



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:
 - Introduced to the fundamentals of Diversity, Equity and Inclusion
 - Introduced to intersectional social identity mapping
 - Affirmed in their commitment to develop as an ally
 - Become aware of resources available on campus

- *Format*
 - 35-minute presentation with slides
 - 15-minute discussion
 - 10-minute question & answer session

Training Outline

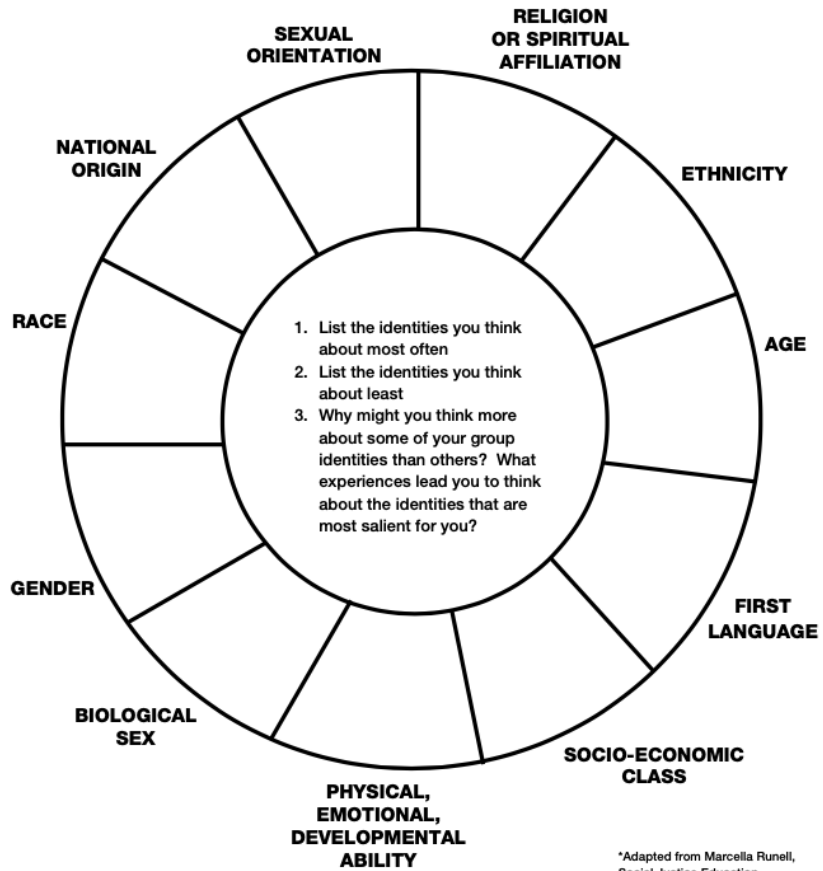
- *Social Identity*
 - Concepts Defined: Social Identity and Intersectionality
 - Brief Exercise: Social Identity Wheel (Exhibit A) - participants will have the opportunity to reflect on their own identities prior to the workshop.
 - The facilitator will walk through her own identity and will open the 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



*Adapted from Marcella Runell, Social Justice Education UMass-Amherst and "Voice of Discovery," Intergroup Relations Center, Arizona State University

Exhibit B

