

Inclusive Excellence

Professional Development Series



Being an Ally (or Advocate): Speaking Up, Walking Our Talk

Our commitment to diversity and inclusiveness is best seen in our actions. Allies and advocates are agents of social change. Given the various aspects of our identities, we can all serve as allies. What is an ally? What makes for a good ally? In this session we will discuss the role of allies and explore the ways that each of us can be allies in our daily lives. (1.5 hours)

Proactive Search Strategies: Recognizing and Mitigating Implicit Biases, Selective Attention and other Barriers to Effective Searches

This conversation-based workshop addresses strategies for a proactive search process aimed at addressing Bucknell's goal of increasing the diversity of the faculty and staff. What are best practices associated with hiring a diverse, highly qualified staff and faculty? How can implicit bias, selective attention, and other errors impede the process? What can we do to mitigate these barriers? Workshop participants explore these questions as well as share their own effective search strategies. Resources provided. (1.5 hours)

Diversity

It starts with me...
The conversation.
The action.
The change.
Diversity

*For more information and to register,
contact the Office of the Associate Provost
for Diversity, Equity & Inclusion*

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Bucknell
UNIVERSITY

Shared Foundations: Diversity & Inclusiveness

This interactive workshop provides an opportunity to establish a shared understanding of diversity and inclusion, explore our own experiences with diversity, and consider how university diversity efforts relate to our specific roles within the university community. With a focus on community building, we learn a bit about ourselves and each other during the session. (1.5 hours)



Diversity Conversations: Recognizing and Moving Beyond Barriers

Have you ever been afraid to talk about race, class, sexuality, gender identity or another diversity-related topic for fear of saying the wrong thing? Have you inadvertently offended or dismissed someone with remarks that were received as discriminatory and insensitive — despite your best intentions? Unintended slights and insults (otherwise known as microaggressions) occur when we are ill-equipped to consider perspectives and experiences beyond our own as we communicate. Building an inclusive campus requires that we broaden our abilities to effectively engage across various forms of difference.

This intensive workshop focuses on language, exploring the subtle ways that stereotypes can play out in everyday conversation. Participants will explore how and why intentions don't always align with impact, consider how to broaden their critical lens for communication, and engage in conversation and share experiences to sharpen communication skills. (1.5 hours)

Cultural Competency: Becoming Fluent, Building Capacity

Establishing an inclusive campus culture requires that we have an awareness of our own cultural identity and our views about difference. It also requires that we

- Learn about and build on various cultural and community norms of individuals who are different from us
- Understand differences that make individual members of specific groups unique
- Value variations that exist between groups

In other words, achieving a rich and inclusive campus community requires cultural competence.

In this interactive workshop, we examine the meaning and value of cultural competency. In particular, we engage in various hands-on exercises that allow us to (1) develop awareness of and broaden our own cultural perspectives and skills and (2) help us consider how cultural competency impacts our contributions to the campus community.

Cultural competency is more than just awareness. It is about an intentional and developmental process that evolves over an extended period of time. (3.0 hours)

Q&A: Diversity's Tough Questions

This workshop is based on the assumption that your diversity-related questions are important and say something about you. Your questions indicate that you are interested in learning more, and that you are being intentional about developing your cultural competency, a skill that is needed for being effective in our roles on campus. So, ask away!

Prior to the session, participants are invited to anonymously submit diversity-related questions that will be addressed with the group in the workshop. Through conversation, participants explore current answers to their questions and/or learn about how to approach the questions in a way that is meaningful and authentic. Diversity is rich, nuanced, and complex. Simple or straight-forward answers don't exist for all questions. This workshop, however, provides a solid starting point for addressing diversity-related questions. (1.5 hours)

