University Diversity Office

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Inclusive Excellence Trainings

CULTURAL COMPETENCY 101

Workshop Description:
This is a skills-building training to address Cultural Competency. The training will provide participants a foundation for understanding cultural competency, diversity, equity and inclusion through an organizational justice and culturally responsive lens. Participants will discuss individual skill development, and internal and external leadership strategies to begin to work towards developing cultural competent organizational culture.

Objectives:
1. Present the concept of cultural competency and its guiding principles for implementation;
2. Establish the importance of continuously building our skills towards cultural competence and recognizing the value-added outcomes for the organization; and
3. Present a framework in which to understand the impacts of institutional power and privilege.

CULTURALLY RESPONSIVE TEACHING

Workshop Description:
Embracing the strengths and addressing the diverse learning needs of our increasingly multicultural, multilingual student population requires major transformation of our current teaching practices. The culturally responsive education practices outlined in this session can help establish a learning environment that promotes equity and inclusion. This session will provide culturally responsive instructional strategies that can be embedded into lesson plans and class room activities.

Objectives:
1. Develop an understanding of Culturally Responsive Teaching;
2. Understand the direct relationship between teacher's level of cultural responsiveness and students' level of achievement; and
3. Seven principles of culturally responsive teaching.

UNCONSCIOUS BIAS IN THE WORKPLACE

Workshop Description:
Research on unconscious (implicit) bias have demonstrated that this implicit attitude, defined as a preference for a social group that is both unconscious and automatic, is ubiquitous in society and informed by an individual's experiences and perceptions of others. Recent work has shown that implicit biases also exist in physicians, faculty, residents and medical students. It can have a significant impact on communication, decision-making, and perceptions and beliefs about others. Does unconscious bias also impact the way we teach? Does it impact the way we develop curriculum or teach? This session will introduce the participants to the concept of implicit bias or unconscious bias and the implications in diverse work settings. Participants will learn how to explore their own personal unconscious biases, and be introduced to approaches that may help others.

Objectives:
1. Increase the learners' awareness of the concept of unconscious bias;
2. Assist learners to recognize bias within themselves; and
3. Enable learners to recognize the impact of their personal bias on others.

ORGANIZATIONAL JUSTICE

Workshop Description:
This training will introduce the concept of organizational justice with regard to how an employee judges the behavior of the organization and the employee's resulting attitude and behavior. (e.g., if a firm makes redundant half of the workers, an employee may feel a sense of injustice with a resulting change in attitude and a drop in productivity). The presenter will provide strategies and sight on organizational on campuses.

Objectives:
1. Identify four different forms of organizational justice and their organizational impact each; and
2. Describe strategies that can be used to promote organizational justice.

SOCIAL JUSTICE ON COLLEGE CAMPUSES

Workshop Description:
Without the developed lens of social justice, academic and social programs on a college campus can be ineffective because of the pitfalls that come with working indiscriminately within systems of power and oppression. This workshop helps faculty, staff and leaders dig deeper in developing education and leading reflections.

Objectives:
1. Learn how service work is tied to power, privilege and oppression;

2. Discuss social justice on our campuses, alternative break programs and individual lives; and
3. Adopt strategies of using service work to become allies.

ORGANIZATIONAL CULTURE

Workshop Description:
This workshop is an ideal on-campus training adaptable to a variety of group sizes. It will introduce organizations to the idea of organizational culture, the types and characteristics, and the many implications for organizational success.

Objectives:
1. Describe the elements of organizational culture;
2. Identify three functions of organizational culture; and
3. Discuss the conditions under which cultural strength improves work performance.

CULTURAL AND IDENTITY TAXATION

Workshop Description:
Cultural taxation is best defined as the manner in which responsibilities are placed on staff of color or other marginalized staff and faculty of their status (Padilla, 1994). Cultural taxation is discriminatory and a form of racism because the tax is imposed as a result of a person's social status or membership in another marginalized group.

Objectives:
1. Introduce the concept of Cultural and Identity Taxation; and
2. Develop an understanding of how Cultural and Identity Taxation impacts staff performance.

MICRO-AGGRESSION 101

Workshop Description:
To introduce the concept of micro-aggression to students, faculty and staff, and to further their understanding by engaging participants in activities and dialogue around the impact of micro-aggression on college campuses.

Objectives:
1. Create awareness surrounding the common occurrences of micro-aggressions; and
2. Examine the outcomes related with the experience of micro-aggressions.

MICRO-INEQUITIES

Workshop Description:
Small incidents can impact an organization's productivity and working relationships in the work place. This workshop will provide practical strategies that individuals, teams and leaders can use to develop an understanding and counter micro-inequities while building high performance work environments.

Objectives:
1. Recognize that the way we treat each other at work - the little things we do - has a big impact.
2. Learn to respond effectively to negative micro- messages (micro-inequities) that can fragment working relationships.
3. Equip yourself with simple tools and strategies to make the workplace more inclusive.