchart sheet for all to see.

Recommended Actions After the Workshop

- Post *The Creed for Dignity* in the chapter meeting space.
- Give *The Creed for Dignity* to the chapter's standards/judicial board to discuss.
- Invite the ritual committee to also discuss *The Creed for Dignity* and do some follow-up programming for the chapter.

Sources

Source: Donna Hicks, author. *Dignity: Its Essential Role in Resolving Conflict* (2011). Yale University Press: New Haven, CT.

Icons Source: Flaticon.com. Creator: mynamepong.

Resource: RAINN (Rape Abuse and Incest National Network: RAINN is the largest anti-sexual violence organization in the United States. <https://www.rainn.org/>

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60-Minute Session Outline

Time/Description	Instruction
<p data-bbox="201 625 418 758">10 minutes Introduction and Dignity U Main Video Set-Up</p> 	<p data-bbox="451 625 1398 758">Say: <i>Today we have an opportunity to think and talk about dignity and its relevance to our chapter. This is a conversation STARTER. Today's workshop is a brief introduction to an important conversation that will BEGIN in our chapter today.</i></p> <p data-bbox="451 800 1406 972"><i>This topic is for everyone – men and women, fraternity and sorority-affiliated, old and young, different races and ethnicities, and so on. The DignityU video explores just a small fraction of the dignity topics we could explore. These scenarios were chosen not to exclude any group or example, but rather to introduce just a handful of common issues that are relevant on our college campus today.</i></p> <p data-bbox="451 1010 1271 1041">Dignity is defined as the inherent value and worth of every human.</p> <p data-bbox="451 1079 1411 1146"><i>This concept of inherent dignity is critical to us as good members and leaders in our chapter. We were all born with the right to feel valued. We were all born worthy.</i></p> <p data-bbox="451 1150 1373 1218">However, does the experience we provide honor each member's dignity and leave them feeling valuable and worthy?</p> <p data-bbox="451 1255 1382 1323"><i>Dignity is at the center of fraternal life because our organization was founded on this foundational principle.</i></p> <p data-bbox="451 1360 1349 1428"><i>If you haven't ever shared your real opinions, experiences, or thoughts on this topic, it may seem awkward or even scary.</i></p> <p data-bbox="451 1465 1386 1604"><i>For this to be an effective workshop, we will need to take risks and be vulnerable. Your willingness to be honest and open about your experiences can turn this workshop into a powerful conversation. In that spirit, I'm asking that that you examine your thoughts and reactions and be honest with yourself and others.</i></p> <p data-bbox="451 1642 1357 1780"><i>Our officers and other chapter leaders are committed to having a chapter experience where everyone feels worthy and valuable. This video and conversation is the beginning of the work to be done to cultivate a culture of dignity in our chapter.</i></p>

	<p><i>Three video vignettes will examine violations of dignity in the upcoming video. They are very different and complex examples of victimization – shaming, hazing, and sexual violence. I want you to know in advance that these, especially the one addressing sexual violence, can be especially difficult for some to hear and watch. Please know that we’re all here for each other for support.</i></p> <p><i>This workshop discussion might cause us to think of about times when we were on the receiving end of dignity violations—when others made us feel unworthy. It might also bring up feelings of guilt or remorse as we remember when we were less than our best selves and violated someone else’s dignity.</i></p> <p><i>However, this can also be a message of inspiration and empowerment. This is an opportunity for us all to take stock and to grow in our personal lives and as a chapter.</i></p> <p><i>As friends and neighbors and future parents, employers, and community leaders, we must commit to treating each other with dignity so we all feel valued and worthy.</i></p>
<p>20 minutes DignityU Video</p> 	<p>Action: Show the main DignityU Video (about 18 minutes).</p>
<p>10 minutes total All-Chapter Video Debriefing</p> 	<p>Say: <i>In every interaction we have with others, we have the choice to either honor or violate someone’s dignity. It’s as simple as that. We can choose to lift someone up or tear someone down.</i></p> <p><i>This video illustrated three examples of inappropriate, abusive, and even violent behaviors. Each scenario was an example of a dignity violation. You can tell that they could be put on a spectrum from a smaller violation – being called names and shamed in public – to a physical violation in the sexual assault.</i></p> <p><i>To learn from the suffering in these dignity violation vignettes, let’s talk about what we observed, reacted to, and learned.</i></p> <p>Note: Call on a variety of people for the next several minutes (10 total) and lead an all-chapter discussion to debrief what everyone just watched in the video. Be sure to facilitate dialogue by adding your own questions to the questions listed below.</p>

