

Virtual Professional Development Series

Each session will be one hour and I will repeat each 2 x per week.

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.

	Topic	Option 1 10-11am	Option 2 1:00-2pm
Part 1	Focus on Disability	May 20	May 22
Part 2	Focus on LGBTQ	May 27	May 29
Part 3	Focus on Race/Ethnicity	June 3	June 5

Attend all three session to earn an *Inclusive Language Awareness Badge*

Unconscious Bias in the Workplace 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.

	Topic	Option 1 10-11am	Option 2 1:00-2pm
Part 1	Introduction to Unconscious Bias	June 10	June 12
Part 2	The impact of unconscious bias on decision-making and evaluations	June 17	June 19
Part 3	Mitigating and Overriding Unconscious Bias	June 24	June 26

Attend all three session to earn an ***Unconscious Bias in the Workplace Badge***

The Traffic Light Model for Diversity Competence

Diversity is not a destination; it is a journey and a process. The road to a diverse, welcoming, and inclusive campus and society is neither smooth nor straight. We have already been traveling this road for decades and much progress has been made. However, this is a never-ending journey because the landscape is always changing; there is no clear path and sometimes we have trouble seeing the road due to the fog of privilege, bias, and stereotypes; and there are also structural obstacles blocking the road. The Traffic Light Model for Diversity Competence offers three critical skills sets for moving forward on this journey together.

	Topic	Option 1 10-11am	Option 2 1:00-2pm
Part 1	Red Lights Skills for putting a STOP to microaggressions and other oppressive behaviors	July 8	July 10
Part 2	Yellow Lights Skills for slowing down when encountering cultural differences	July 15	July 17
Part 3	Green Light Skills for moving forward towards inclusive excellence	July 22	July 24

Attend all three session to earn the ***Diversity Competence Badge***