



Equity & Diversity Education Program

Current Workshop Offerings

THE 'CORE FOUR' WORKSHOPS

- Participants also earn credit towards our OED Education Certificate
- 90 minutes-2 hours long (2 hours preferred)
- Highly interactive and facilitated virtually by a team of co-facilitators and a tech/access host

My Role in Equity and Diversity

If “Diversity is everybody’s everyday work,” what is my role? This foundational workshop introduces participants to the core concepts around equity, diversity, and social justice. Key topics include foundational terminology, understanding our own identities, exploring bias and oppression, and how to work to be an ally, advocate, and accomplice to uplift, support, and actively fight for equity and diversity.

Addressing Implicit Bias and Microaggressions

The presence of implicit bias and microaggressions are important to address in our classrooms, work environments, and search and selection processes. This workshop will expose participants to the breadth of implicit bias research and will help them recognize shortcuts that are the result of unexamined bias and how this bias may produce microaggressions that can impact classroom, work, and social environments. Participants will also be prompted to interactively apply skills in acknowledging and actively addressing bias and microaggressions to use in their everyday lives.

Navigating Challenging Conversations

This workshop addresses one of the most significant aspects of equity and diversity work: navigating challenging conversations. In each of our ongoing developmental paths around equity, diversity, and social justice, we will find ourselves in more situations that call for self-reflection, careful listening, nuanced language, and thoughtful questions. This workshop introduces skills in the following areas: noticing and naming our own triggers and activation, developing nuance in our understanding of our intentions, and developing empathy and active listening skills when we impact others.

Removing Barriers and Creating Access

Growing out of efforts to increase access for marginalized people with disabilities in social justice organizing, creating access refers to an approach toward inclusion that envisions a world where everyone's needs are understood as valid. Whether it's captioning, gender-neutral restrooms, rooms for silent prayer, curb cuts, or inclusive language, the work of equity and diversity involves paying attention to how we design our classrooms, labs, offices, residence halls, work, curricula, and events to be as welcoming and inclusive as possible. In this course, learners learn critical concepts of access and accommodations and are given opportunities to assess the inclusivity of their own spaces, products, and communities.



ADDITIONAL WORKSHOPS

- Do not count towards the OED Certificate Program
- Targeted towards faculty and staff
- 90 minutes-2 hours long (2 hours preferred)
- Highly interactive and facilitated virtually by a team of co-facilitators and a tech/access host

Implicit Bias in Search and Selection Processes

Departments across the University of Minnesota regularly participate in searches and selection processes. The university is committed to increasing diversity among its staff, faculty, and students in admissions, promotions, scholarship decisions, and other related selection processes. The presence of implicit bias in these processes can inhibit this goal. This workshop will expose participants to the breadth of implicit bias research and will help them recognize shortcuts that are the result of unconscious or unexamined bias. Participants will learn promising practices and resources for addressing implicit bias in the context of search and selection processes.

Fostering Inclusive Climate with Microinterventions

This workshop focuses on practical approaches to creating an inclusive and affirming team culture within multiple institutional contexts. Focusing on micro-intervention approaches including micro-affirmations and micro-resistance practices, this workshop explores proactive strategies and skills that campus leaders can take to integrate belonging and inclusion into the daily life of a department.

Departmental Requirements and Next Steps:

- *We ask departments to highly encourage department members to attend. However, please do not make the workshop mandatory.*
- *At this time, all workshops are facilitated virtually to ensure the greatest possible accessibility.*
- *Due to the structure of our workshops and the importance of confidentiality, our workshops are not available for recording.*
- *We ask for a minimum of 20 participants and a maximum 45-50 participants per workshop. We encourage smaller sized departments and units to consider requesting a workshop together.*
- *To request a workshop or schedule a workshop series for your department, please complete [The Education Program Request Form](#).*

