

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 2022			
Building an Inclusive Team	Joseph M. Corazzini	Elective	<p>In an inclusive culture, people feel safe to make unusual or different suggestions; to say the thing that everyone in the room is thinking but nobody is saying because they are worried about how it will be received. Diversity creates the potential for different opinions and ideas, but its inclusion allows for that potential to be realized. So, how can a leader build an inclusive culture? One in which a team of people from different backgrounds will openly share a range of perspectives and opinions?</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn about the six signature traits of inclusive leadership and how to build a more engaged team • Understand the benefits and characteristics of an inclusive workplace culture • Identify one action you can take and one action your department/division can take to promote a more inclusive culture
Cycle of Socialization	Romina Pacheco, Ph.D.	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 Construction of Race and Class	Kourtney Senquiz, Ph.D.	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	Taj Smith, Ed.D.	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.
Microaggressions in the Workplace	Thekia Jackson and Néstor Noyola	Elective	This session will provide an overview on research on microaggressions and explore their effects in the context of the workplace through an intersectional lens. It will help participants take responsibility and engage openly in the face of microaggressions. Through interactive activities and honest dialogue, participants will learn how to recognize and respond to microaggressions in the workplace.
The Politics of Black Hair	Tanya Mears, Ph.D.	Elective	This session will explore the art and history of Black/Afro-textured hair. The objective of this session is to: <ul style="list-style-type: none"> •Critically examine the evolving meanings attached to Black/Afro-textured hair •Observe how Black/Afro-textured hair has been policed/legislated over time •Discover some of the controversies surrounding Black/Afro-textured hair and its sociopolitical effects in various communities
Spring 2023			
Introduction to Gender and Sexuality	Peyton Wu and Cherilyn Bonin	Core	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.
AccessAbility: Disability Through a Diversity and Inclusion Lens	Fran Manocchio	Core	This session will present an overview, through a social justice lens, of the legal, cultural and social aspects of a range of ability and (dis)ability statuses. We will explore the evolution of disability rights as a civil rights movement. We will highlight expectations and experiences in the educational system, from kindergarten through post-secondary education, the impact of stereotypes and biases on individuals with visible and invisible disabilities, and potential issues in the workplace. The session will incorporate universal design for learning principles and active discussion.

Best Practices for Inclusive Faculty and Staff Hiring	David Jones, Ed.D.	Elective	This session will address the best practices in faculty and staff hiring. The session commences with a discussion of current hiring practices, what participants believe to be working well, and what might need further refinement. The session includes overview of job ads, how to build a diverse applicant pool (including passive recruitment and relationship building in advance of the search), comparing search demographics to national or local data, how to set up a search committee, training diversity ambassadors, screening applicants, and how to structure the on-campus visit. This session balances the philosophical underpinnings of recruiting diverse faculty and staff with practical advice on how to actually make it happen.
Applying Frameworks for Racial Equity on Campus	Hayley Haywood	Elective	After a brief overview of key terms regarding equity & brief review of institutional data, we will discuss the ways staff can combat racial inequity and strive for inclusive excellence within their roles at Clark. Participants will reflect on their own positionality and develop action steps to engage in meaningful anti-racism and continue progress toward serving all students.
The Otherness of Mental Illness	TBD	Elective	This session will examine the issue of mental illness as part of the dialogue of diversity and inclusion. The prevalence of mental illness in American society, especially depression and anxiety, has increased by a substantial rate in the past decade. Major depression among adolescents in the US has jumped 37% since 2006. Nearly one in six college students across the nation have been diagnosed with an anxiety disorder. Yet despite this prevalence, society maintains a stigma and creates a sense of "otherness" with individuals who struggle with mental illness as a means to distance themselves from what they fear and cannot control. We plan to explore the multiple perspectives surrounding the experiences and treatments of mental illness over time. We will also provide foundational knowledge and analytical tools to help understand the historical context of the mental health care system for the general population as well as for college students.
Supporting International Students: Moving from Awareness to Competence	Gurutze (Maria) Barluenga	Elective	This session will facilitate individual and group reflection and discussion of who our international students are, some common myths and bias towards this community of students, some of the hidden challenges that they might face, as well as some of our own limitations to support them effectively. We will reflect on our view of cultural differences and discuss how we can move from an ethnocentric experience to an ethnorelative one, so we can create a more inclusive learning environment.
Implicit Bias	Joseph M. Corazzini	Elective	Our biases often contradict our consciously held values related to racism and other forms of oppression. In this session, we will explore unconscious bias and ways to develop a practice of reflection and action that can intervene on the frequent opportunities for bias to shape your beliefs and actions.