

Session Title	Instructor	Type	Description
Introduction to the Diversity and Inclusion Certificate Program (required for all participants)	Office of Diversity and Inclusion	REQUIRED	Link to presentation will be sent to all registered participants
Fall 2024			
Understanding Conflict and Politics in the Middle East	Ora Szekely	Practical	This session will offer an introduction to the politics of the modern Middle East with a focus on the Israeli-Palestinian conflict and the current war in Gaza. We will examine common conceptions and misconceptions about the Middle East and its politics, while emphasizing the common humanity of those across the region.
Cycle of Socialization	Romina Pacheco	Core	In this session, participants will learn foundational concepts associated with Social Identity Theory and Socialization. By the end of the session, participants will more deeply understand how ideas, beliefs, and biases are shaped by socialization. Participants will have an opportunity to reflect on their life trajectory and engage in storytelling as a way to process the learning and build trust with their co-participants.
Social Constructions of Race and Class	Kourtney Senquiz	Core	Over a hundred years ago, W.E.B. Du Bois argued that race was a social construct reinforced by the institution of white supremacy. This session continues the work Du Bois began a century ago by providing attendees with a foundational understanding of how the social constructions of race and class reinforce hierarchies or power and oppression. Understanding the hierarchy of oppressions will provide attendees with antiracist tools to address social dilemmas and create a more equitable society that is committed to justice for all.
Power, Privilege, and Oppression	Andrew Stewart	Core	Not quite sure what privilege, power or oppression mean? Then come learn how our relationship to power and privilege can influence our decision-making, our treatment of others and institutional effectiveness. In addition, we will break down oppression into six ways it manifests (adapted from Iris Marion Young) to understand and be better positioned to address the inequities and privileges that result from it.
Healing in the Midst of Ongoing Racial Traumatic Stress	ShaQuan Read	Elective	This session will explore the intersectionality of our identities, how they interact with the outside world, and the barriers to connection & empathy. Participants will learn about the psychological impacts of oppression, , and how to begin the process of healing the self and community in the midst of racial trauma. This session is highly experiential.

Sexuality and Politics	Cyril Ghosh	Identity	This workshop is intended to enable participants to (a) acquire an understanding of the broad field of Sexuality Studies; and (b) develop some familiarity with the kind of rights struggles that lie at the intersection of sexuality and politics in the United States, with a special emphasis on US Supreme Court decisions that have historically shaped the trajectory of these struggles. Some of these LGBTQ+ rights struggles include issues revolving around employment (discrimination), public accommodations, marriage, bathroom access, participation in athletics, and healthcare access.
Spring 2025			
Introduction to Gender and Sexuality	Dink Dinkins	Identity	This session provides participants with the opportunity to reflect upon their own experiences with gender and sexuality, develop a deeper understanding of the nuances between sexuality and gender identities, and acquire skills that translate concepts into inclusive action. The presenters will facilitate multiple discussions and activities to allow participants to actively engage in the session, and resources for further learning will be provided.
Disability History and Access Best practices	Rachel Graddy	Practical	This session will focus on some key points in the disability rights movement and disabled history with particular emphasis on education. Participants will learn about key historical moments that helped to bring about the Americans with Disabilities Act. Participants will also learn about the basic tenets of accessibility, universal design, and how to create disability-friendly and inclusive educational materials and spaces. These strategies and history will be placed into a greater context of higher education to help educators and administrators across the higher education landscape.
Afro-Latinx Cultures in the Americas: Complex Identities	Eduard Arriaga	Elective	<p>Afro-Latinx Cultures in the Americas: Complex Identities" is a session devoted to exploring Afro-Latinx cultures as complex construction in the US and the Americas at large. From a comparative perspective, participants in the session will be able to analyze histories, narratives of migration, movement and co-existence between ethnic groups and communities that have made possible the emergence of what we call Afro-Latinx. Likewise, by discussing concrete cases (e.g., news, census data, literary and media representations), participants will be able to understand how race becomes a decisive factor in the way Afro-Latinx subjects negotiate their identities in diverse contexts and locations.</p> <p>Finally, the session will highlight the way in which Afro-Latinx communities have been bridges between African American and Latinx communities in the US.</p>

Antisemitism in a Turbulent World	Marta Havryshko	Identity	The Hamas attack on Israel on 7 Oct. 2022 and the ongoing Israel-Hamas War triggered a new wave of Antisemitism and Islamophobia in the Middle East and elsewhere. This presentation will focus on new developments in the conceptualization of Antisemitism and anti-Zionism in this turbulent time. It will analyze academic, political, and human rights discourses on preventing and combating Antisemitism and its practical implications today
Looking Through a Culturally Competent Lens	Paula Martin	Practical	Cultural Competence is Seeing, Hearing and Doing. Through this session we will explore how this lens should function in the DEIB environment. Through activities and dialogue we will examine how to develop of Culturally Competent way of viewing the communities we serve, ourselves, and the world at large.
DEInternational: Diversity, Equity, and Inclusion in International Communities Like Ours	Matt Johnston	Elective	<p>This session is about international communities, i.e., spaces where people from multiple nations live, study, and/or work together. We'll focus on the American college campus, but much of this discussion is relevant to other spaces and other nations. We'll discuss common misconceptions and biases about international students, as well as "barriers to entry" that make it hard for people to form bonds of mutual understanding within international communities. We'll consider the differences between open and closed communities. Please come ready to share your own stories and feelings. When have you felt like an outsider? What challenges and opportunities arise in international communities? Where does national origin fit into diversity, equity, and inclusion?</p> <p>In this session, participants will reflect on their personal experiences with access to and success in higher education, considering how race and class have shaped their journeys. The discussion will also explore the impact of neoliberalism and capitalism on the accessibility of higher education for BIPOC and low-income students. Through this, participants will gain a deeper understanding of the systemic barriers faced by marginalized groups in navigating college admissions, financing, and institutional support.</p>
Access & Equity in Higher Education: The Intersection of Race and Class	Kamala Kiem	Elective	