

DIVERSITY, EQUITY, AND INCLUSION

Gain the skills needed to become a culturally proficient and effective leader. Learn how to promote cultural awareness while supporting the individual. Equip yourself with the skills to address issues of unconscious biases, culturally blindness, and race in the workplace.

Diversity, Equity, and Inclusion courses for Educators can be found in the catalog under School of Extended Education, Education/ Professional Development for Pre K-12 Teachers, Administrators and Paraprofessionals.

EDIC 9017 Diversity and Inclusion Certificate

The foundation of any successful organization is having a strong culture. In order to create this, leaders must be able to articulate, implement and truly understand diversity, equity, and inclusion in the workplace. This three-course certificate will provide you with the necessary skills and knowledge to become a culturally proficient and effective leader. Deepen your understanding of historical and social racial inequity and its negative effects on opportunity and equity in the workplace. Understand cultural blindness and the significant impact it has on an organization's employees, beliefs, practices, culture, and policies. This program will challenge you to think and see from new perspectives so you can become a better listener, problem solver, community builder, and conflict resolver. The Diversity and Inclusion Certificate includes three courses: Thriving in America as an Ethnically and Racially Conscious Person, Cultural Awareness and Unconscious Bias, and Let's Talk About Race. 5 credits.

- 75 clock hours/5.0 PDUs

EDIC 9011 Cultural Awareness and Unconscious Bias

Develop the skills to recognize implicit/explicit bias and the ways in which they influence our perceptions and actions. This course explores the concept of implicit bias and the nuanced behaviors that are a product of our unconscious beliefs. Participants will create an action plan around the essential question: What am I willing to do to not only become aware of, but interrupt actions that reflect implicit bias. 1 credit.

- 15 clock hours/1.0 PDUs

EDIC 9025 Let's Talk About Race

The Critical Race Theory (CRT) is a framework that examines society and culture as they relate to categorizations of race, law, and power. The five tenets of CRT are counter-storytelling, the permanence of racism, whiteness as property, interest convergence, and the critique of liberalism. Learn how CRT can be used as a lens for examining existing power structures and recognize how these tenets manifest systematically within organizations. Engage in activities to practice "interrupting" those practices and policies that seek to marginalize people of color. Gain strategies to have compassionate dialogue using the RIR (Recognize, Interrupt and Repair) Protocol. 2 credits.

- 30 clock hours/2.0 PDUs

EDIC 9027 Leveraging Privilege and Entitlement

This course will provide you ways to think about what privilege is and what it looks like in the workplace, so that we can frame our questions differently and open ourselves up to new approaches and solutions that create sustainable change. The course invites participants to think about the connection between the concept of privilege and the dominant American cultural stories about who belongs and who has agency. We will explore how these concepts influence power dynamics, whether or not there is space for multiple perspectives, and how that impacts the overall culture of a place. In addition, participants will be asked to explore personal and institutional oppression in order to equip individuals with knowledge and skills in leveraging their own privilege and entitlement to affect individual and systemic change. 2 credits.

- 30 clock hours/2.0 PDUs

EDIC 9016 Thriving in America as an Ethnically and Racially Conscious Person for Educators

The purpose of this course is to help you think about race and ethnicity as an evolving part of the human experience that, with understanding, self-reflection, and a willingness to engage in the larger world around us, can help you thrive. Participants will have an opportunity to explore family and community beliefs, values, and ideals and how they may impact our own values and beliefs and how they manifest in our interactions with those around us and the organizational policies, practices, structures, and culture. Through the implementation of Compassionate Dialogue and the RIR Protocol students will reflect interpersonally, intrapersonally, and systemically on issues that impede an ability for individuals to thrive. 2 credits.

- 30 clock hours/2.0 PDUs

EDIC 9028 The Tragedy of Non-Ness

In this course, we will look closely at how language and other forms of representation can be used to marginalize people and groups. Exclusionary descriptors are embedded in language and undermine our ability to create inclusive and equitable relationships, organizations and communities. An example of exclusionary language, we describe someone as not being something (ex. "non-White"), which results in the excluded listener feeling "othered," "less than," "inadequate" and "unseen." In this training, participants will discuss the prevalent forms of exclusionary language and representation and discuss appropriate, compassionate, personal and professional responses to its use. 2 credits.

- 30 clock hours/2.0 PDUs