

DIVERSITY AND INCLUSION ACTIVITIES LIST

Members of our community are expected to demonstrate a commitment to improving the climate for historically underrepresented constituencies; e.g., people of color; those with disabilities; those of different sexual orientation, religion, etc.; and new immigrant populations. Our staff and professional personnel strive to manage differences with skill and sensitivity; accept diverse ideas and differing points of view; and exhibit respect for all.

Sample list of capacity building activities that foster a diverse and inclusive work environment:

- Diversity-related training, (ex. training related to DEI & Bias);
- Workshop participation (ex. First Generation Day, Roger Pledge Day, International Women's Day Celebration, LGBTQIA+ Celebrations);
- Attending presentations focusing on topics enhancing intercultural understanding and appreciation;
- Completing Safe Zone, Faith Zone trainings;
- Broadening understanding of DEIA (A=Accessibility);
- Conference attendance that enhances your intercultural skills;
- Pursuing community engagement opportunities;
- Program development impacting diverse communities;
- Developing or participating in multicultural networking opportunities;
- Learning a new language;
- Serve as Search Advocate, receiving training to support equity in the search process
- Using Gender Inclusive language in office dialogue and print materials;
- Allow for time on our divisional/departmental agendas to talk about diversity topics such as: the experiences of different underrepresented employees and the ways in which normative experiences, patterns and policies can lead to exclusion and inequity;
- Hold your employees accountable for exclusive behaviors, and
- Other related activities.