



2020-2021

# Diversity & Inclusion

## Professional Development Opportunities

In order to mitigate risk and uncertainty, all Professional Development Opportunities for the Fall of 2020 are scheduled take place online (either Canvas or Zoom). Spring 2021 registration will be opened once it is determined if sessions will take place in-person or will continue online.

Open to all UMSL employees (faculty, staff, TA's, GA's, student staff). You must register with an umsl.edu or umsystem.edu email.

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### Diversity 101 Online

Diversity 101 is a foundational course that will provide you with an opportunity to enhance your knowledge, awareness, and skills for providing leadership around diversity and inclusion issues; working more effectively with people with identities and backgrounds different than your own; and for making UMSL a more welcoming and inclusive place to learn and work.

**There are 3 fully online options for participating in Diversity 101:**

**Asynchronously** – You engage in online discussions with colleagues on a discussion forum on your own schedule but with weekly deadlines (and no Zoom meetings).

**Synchronously** – You engage with colleagues in scheduled Zoom discussions every other week.

**Self-paced** – You go through the modules on your own at your own pace, but there is no interaction with colleagues.

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### Inclusive Language Series

Words have the power to hurt us, as well as to make us feel empowered and give us a sense of belonging. Since we strive for a culture of inclusion, it is important that we are conscious of the language that we use in talking about or describing people in terms of their race, ethnicity, socio-economic status, gender, gender identity, sexual orientation, ability, etc. However, because language is always evolving and there is not necessarily a 'one size fits all' preference of terminology, speaking about people in a respectful way requires a willingness to learn, to ask questions, to make mistakes, and to ask for help. This series will provide you with an opportunity to learn about currently appropriate terminology as well as the reasoning behind why these terms are generally preferred. This will be a safe space to ask questions, voice concerns, and share your experiences.

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## Unconscious Bias Series

Everyone has biases; some are conscious, 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, including how we evaluate, who we hire, who we mentor, how we provide customer service, etc. Therefore, being able to recognize our unconscious biases and not act upon them is a key competence area anyone who is concerned with fairness and equity in the workplace. In this series, participants will a) learn the function and dysfunction of biases b) understand some of the ways that biases play out in decision-making and d) explore strategies for overriding biases in daily life and in decision-making.

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## Constructive Communication Across Differences Series

The purpose of this series is to enhance the capacity of faculty and staff to engage in conversations about challenging, emotionally-laden topics (i.e. race, discrimination, policy, politics, etc.). The skills learned in this series can be applied to the workplace, the classroom, and in interpersonal and community contexts.

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## Anti-Racism Learning and Dialogue Series

This year-long series will engage faculty and staff in monthly Zoom small-group facilitated dialogues to increase racial literacy and develop an anti-racism framework and practice. Part One of the series takes place in the Fall and will focus on developing a shared understanding of race as well as related terminology and concepts. Part Two takes place in the Spring and participants will explore how racism and racial inequality is perpetuated through personal, structural, and systemic actions. Finally, we will develop strategies and an action plan for actively engaging in anti-racist behaviors and practices.

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### Office of Diversity, Equity and Inclusion

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