

# Dickinson

## FALL 2016 DIVERSITY & INCLUSION TRAININGS CALENDAR



### AUGUST

#### Practicing Inclusivity

Audience: Students

Date: 8/18/2016

Description: An interactive training session focused on helping First Year Mentors/FiG leaders lead FiG groups in an inclusive and thoughtful manner

welcome to a variety of identities and needs. A required presentation for FYMs/FiG Leaders.

Co-sponsor(s): *Office of LGBTQ Services and the Popel Shaw Center for Race & Ethnicity*

#### Recognizing and reporting bias

Audience: Students

Date: 8/19/2016

Description: A training that introduces CAs, HAMs, and RAs to Dickinson's definition of bias, techniques for addressing bias, and the Bias Education and Response Team (BERT). A required presentation for Residence Life & Housing student staff

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity*

#### Protecting Our Community

(Presented by Dana Scaduto & Dennette Moul)

Audience: Nonexempt Staff; Exempt Staff & Faculty (Two separate sessions)

Date: 8/23/16

Description: Dickinson College is committed to providing a supportive working environment for all employees. As part of this effort, we offer educational programs to assist all employees with recognizing and addressing potential harassing and discriminating workplace behavior. Our program involves a combination of in-person and web-based modules to provide a comprehensive approach to ensuring that all employees receive the information necessary to recognize, address and support a harassment and discrimination free workplace.

Co-sponsor(s): *Office of General Counsel and Human Resource Services*

### Academic Hiring: Faculty Orientation

Audience: Faculty, Staff

Date: 8/24/2016

Description: Workshop to present strategies for hiring diverse faculty and avoiding bias in assessment processes

Co-sponsor(s): *Institutional Initiatives, Popel Shaw Center for Race & Ethnicity, Women's & Gender Resource Center, Provost and Associate Provost offices.*



### Understanding and minimizing the influence of unconscious bias

Audience: Faculty, Staff, Department chairs and search committee chairs

Date: 8/24/2016

Description: A presentation exploring the concept of implicit bias, ways it impacts faculty searches, and techniques for fostering more equitable and inclusive searches. An optional session for department chairs and search committee members.

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity and Women's & Gender Resource Center*

## **SEPTEMBER**

### Creating a sense of belonging on campus: Our shared responsibility

Audience: Faculty (invited), Staff (invited)

Date: 9/16/2016

Description: A presentation by Dr. Richard Shin (University of Maryland College Park) focused on issues of belonging and marginalization for racially and sexually underrepresented students. The presentation aims to enhance the ability of staff and faculty personnel to anticipate the needs of underrepresented students, and enrich their ability to support these populations.

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity and the Wellness Center*

### Implicit bias and microaggressions in the classroom

Audience: Faculty

Date: 9/16/2016

Description: Faculty members will have an opportunity to learn more about how important concepts like implicit bias and microaggressions appear in their classrooms and develop productive strategies for responding to them. An optional session for all interested faculty members. No RSVP necessary. Part of the Pedagogies of Inclusion series.

Co-sponsor(s): *Women's & Gender Resource Center and Popel Shaw Center for Race & Ethnicity*

### Train the trainer session for Extended Orientation facilitators

Audience: Students

Date: 9/19/2016

Description: Landis staff will train students in content for the fall 2016 Extended Orientation sessions on Power, privilege and oppression and facilitation techniques. A required review and training for student facilitators.

Co-sponsor(s): *The Landis Collective (Center for Service, Spirituality and Social Justice; Office of LGBTQ Services; Popel Shaw Center for Race & Ethnicity; Prevention, Education & Advocacy Center; and Women's & Gender Resource Center)*

## **RAISE**

Audience: Faculty, Staff, Students

Date: 9/21/2016

Description: R.A.I.S.E. focuses on allowing FAS and students to engage more deeply and personally in issues related to LGBTQ Services. During the training, we hope that participants will gain a better awareness of their own personal biases and barriers to being an effective ally to the LGBTQ community. Participants will become equipped with tools to be able to respond both actively and proactively. Unlike our former training, this program expects participants to commit to ongoing and continuous education and learning.

Co-sponsor(s): *Office of LGBTQ Services*

## **Inquiry, Inclusion & Engagement Panel Discussion**

Audience: Entire Campus

Date: 9/28/16

Description: A facilitated panel discussion featuring Dickinson faculty members David Ball, Chair and Associate Professor of English, Heather Bedi, Assistant Professor Environmental Study, and Naila Smith, Assistant Professor Psychology and moderated by Jason Rivera, Director of Institutional Research, will serve as our mid-week, keynote event for Celebrating Dickinson. This panel discussion is designed to encourage open honest dialogue and highlight the strategic direction outlined this past year; inquiry, inclusion, and engagement. All members of our community are encouraged to attend.

