## Division of Diversity and Inclusion Spring 2020 Trainings

Face-to-face training opportunities to develop awareness and skills to contribute to an inclusive campus environment.

### Embrace Diversity

**Training topics:**
- Learn the basics of UMKC’s Diversity Strategic Plan and related UMKC statistics
- Become familiar with diversity and inclusion strategies based on cultural competency models
- Identify related resources and opportunities

**Goal:** Participants will better understand UMKC diversity and inclusion efforts and commit to at least one action step to continue to explore diversity and increase cultural competencies for a more inclusive UMKC.

**Administrative Center, Brookside Room:**
February 10, 9:00–11:00 a.m.

### The Science of Unconscious Bias and its Professional Implications

**Training topics:**
- Learn about unconscious bias
- Discuss implications on professional judgment and the professional environment
- Review resources to further identify unconscious bias and ways to reduce it

**Goal:** Participants will leave with an increased capacity to recognize biases and prevent or reduce unintended consequences of unconscious bias in order to create a more inclusive campus and climate.

**School of Medicine, Bamberger Room (M4-C05):**
March 11, 1:00–3:00 p.m.

### Understanding our Privilege and its Impact

**Training topics:**
- Learn how to define privilege and power
- Learn how to identify their own privilege and the power and privileges that exist generally
- Explore how privilege and the power structures impact themselves, others and society

**Goal:** Participants will have an increased understanding of how privilege impacts our individual, institutional and structural systems and learn how to advocate and support those who do hold power and privilege.

**School of Medicine, Humanities Conf Rm (M4-C01):**
March 20, 9:00–11:00 a.m.

### Communicating Respectfully in a Diverse World

**Training topics:**
- Understand the impact of stereotypes and bias statements, even when casually said
- Identify the most common reasons people sit silently in the face of bias and stereotypes
- Explore skills for speaking up against stereotypes and bias without blame or guilt

**Goal:** Participants will enhance communication skills for promoting inclusion and respect.

**School of Medicine, Bamberger Room (M4-C05):**
March 26, 1:00–3:00 p.m.

### Crucial Conversations

**Training topics:**
- Identify diversity dimensions and dynamics that impact individuals and workplace climate
- Recognize signs that indicate dialogue is crucial
- Become better prepared to engage in crucial conversations utilizing six essential skills

**Goal:** Participants will gain dialogue skills to make better decisions, build relationships and strengthen our institution.

**Administrative Center, Gillham Park Room:**
April 14, 9:00–11:00 a.m.

Registration required for each training; to register, visit [umkc.edu/diversitytraining](http://umkc.edu/diversitytraining).

For more information, contact Lona Davenport at davenportlm@umkc.edu or 816-235-6510.