

DIVERSITY EDUCATION AND DEVELOPMENT CATALOGUE

Office for Inclusion and Intercultural Initiatives

The knowledge and skills necessary to navigate an increasingly diverse campus and interconnected world are substantial. The Office for Inclusion and Intercultural Initiatives (OIII) and its partners equips faculty, staff, and students with a variety of tools and resources necessary to address the challenges and maximize the potential of a diverse campus through workshops, seminars, and trainings.

To maximize the expertise of its trainers and facilitators, OIII collaborates with three core partners: Office for International Studies and Programs, Academic Advancement Network, and Professional Development Services.

Any of the workshops listed below can be adapted or combined to meet the specific needs of your particular unit. They are available upon request.

Introduction to Inclusion

This interactive session is divided into two segments. In the first part of the program, participants will work to understand and identify categories associated with the various labels we apply to ourselves and others in our everyday lives. Key terms are addressed and the historical context of various groups is discussed. In the second portion of the program, participants will consider the ways in which these categories apply to themselves and how this shapes their own identities and the ways in which they interact with others.

Introduction to Implicit Bias and Microaggressions

This interactive session introduces the concept of implicit bias: what it is, why it happens, and how it affects our interactions with others. Included in this workshop are research examples on the prevalence of implicit bias in the workplace and how it can manifest in the form of microaggressions. Participants will also receive suggestions on how to identify their own biases and reduce them.

Building an Inclusive Workplace

This interactive session includes an Introduction to Inclusion as well as reviews the University's commitment to providing an inclusive environment for all faculty and staff. Participants will discuss the benefits for creating an inclusive workplace and strategies for doing so. The final portion of this workshop introduces participants to a team-building exercise aimed at enhancing self-awareness and building connections.

Disrupting Bias in the Academy

This workshop begins with the Introduction to Implicit Bias. Results from the Faculty Inclusion and Excellence Study will be presented as evidence of how implicit bias plays out in attitudes, behaviors, and overall culture at MSU. Qualitative data on Underrepresented Minority Faculty will be provided to allow for a deeper discussion on how these incidents affect the overall campus environment. Participants will also receive suggestions on how to identify their own biases and reduce them.

Racial Literacy

The foundation for the workshop is Dr. Howard Stevenson's book and program *Promoting Racial Literacy in Schools: Differences that Make a Difference* (Teachers College Press, 2014). Participants will

consider their own experiences with racial encounters and racial socialization. Participants will learn how to reduce negative stress through successful engagement with and negotiation of racial conflicts.

Preparing for the Next Encounter

Based on the Racial Literacy workshop, participants will identify an encounter (or theme of encounters) they have had in the workplace that is identity-based (either a race-based topic with a colleague or client of a different racial/ethnic background than themselves or other identity markers such as gender, sexuality, religion, political ideology, etc.). This encounter (or theme) should be one that they are unsatisfied with: they wish the encounter had gone differently, that they handled the situation differently, the outcome were different, etc. The session will include an opportunity to process this event and brainstorm alternatives for a more satisfying outcome, ultimately preparing and empowering the participants for the next encounter. Participants should come to the workshop with this encounter in mind and be prepared to share their experiences in small and large groups.

Building an Inclusive Classroom

In this interactive session, participants will review best practices for an inclusive classroom including reducing bias, promoting dialogue, and curriculum design. Participants will have the opportunity to reflect on their own identity and bias and consider how this affects their interactions with students. Suggestions are also provided for how to help students engage in the same reflective process.

Inclusive Leadership

This session, focused on MSU leadership, will review the University's commitment to maintaining an inclusive campus environment for faculty, staff, and students. It will include an overview of implicit bias and how it influences the recruitment, retention, and success of a diverse workforce. Results from the Faculty Inclusion and Excellence Study will be included as illustration of issues specific to, but not unique to, Michigan State University. Administrators will also learn about the latest initiatives and expectations to train and support all University employees in these areas.

Diversifying and Retaining Faculty and Staff

This session focuses on the search process and the ways in which bias can affect the candidate pool and hiring outcomes. It will also cover specific strategies to retain diverse faculty over time.

Transforming Theatre Ensemble

Transforming Theatre Ensemble (TTE) engages people in critical thinking around topics that are sometimes difficult to discuss. TTE's process is interactive and requires creative and collaborative problem solving from all participants. Together, we generate ideas for how we can do our part in making MSU a more inclusive place to learn, work, and live for everyone. TTE will collaborate with you to design an interactive theatre experience that specifically suits the population you are looking to serve.

“Theatre is a form of knowledge; it should and can also be a means of transforming society. Theatre can help us build our future, rather than just waiting for it.”

-Augusto Boal

To inquire about OIII's educational offerings, email inclusion@msu.edu or call 517-353-3922.