Office of Diversity, Equity & Inclusion

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<u>Core Concepts Series Summer 2022: Professional Development Series for Faculty and Staff</u>

You are welcome to sign up for any or all of the sessions. You will earn a digital badge for you participation in each session <u>including the evaluation form.</u>

Session #1 Diversity & Inclusion Foundations: Moving Towards Inclusive Excellence

The purpose of this session is to provide participants with some foundational concepts related to creating an organizational culture that is welcoming and inclusive. In this session, participants will a) gain a nuanced understanding of the various meanings of, and the potential impact of, diversity in higher education and the workplace, b) gain an understanding of the inclusive excellence framework, c) explore the impact of identities in workplace interactions and relationships, and d) learn some critical concepts for improving workplace relationships, practices, and culture.

Session #2 An Introduction to Implicit Bias, Stereotype Threat and Imposter Syndrome

This interactive session takes the conversation on implicit bias in a new direction. Often times, we discuss implicit bias in terms of how it impacts the way we perceive and treat others. In this session, we will explore how biases can be internalized in the form of stereotype threat and imposter syndrome. We'll discuss what these terms mean, the negative impact that they can have, and strategies to overcome them within ourselves, and ways to avoid triggering them in others.
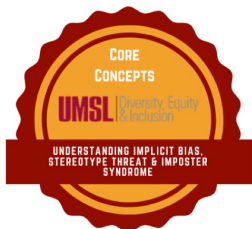
Session #3 Understanding and Overriding Unconscious Bias

Everyone has biases; some are conscious and some are unconscious. Our biases about other people may positively or negatively influence our thoughts, actions, and opinions. When it comes to workplace activities and relationships, these biases can influence decisions in ways that we may not be aware of. Therefore, being able to recognize our unconscious biases and not act upon them is a key competence area for managers, supervisors, and anyone else who is concerned with fairness and equity in the workplace. In this session, participants will a) gain a basic understanding of the neuroscience of bias b) learn some of the ways that biases play out in the workplace c) explore various types of bias, and d) strategize ways to override biases in decision making.

Session #4 Recognizing and Addressing Microaggressions

Microaggressions are subtle, frequent, and often unintentional comments and behaviors that demean individuals and groups based on race, gender, social class, sexual orientation, disability, etc. They can have a devastating impact on people's physical and mental well-being, as well as their ability to fully engage as members of any working or learning

community. In this session, participants will a) learn to recognize microaggressions, b) understand the issue of intent vs. impact, c) increase awareness in order to avoid making unintentional microaggressions, and d) learn strategies for addressing and confronting microaggressions. By building our awareness and skills in dealing with microaggressions, we can work towards a more inclusive learning and working environment for everyone.

Session #5 Active Listening for Building Trust, Resolving Conflicts and Enhancing Relationships

We are all taught to read and write, but how many of us are taught to listen? Many of us might consider ourselves good listeners and yet both research and human experience show that misunderstanding and misinterpretation are all too common. Active listening skills can help us resolve conflicts more effectively; build trust with employees, colleagues, and students; enhance customer service; and improve both personal and professional relationships. In this interactive session, participants will a) explore the challenges and importance of active listening b) learn the 12 Communication Blockers and when to avoid them c) become aware of perceptual filters that may get in the way of understanding what is being said, and d) learn and practice 3 key active listening skills.

Session #6 What's Culture got to do with it? Developing Cultural Awareness

Our neighborhoods and campus community are increasingly diverse. Therefore, an understanding of culture and its effect on communication and conflict is more important than ever. In this session, participants will a) gain an increased understanding of the concept of culture, b) explore the impact on values, perceptions, and behaviors c) learn a framework for cultural competence and how it applies to your work environment.

	In person	Time/Place	On Zoom	Time
Session 1	June 7 (Tuesday)	1-2:30 -JC Penney 202	June 28 (Tuesday)	10 – 11:30
Session 2	~~June 10 (Friday)~~	~~1-2:30 -JC Penney 202~~	June 30 (Thursday)	10 – 11:30
Session 3	~~June 14 (Tuesday)~~	~~1-2:30 -JC Penney 202~~	July 15 (Friday)	10 – 11:30
Session 4	July 14 (Friday)	10-11:30 ABH 103	July 22 (Friday)	1 – 2:30
Session 5	July 8 (Friday)	10-11:30 ABH 103	Aug 9 (Tuesday)	1 - 2:30
Session 6	July 12 (Tuesday)	10-11:30 ABH 103	Aug 11 (Thursday)	1 -2:30

Self-Paced Courses

Inclusive Language Series

This series, offered on Percipio, will provide you with an opportunity to learn about currently appropriate terminology as well as the reasoning behind why these terms are generally preferred. You can earn a Skillsoft Certificate and a digital badge for completion of this course. Click here to access the course.

Diversity 101 Self-Paced

The self-paced course, offered on Canvas, provides learners with the opportunity to critically examine their own perspectives and develop new ways of thinking about and engaging with others. This course is for all levels of knowledge and experience with diversity topics. Although there is no interaction with colleagues, you will

receive feedback from the instructor on module assignments. [Click here](#) for more information and registration.