

I Get Diversity, But What is Inclusion?

2.5 Hours | Challenge: Low | Audience: SU/FI/ST

This training focuses on the importance of creating welcoming, affirming departments where staff, faculty, and students from an array of backgrounds and identities feel included and valued. The session includes a discussion of why inclusion is important, common obstacles to inclusion, and strategies for inclusive units/departments.

Making Implicit Bias Conscious

2.5 Hours | Challenge: Low | Audience: SU/FI/ST

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. This training examines the impact of implicit bias, explores how implicit bias is manifested in our day to day, and discusses strategies to identify and interrupt our implicit biases.

Cultural Competency in the Classroom: Strategies & Suggestions

2.5 Hours | Challenge: Med | Audience: FI/ST

Culturally competent courses strive to create environments that allow for effective, ethical, and accountable conversations across difference. This training aims to help you think about and strategize how you make your classroom brave enough for students to engage in conversations about difference.

Understanding Microaggressions

2.5 Hours | Challenge: Med-High | Audience: FI/ST

Microaggressions are brief daily indignities (in language, behavior, or spaces) that further marginalize people due to their identities. This workshop defines microaggressions, and identifies how microaggressions impact the UMD community. Participants will develop skills to identify and begin thinking about how to address microaggressions.

How to Have Crucial Diversity Conversations

2.5 Hours | Challenge: Med-High | Audience: FI/ST

This training focuses on some common crucial conversations that need to happen in work environments striving for inclusion and diversity. Topics include interrupting harmful ways of relating with one another, having conversations when you have immediate diversity concerns, and proactive conversations that help create a culture of inclusion.

Interrupting Imposter Syndrome

2.5 Hours | Challenge: Med-High | Audience: SU/FI/ST

Imposter syndrome refers to individuals' feelings of not being as capable or adequate as others perceive them to be. This training will define imposter syndrome while developing techniques to recognize and combat it.

Navigating Triggers

2.5 Hours | Challenge: High | Audience: SU/FI/ST

Engaging across difference can become difficult when participants experience intense, unexpected emotional reactions to others' behaviors or comments. In this training, participants learn the characteristics of a triggering event, explore their relationship with conflict, understand the triggering event cycle, and trigger response tactics.

Intergroup Dialogue Facilitator Training

2 Days | Challenge: High | Audience: FI/ST

Intergroup dialogue engages participants from cultural and social identity groups with actual or perceived conflict in a collaborative structured form of group conversation that move towards collective action. This training includes an overview of foundational concepts and theory informing the intergroup dialogue model, opportunities for participants to engage in self-reflection, and the development and practice of facilitation skills.

-Ism Specific Trainings: We offer training for specific experiences of discrimination, such as religious bias, racism, homophobia, ageism, ableism and sexism. Trainings range from 90 minutes to 2.5 hours, with varying levels of challenge, for all audiences.

Lesbian, Gay, Bisexual, and Transgender (LGBT) Inclusion at Work

1 Hour | Challenge: Low | Audience: FI/ST

The objectives of this training are to increase awareness and share specific suggestions and tools to use for creating an inclusive environment for LGBTQ people.

Tailored Trainings: For a specific need/topic not met by the above list, we offer customized trainings