

Training Proposal

4.28.2021

Audience: volunteer DEI representatives

Audience Size: 37 reps representing 31 labs within the division

Possible Dates: 5/26, 5/27 & 5/28

Duration: 1-hour

Training Design

Areas of Focus

- Social Identity
- Allyship & Mentorship
- Intercultural Climate
- Learning Outcomes
 - Participants will be:
 - o Introduced to the fundamentals of Diversity, Equity and Inclusion
 - o Introduced to intersectional social identity mapping
 - o Affirmed in their commitment to develop as an ally
 - o Become aware of resources available on campus
- Format
 - 35-minute presentation with slides
 - 15-minute discussion
 - 10-minute question & answer session

Training Outline

Social Identity

- Concepts Defined: Social Identity and Intersectionality
- Brief Exercise: Social Identity Wheel (Exhibit A) participants will have the opportunity to reflect on their own identities prior to the workshop.
- The facilitator will walk through her own identity and will open the floor to anybody who is willing to share their perspective/experience.

Allyship & Mentorship

- Concepts Defined: Activist Mentorship
- Allyship will be framed as:
 - A lifelong process of building relationships based on trust, consistency, and accountability with individuals and/or groups of people with minoritized and marginalized identities.
 - Not self-defined, rather work and efforts that must be recognized by those we are seeking to ally with.
 - An opportunity to grow and learn about ourselves, while building confidence in others.
- A tailored infographic will be crafted based on the attributes participants want to embody as part of this ambassador program (example: Exhibit B).

Intercultural Climate

- Concepts Defined: Workplace Climate, Multiculturalism, Cross-Culturalism and Interculturalism
- We will explore how interculturalism creates the optimal conditions for Diversity, Equity and Inclusion (DEI) efforts to yield measurable results.

Resources on Campus

- A list of various on-campus resources will be provided.
- Participants will be reassured that they don't have to resolve all situations or respond to all inquiries. They will be introduced to the list of various campus stakeholders they can turn to for support.

Exhibit A

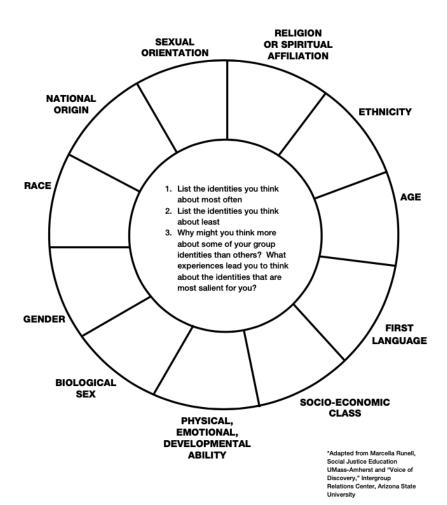


Exhibit B

Models Positive Attributes & Behaviors

A m/f/themtor is enthusiastic and sincere in their efforts to support you. They cultivate authentic relationships based on respect and reciprocity.

Is a Great Listener

M/F/Themtors actively listen, they ask questions, reflect on your answers, and give you time to formulate your thoughts.

Is Available

A m/f/themtor makes and honors time to connect with you. They do not allow room for distractions when interacting with you.

Provides Constructive Feedback

M/F/Themtors help you reflect on your shortcomings thoughtfully and with honesty, and partner with you to identify corrective actions you can take to continue expanding your success.

Provides Support

They are a source of encouragement, accountability and guidance. They are as excited about sharing their knowledge as they are about learning from you.

Guides You Toward the Answer

Rather than "giving you the answer," M/F/Themtors introduce you to tools and ideas to help you problemsolve.

ls Invested in Your Success

A m/f/themtor is enthusiastic and sincere in their efforts to support you. They cultivate authentic relationships.

Challenges You

M/F/Themtors encourage you to step out of your comfort zone and support your growth.