	<p>Ask:</p> <ol style="list-style-type: none"> 1. While the video focused on just three specific dignity violations, what are other dignity violations that could have been highlighted in the video? 2. What are some core values that were violated in the video's examples such as honesty, trust, safety, friendship, respect, responsibility, belonging? How were those core values violated? 3. What are some dignity violations that you've experienced directly or observed someone else experience? <p>Say: <i>Now, let's turn a corner and focus on the positive. Dr. Donna Hicks has identified the ten essential elements of dignity. These elements are important foundations for building others' up and you'll see how easy it is for each of us to make a positive difference by honoring others' dignity.</i></p>
<p>5 Minutes Ten Essential Elements of Dignity Video</p> 	<p>Action Show The Ten Essential Elements of Dignity video.</p> <p>Note: The 10 Essentials are:</p> <ul style="list-style-type: none"> • Acceptance of Identity • Recognition • Acknowledgement • Inclusion • Safety • Fairness • Independence • Understanding • Benefit of the Doubt • Accountability
<p>10 Minutes All-Chapter Discussion: The Ten Essential Elements of Dignity</p> 	<p>Say: <i>The co-hosts in this short video clip talk about two important things as we think about the Essentials of Dignity:</i></p> <ul style="list-style-type: none"> • "Since our lack of awareness can make us violate others' dignity, we have to learn how that can happen." • "We also need to develop our sensitivity to others' points of view and experiences. We can then minimize the times when we unknowingly violate their dignity." <p><i>With awareness and sensitivity, we can increase our chances of communicating that we value everyone. And, we can very purposefully and intentionally choose to lift someone up and treat them with dignity.</i></p>

	<p><i>The narrators asked: What does it look like when I violate someone’s dignity or compromise our own? We’ve discussed that as part of the main video debriefing. Now, let’s turn to the next two questions. These questions focus on our own behaviors and choices.</i></p> <p>Ask (solicit responses from a variety of people):</p> <ul style="list-style-type: none"> • <i>If I were to say that I conducted myself with dignity, what would my behavior look like?</i> • <i>If I wanted to treat someone with dignity, what would I do?</i> <p>Note: Take about 5 minutes per question to discuss with the entire group (10 minutes total).</p> <p>Say: <i>The Ten Essentials of Dignity are pretty straightforward. Each is a critical component of honoring dignity in ourselves and others.</i></p> <p><i>Even though they are commonsensical, they’re only aspirational concepts if we don’t take action.</i></p>
<p>5 Minutes All-Chapter Discussion: Taking Responsibility</p> 	<p>Say: <i>Each of us has the power to choose whether we will violate or honor someone’s dignity. We can choose to tear someone down or build someone up. We don’t want this session to just be a conversation about dignity – we want to apply what we’ve been learning.</i></p> <p><i>In order to take personal responsibility, we can take action immediately.</i></p> <p>Note: Again, solicit responses to the following questions, try to get a good variety of people talking in the all-chapter conversation.</p> <p>Ask:</p> <ol style="list-style-type: none"> 1. <i>What are specific things we, as individuals, can do to intervene against dignity violations?</i> 2. <i>How can we show that we honor the dignity of others?</i> 3. <i>Our fraternal values are common to ALL chapters in our organization. How can dignity be core to both our organizational values as well as our own values?</i>

<p>The Creed for Dignity</p> 	<p>Say: <i>To be known as an organization committed to a culture of dignity, we each must do something. It's not up to the elected chapter leaders. It's up to each of us. Whether we commit to something large or small, we're all representing our fraternal organization.</i></p> <p><i>I'd like you to think about this: "What one thing can and will you do?"</i></p>
	<p>Action: Post The Creed for Dignity printed on flipchart paper on the wall or distribute as a handout.</p>
	<p>Say: <i>DignityU was created to give us all an opportunity to talk about an uncomfortable topic – violations of dignity – and explore the honoring of dignity. We want to take any discomfort, frustration, and even anger you may have at this point and put it to good use.</i></p> <p><i>Therefore, The Creed for Dignity has been created. Like our organization's Creed, it's a philosophical agreement to set of behavior principles. It's full of personal commitments and a promise to live and advocate for dignity. It's full of hope.</i></p> <p><i>As I read each line of The Creed for Dignity, please stand when you hear the line that is most meaningful to you and remain standing. So that everyone can hear each line, please remain quiet for the duration of my reading.</i></p> <p>Note: Remember to read loudly and slowly.</p> <p>I. HONOR. DIGNITY.</p> <p>I lift up rather than tear down.</p> <p>I am inclusive of others.</p> <p>I treat people fairly, equally, and justly</p> <p>I refuse to harm, exploit, or violate.</p> <p>I believe in the power of civility.</p> <p>I actively listen, validate, and respond.</p> <p>I am generous with praise and appreciation.</p> <p>I refuse to shame, judge, or gossip.</p> <p>I believe what others say matters — because it does.</p> <p>I treat others as though <i>they</i> matter — because they do.</p> <p>I. HONOR. DIGNITY.</p>

	<p>Say: <i>As I look across this room, I can see there is an action line in the Creed that's meaningful to you. Briefly share with at least one other person the line that was meaningful to you, and answer the question: What is one thing you want to do to honor dignity?</i></p>
	<p>Action: Summarize the session with personal and relevant closing remarks of your choosing.</p> <p>You might use this quote: <i>“Do the best you can until you know better. Then when you know better, do better.”</i> —Maya Angelou</p>