Co-sponsor(s): *Human Resource Services and Institutional Initiatives*



## **RAISE**

Audience: Faculty, Staff, Students

Date: 9/29/2016

Description: R.A.I.S.E. focuses on allowing FAS and students to engage more deeply and personally in issues related to LGBTQ Services. During the training, we hope that participants will gain a better awareness of their own personal biases and barriers to being an effective ally to the LGBTQ community. Participants will become equipped with tools to be able to respond both actively and proactively. Unlike our former training, this program expects participants to commit to ongoing and continuous education and learning.

Co-sponsor(s): *Office of LGBTQ Services*

## ***OCTOBER***

### **Inclusive Student Leadership Training Retreat**

Audience: Students

Date: 10/1/2016

Description: A voluntary one-day weekend training helps students with campus organizational affiliations (e.g. SLCE groups, student workers, RAs) develop their individual cultural awareness and assist their affiliated organizations become more welcoming, inclusive, and engaging for a wide range of students. Interested students can complete a group application (2-5 students/organization).

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity*

## ***NOVEMBER***

### **Developing cultural awareness as a management practice**

Audience: Staff

Date: 11/11/2016

Description: A presentation that equips administrative staff with tools for developing greater cultural awareness and for managing their respective work environments with an inclusive lens. Please contact Human Resource Services for application and registration information.

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity and Human Resource Services*



### **Facilitator and Moderator training**

Audience: Faculty, Staff, Students

Date: 11/28/16

Description: Facilitator and Moderator training focused on helping faculty, staff and student participants asking questions, active listening and navigating conflict facilitated by Rhonda Fitzgerald (Sustained Dialogue Campus Network)

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity, Student Life, and Sustained Dialogue*

### **Facilitator and Moderator training**

Audience: Faculty, Staff, Students

Date: 11/29/16

Description: Facilitator and Moderator training focused on helping faculty, staff and student participants asking questions, active listening and navigating conflict facilitated by Rhonda Fitzgerald (Sustained Dialogue Campus Network)

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity, Student Life, and Sustained Dialogue*

## SPRING 2017 DIVERSITY & INCLUSION TRAININGS CALENDAR

### *JANUARY*

#### **RAISE**

Audience: Faculty, Staff, Students

Date: 1/9/2017

Description: R.A.I.S.E. focuses on allowing FAS and students to engage more deeply and personally in issues related to LGBTQ Services. During the training, we hope that participants will gain a better awareness of their own personal biases and barriers to being an effective ally to the LGBTQ community. Participants will become equipped with tools to be able to respond both actively and proactively. Unlike our former training, this program expects participants to commit to ongoing and continuous education and learning.

Co-sponsor(s): *Office of LGBTQ Services*

#### **Supporting Students Who Disclose**

Audience: Staff

Date: 1/12/2017

Description: Information on how support staff can effectively support and respond to students or colleagues who have been impacted by gender-based violence

Co-sponsor(s): *Human Resource Services and PEAC*

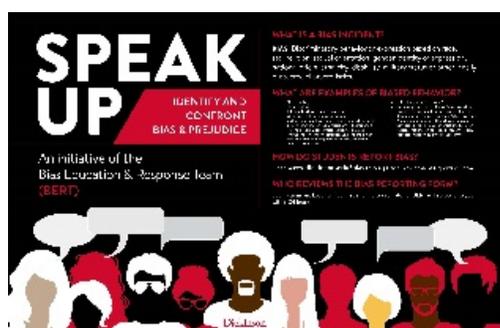
#### **Supporting Students who Disclose: For RAs**

Audience: Students

Date: 1/17/2017

Description: Information for RAs on how to effectively respond to their peers/residents who disclose incidents of gender based violence

Co-sponsor(s): *PEAC, Residence Life & Housing, and YWCA Rape Crisis*



#### **Recognizing and reporting bias**

Audience: Students

Date: 1/17/2017

Description: A training that introduces new CAs, HAMs, and RAs to Dickinson's definition of bias, techniques for addressing bias, and the Bias Education and Response Team (BERT). A required presentation for student Residence Life & Housing student staff

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity*

### Protecting Our Community (Presented by Dennette Moul)

Audience: Nonexempt Staff; Exempt Staff & Faculty (Two separate sessions)

Date: 1/19/17

Dickinson College is committed to providing a supportive working environment for all employees. As part of this effort, we offer educational programs to assist all employees with recognizing and addressing potential harassing and discriminating workplace behavior. Our program involves a combination of in-person and web-based modules to provide a comprehensive approach to ensuring that all employees receive the information necessary to recognize, address and support a harassment and discrimination free workplace.

Co-sponsor(s): *Office of General Counsel and Human Resource Services*

## FEBRUARY

### Spring 2017 Inclusive Leadership Student Retreat

Audience: Students

Date: 2/11/2017

Description: A voluntary one-day weekend training helps students with campus organizational affiliations (e.g. SLCE groups, student workers, RAs) develop their individual cultural awareness and assist their affiliated organizations become more welcoming, inclusive, and engaging for a wide range of students. The Retreat will be at the Comfort Inn & Suites Carlisle 10 am-4 pm. Interested students can complete a group application (2-5 students/organization). Please email [psc@dickinson.edu](mailto:psc@dickinson.edu) for information on the application process.

