

Iowa Association of
Student Financial Aid Administrators
“Social Location”
Fall Conference | October 25, 2022



Iowa Association of Student Financial Aid Administrators

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Check in

What are you leaving behind?

What are you bringing with you?

What do you hope for during our time together?

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REFLECTION

...

Let's hear from some of you.
What did you learn or take in during your check-in?

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GROUND RULES FOR OUR TIME TOGETHER...

- Stand in inquiry:
 - = Turn judgment into curiosity
 - = Turn conflict into shared learning
 - = Turn defensiveness into self reflection
 - = Turn assumptions into questions
 - Search for the genuine and the practical
 - Find positive energy in difference
 - Zoom in and zoom out
 - Be like a turtle!
- IS a presentation and discussion on privilege and identity
 - ISN'T self flagellation
 - ISN'T exhaustive and will not be perfect
 - Please take what is valuable and leave what isn't
 - IS a continuation of a life-long conversation

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An experience...

Think of one parent or grandparent:

What qualities or values did you learn/absorb/take in from them?

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Define Privilege

A special right, advantage, or immunity granted or available only to a particular person or group;

A right or immunity granted as a peculiar benefit, advantage, or favor

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Define Bias / Unconscious Bias

Bias – Thoughts, feelings, and judgment made even with compelling data and information to the contrary

Unconscious Bias (Implicit social cognition) – Thoughts, feelings, and judgment made without being aware that we are doing so

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Define Oppression / Systems of Oppression

The term oppression refers to a combination of prejudice and institutional power that creates a system that regularly and severely discriminates against some groups and benefits other groups.

Systems of Oppression

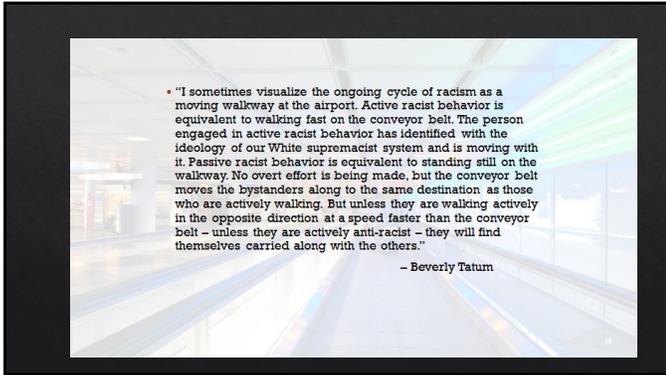
The term "systems of oppression" helps us better identify inequity by calling attention to the historical and organized patterns of mistreatment. In the United States, systems of oppression (like systemic racism) are woven into the very foundation of American culture, society, and laws. Other examples of systems of oppression are sexism, heterosexism, ableism, classism, ageism, and anti-Semitism. Society's institutions, such as government, education, and culture, all contribute or reinforce the oppression of marginalized social groups while elevating dominant social groups.

<https://nmaahc.si.edu/learn/talking-about-race/topics/social-identities-and-systems-oppression>

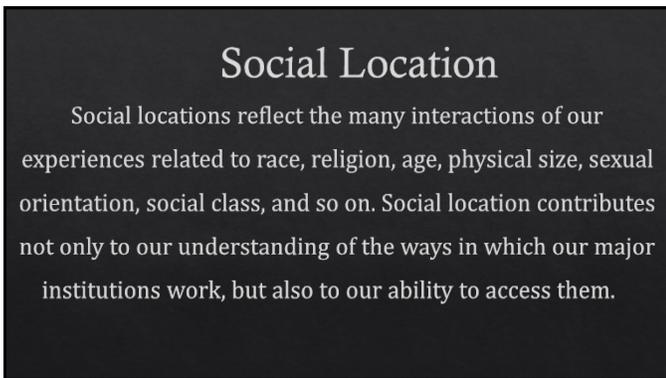
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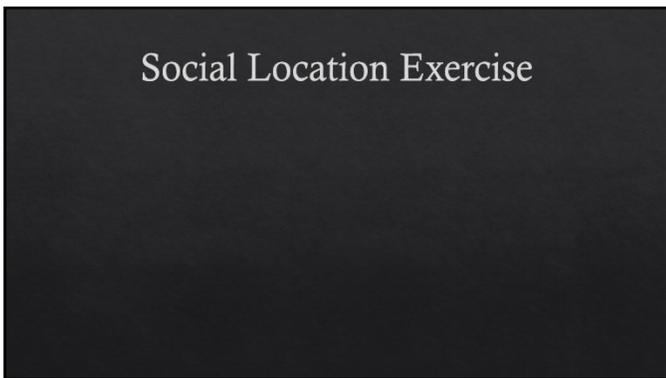
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IASFAA Diversity, Equity, and Inclusivity Commitment

IASFAA is committed to actively integrating diversity, equity, and inclusion into its communications and practices as a core piece of its mission to serve students and financial aid professionals. It makes this commitment to all individuals and communities it serves regardless of race, ethnicity, gender, religion, age, sexual orientation, nationality, disability, appearance, geographic location, professional level, or institution type. Our commitment includes: 1) Ensuring that diverse perspectives play an intentional role in discussions of financial aid administration and policymaking. 2) Offering and promoting professional development opportunities focused on empowering each and every student, family, and colleague we serve. 3) Actively promoting and modeling equal access to member involvement and resources at the state, regional, and national levels. 4) Fostering a safe and open space for dialogue to educate and support our membership as a central part of the organization's mission of service.

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HARVEST / EVALUATION

Single word to describe our time today

Regarding facilitator:
What was good?
What was not good?

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