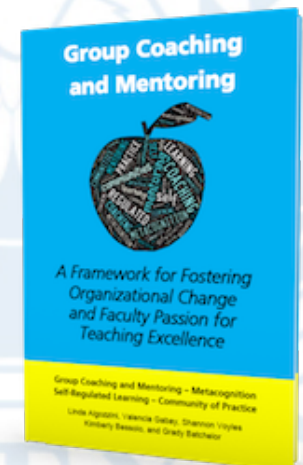


# Using Communities of Practice to Facilitate a Coaching and Mentoring Framework to Foster Inclusion and Diversity Within a Virtual Higher Education Landscape

## Breaking the Code: Barriers Affecting Inclusive Thinking

**Presenters:** Linda Algozzini and Valencia Gabay,

**Absentia:** Dr. Shannon Voyles, Dr. Grady Batchelor and Kimberly Bessolo



# Meet the Research Team



**Linda Algozzini**



**Valencia Gabay**



**Dr. Shannon Voyles**



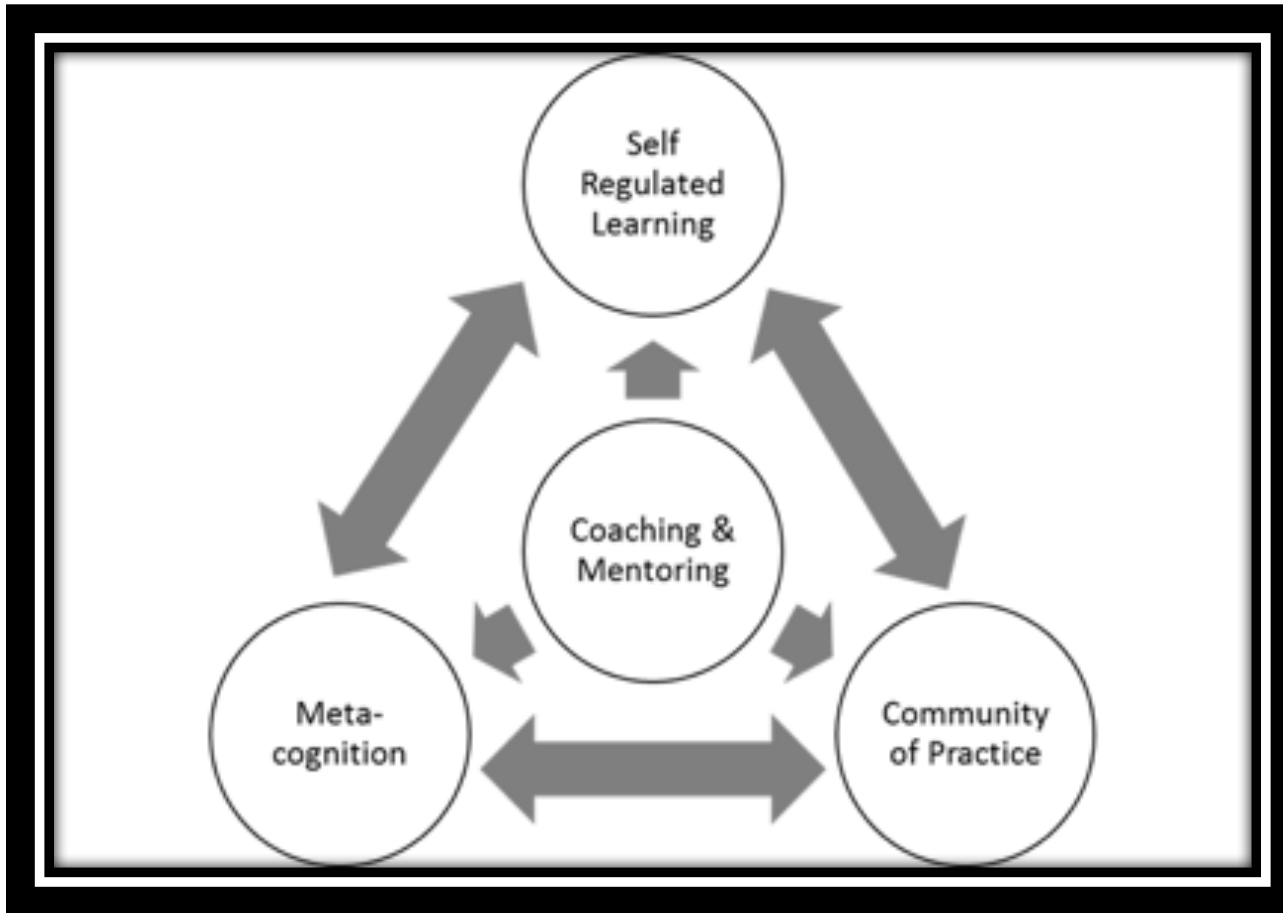
**Dr. Grady Batchelor**



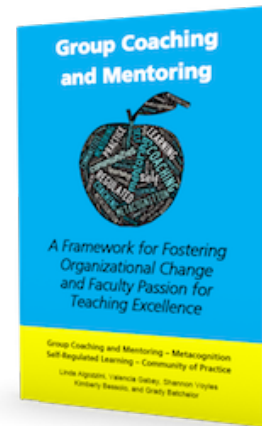
**Kimberly Bessolo**

**<http://www.ctlondemand.com/het/>**

# The GCM Framework



Attribution: Designed by Dr. Grady Batchelor (Algozzini, Bessolo, Gabay, Voyles, & Batchelor, 2016, p.6)



# Framing our Interactive Session

Immersing in the Group Coaching and Mentoring Framework (*Handout for teams*)

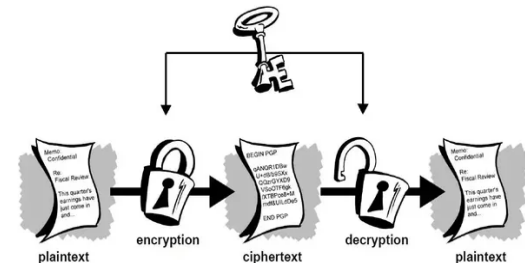
Applying the Pillars *IN ACTION* and *AFTER ACTION*

Experiencing Individual and Collaborative group processes

# Operational Beliefs

## Authenticity and Meaning of Code Breaking

- ❑ The human experience is unique
- ❑ It is less important to point out differences
- ❑ It is more meaningful to identify ways to interact and understand each other
- ❑ Decoding, deciphering, interpreting, breaking code barriers are part of the solutions for inclusive thinking



Attribution: Quora

# Guiding Our Thinking for the Day

**1. How do we develop inclusive mindsets to support global cohesion?**



**2. How do we explore meaningful and relevant opportunities to confront bias with existing gaps, which inhibit inclusive thinking?**

**3. What are supportive measures we can use to build bridges to reduce the existing gaps toward inclusive thinking?**

# Why?



# Focus and Awareness *In Action*

## Institutional Barriers Preventing Inclusive Thinking Choose a Team Name

### *Individual Process*

#### *Based on your institution:*

1. What does diversity look like?