Co-sponsor(s): *Popel Shaw Center for Race & Ethnicity and Student Leadership and Campus Engagement (SLCE)*

## RAISE

Audience: Faculty, Staff

Date: 2/22/2017

Description: R.A.I.S.E. focuses on allowing FAS and students to engage more deeply and personally in issues related to LGBTQ Services. During the training, we hope that participants will gain a better awareness of their own personal biases and barriers to being an effective ally to the LGBTQ community. Participants will become equipped with tools to be able to respond both actively and proactively. Unlike our former training, this program expects participants to commit to ongoing and continuous education and learning.

Co-sponsor(s): *Office of LGBTQ Services*

"I think this program was very effective in informing people about issues that affect Dickinson and the nation. It also provided a judgement free environment to discuss our opinions, ideas, and emotions."

"It is important that all people feel respected and valued in a group for that group to function at its best, and attending ILSL can help make sure all groups have those essential tools and understandings."

### Inclusive Student Leadership Training

Full 2016 Group Participants:  
Academic Advisor, Anna Pia Orsini, ALLIUM, Belles Lettres Society, Black Student Union, Center for Sustainability & Innovation, G.O. Art/Innovators, Residence Life & Housing, Sigma Lambda Delta, WCOV Writing Center

February 11, 2017

How can we make our group more inclusive?

For information on registering your student, staff or organization, email [psc@dickinson.edu](mailto:psc@dickinson.edu)

## **MARCH**

### **Book Discussion: *United Thoughts on Finding Common Ground and Advancing the Common Good* (Cory Booker)**

Audience: Staff & Faculty

Date: 3/23/17

Description: *United: Thoughts on Finding Common Ground and Advancing the Common Good*. “Hope is the active conviction that despair will never have the last word,” author and Senator Cory Booker writes in this galvanizing book. In a world where we too easily lose touch with our neighbors, he argues, we must remember that we all rise or fall together—and that we must move beyond mere tolerance for one another toward a deeper connection: love. The book and discussion are both catalysts for increasing awareness of diversity and inclusion issues.

Co-sponsor(s): *Human Resource Services and President’s Commission on Diversity*

### **Recruiting and Hiring Diverse Staff**

Audience: Staff

Date: 3/31/2017

Description: A pilot workshop for directors from the Advancement office aimed at presenting strategies for recruiting and hiring diverse staff and avoiding bias in the assessment processes. The workshop is presented as a pilot and intended to be modified to fit other staff operations.

Co-sponsor(s): *Institutional Initiatives, Office of Advancement, and Human Resource Services*

## **MAY**

### **Having Difficult Conversations**

Audience: Staff & Faculty

Date: 5/12/17

Description: Faculty and staff are invited to join the President’s Commission for Women, Gender and Sexuality and Human Resource Services for this workshop, which will help you develop a toolkit of ways to deal with and respond to difficult and contentious conversations that are often made more challenging because of gender dynamics. Facilitators for this interactive event are Steve Riccio and Dennette Moul.

Co-sponsor(s): *President’s Commission for Women, Gender, and Sexuality, and Human Resource Services*



## Social Justice Peer Educators (SJPE) training retreat

Audience: Students

Dates: 5/16-19/2017

Description: The Landis Collective (Center for Service, Spirituality and Social Justice; Office of LGBTQ Services; Popel Shaw Center for Race and Ethnicity; Prevention, Education & Advocacy Center; and Women's and Gender Resource Center) is establishing a Social Justice Peer Educator (SJPE) program. This program builds on the momentum already established by the Office of LGBTQ Services RAISE trainings, the PEAC's Extended Orientation sessions on

consent and healthy relationships, the PSC's Inclusive Leadership Student Training Retreat, Green Dot training, and the Landis House Collective's Extended Orientation sessions on power, privilege and oppression and microaggressions. In order to strengthen and sustain these efforts, Landis will be recruiting, training and coordinating a cohort of student SJPEs to provide training and educational opportunities for students.

In order to strengthen and sustain these efforts, Landis is recruiting, training and coordinating a cohort of student SJPEs to provide educational opportunities for students. The deadline to apply for the 2017-18 academic year is Friday, March 10 at noon.

Co-sponsor(s): *The Landis Collective, Student Life, and Student Leadership and Campus Engagement (SLCE)*

## Protecting Our Community

(Presented by Dana Scaduto & Dennette Moul)

Audience: Audience: Nonexempt Staff; Exempt Staff & Faculty (Two separate sessions)

Date: 5/ 18/17

Description: Dickinson College is committed to providing a supportive working environment for all employees. As part of this effort, we offer educational programs to assist all employees with recognizing and addressing potential harassing and discriminating workplace behavior. Our program involves a combination of in-person and web-based modules to provide a comprehensive approach to ensuring that all employees receive the information necessary to recognize, address and support a harassment and discrimination free workplace.

Co-sponsor(s): *Office of General Counsel and Human Resource Services*