

Summer 2021 Professional Development

<p align="center">Traffic Light Framework for Diversity Competence Skills</p> <p>This series focuses on three key skill areas for enhancing inclusion on campus. Attend all three session and earn a digital credential!</p> <p>Click here to register.</p>	
<p>Red Light Skills for speaking up and putting a stop to microaggressions and other oppressive behaviors.</p>	<p align="center">June 11 10-11:30am</p>
<p>Yellow Light Skills for slowing down to understand cultural differences, checking assumptions, and mitigating biases.</p>	<p align="center">June 18 10-11:30am</p>
<p>Green Light Skills for moving forward towards inclusive excellence.</p>	<p align="center">June 25 10-11:30am</p>
<p align="center">Lunch & Learn: Core Concepts Series</p> <p>This introductory level series provides an opportunity to learn about foundational concepts of diversity, equity, and inclusion in a judgement-free zone. All sessions will take place on Zoom.</p> <p>Attend at least 3 session and get 1-2 colleagues to sign up as well and you will earn a digital credential!</p> <p>Click here to register.</p>	
<p>Moving Towards Inclusive Excellence: Introduction to Diversity, Equity, and Inclusion.</p>	<p align="center">June 22 12:00-1:30 pm</p>
<p>Understanding Ourselves, Understanding Others: Introduction to Identity and Intersectionality.</p>	<p align="center">June 29 12:00-1:30 pm</p>
<p>What's culture got to do with it? Introduction to cultural competence</p>	<p align="center">July 13 12:00-1:30 pm</p>
<p>Obstacles to inclusion: Introduction to implicit bias, microaggressions, stereotype threat, and imposter syndrome</p>	<p align="center">July 20 12:00-1:30 pm</p>
<p>Making the invisible visible: Introduction to Social Privilege and Normative Power</p>	<p align="center">July 27 12:00-1:30 pm</p>

Let's Talk about Race Series

Conversations about race can be challenging (for different reasons for different people), but they are necessary for building bridges of connection, understanding, as well as racial equity. The purpose of this series is to enhance the capacity of the UMSL community to engage in constructive conversations about race.

For the purposes of community building, It is recommended (but not required) that you attend the entire series (unless you have attended these previously).

People who attend at least 5 sessions will earn a digital credential!



Enhancing Racial Literacy Part 1: Understanding Race

In this session, participants will deepen and complicate understandings of race. We will explore why race is defined as a *social construct*, learn about the history of racial categorizations, and debunk myths about race and biology.

Enhancing Racial Literacy Part 2: Having more constructive discussions about race

Conversations about race can often be derailed by defensiveness, misunderstandings, lack of understanding or experience, and mixed purposes. In this session, participants will learn critical concepts and reflection questions that can help prepare for and engage in constructive conversations about race.

July 8 & 15
10-11:30am

[Click here](#) to register for one or both sessions.

Video Discussion Series - *Cracking the Codes: The System of Racial Inequity* is a way to engage in community dialogue that is meant to help deepen the national conversation on race. Cracking the Codes is a systemic approach to understanding racial inequity as a precursor to building strategies that address racial and socio-economic barriers. It is designed to aid in understanding the system of racialization and the network of relationships that must be considered if we are to build a society that provides equitable, sustainable access to resources in community where all members can thrive.

During each session, we will watch a section of the video, then have time for reflection and dialogue.

July 19, July 21,
and July 23

2-3:30pm

[Click here](#) to register.

Video Discussion Series- *If These Halls Could Talk* will help model for you what it will take to have conversations on diversity that are both authentic and life-changing. This film will provide a glimpse into what is still missing and what is needed if we are ever going to come together in our classrooms, on our campuses and in our communities.

This video will be watched in three parts with time for reflection, processing, and dialogue after each segment.

August 5, August
10, August 12

10 - 11:30am

[Click here](#) to register.

Diversity 101 Summer Intensive

Online Professional Development Course for Faculty and Staff

Diversity 101 is a highly interactive, fully online professional development course that explores the concepts of diversity and inclusion particularly as they pertain to higher education. It is a free, non-credit bearing course open to all faculty and staff at the University of Missouri St. Louis. The curriculum is designed to help participants develop the awareness, knowledge, and skills for building a more inclusive working and learning environment on our campus. Participants who complete the course and the assignments will earn [a digital badge!](#)



Dialogue with peers is essential for learning in this course. You can participate in these discussions asynchronously in Canvas OR synchronously via Zoom...or BOTH!

The summer intensive schedule condenses a semester-long course into 8 weeks. Participants will need to spend approximately 2 hours each week.

"Great course! The course does a truly nice job raising awareness on a variety of diversity related issues in a non-threatening and inclusive way."

"Diversity 101 has helped me to challenge stereotyped preconceptions and encourages me to think critically as well as communicate effectively with people of varied backgrounds. It lays the foundation for strengthening communities and the workplace and fosters mutual respect and teamwork."

"There is something for everyone in this course - no matter who you are. The online experience was a much more effective tool than anticipated."

[Click here](#) to register.

Course Schedule	Asynchronous	Synchronous (Wednesdays, 12-1pm)
Module 1: Building a Learning Community Module 2: Introduction to Diversity	June 21 – 25	June 23 (special session 12-2pm)
Module 3: Identities and Intersectionality	June 28-July 2	June 30
Module 4: Introduction to Unconscious bias	July 6-10	July 7
Module 5: Introduction to Microaggressions	July 12-16	July 14
Module 6: Introduction to Privilege	July 19 – 23	July 21
Module 7: Diversity & Inclusion on Campus	July 26-30	July 28
Module 8: Introduction to Cultural Competence	August 2-6	August 4
Module 9: Building Blocks for Inclusion & Action Planning	August 9-13	August 11

Contact Marlo Goldstein Hode (marlo@umsl.edu) with any questions about ODEI professional development programming.