2. How does your institution promote diversity and inclusion?
3. What challenges are you facing upholding inclusive thinking practices within your organization?

### *Group Process, Round Robin Share Out, Chart the findings*

#### *Based on your team's shared responses...*

1. What common themes emerged
2. What was unique?
3. What specific barriers need to be resolved institutionally to support inclusive thinking?

*Prioritize findings, Provide Team Name, Place chart on the wall*



# HOW?



# Code Breaking *In Action*

Use *GCM Handout* to Guide Development  
for Inclusive Solution Strategies

## *Individual Reflective Thinking Process*

Share personal thinking, feeling, or barriers that currently exist

1. What personal barriers exist that exhibit closed thinking?
2. How do the GCM Pillars bring focus/awareness to the barriers that you face?

## *Group Brainstorming Process*

Review the chart noting institutional barriers and themes

1. What code breaking actions could be implemented to counter existing personal and institutional barriers noted by the previous team?

**Brainstorm *code breaking strategies* for implementation**

*Teams Share Out*

# What?



# Team Reflections *After Action*

## *POST Reflective Thinking*

### *Group Process, Bringing It All Together*

- How do we explore meaningful and relevant opportunities to confront bias with existing gaps, which inhibit inclusive thinking?
- What are some supportive measures we can use to bridge gaps?
- How do we develop inclusive mindsets to support global cohesion?

**What are you willing to do *tomorrow* that you were not willing to do *yesterday*?**

# Be a Change Agent

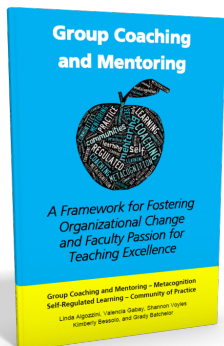
*If not us? Then, Who?*

**ENCAPSULATE**

Your insights on *Code Breaking OR Breaking the Barriers to Inclusive Thinking*

**Powerful Twitter Phrase**

**#GCMFOC**



*If not now? Then, When?*

# Thoughts? *Thank You!*



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