Diversity & Inclusion
Professional Development Events 2015-16

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*Programs marked with asterisks are also recommended for community partners such as HR professionals, managers, supervisors and department heads for the City of Ithaca and Tompkins County, City of Ithaca Common Council and Diversity Consortium members, and Ithaca City School District.

Cornell University
Department of Inclusion and Workforce Diversity
150 Day Hall
Ithaca, NY 14853
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Inclusive Excellence Academy

With a focus on the development of multicultural fluency, Cornell University’s Inclusive Excellence Academy offers programs and access to subject matter experts to advance an inclusive educational environment and workplace.

Specific workshops, prioritized on the university’s needs, are offered each year. Customized diversity programs, on a range of topics, may be scheduled for specific colleges/administrative units upon request.

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Highlighting Diversity and Inclusiveness at Cornell University

Diversity and Inclusion Professional Development

2015 – 2016

NOTE: This list of programs will be updated as new opportunities are added.
Understanding Unconscious Bias and Micro-Inequities
Cornell Interactive Theatre Ensemble (CITE)
August 31, 2015
9:00 – 11:30 a.m.
700 Clark Hall
Registration: [http://tinyurl.com/IE-Academy-8-31-15](http://tinyurl.com/IE-Academy-8-31-15)
(Maximum participants: 60)

(Nota: This program will be incorporated into the Fall 2015 Diversity Leads Meeting; separate registration is required.)

Learning objectives of the program are designed to stimulate discussion about opportunities for greater understanding of diversity and inclusion, including:

- Understanding “unconscious bias”
- Providing a definition of micro-inequities/unconscious bias that people can relate to
- Recognizing behaviors related to micro-inequities and discussing how we might limit those behaviors
- Identifying strategies of what can be done on personal, interpersonal and group levels
- Identifying skills that are useful in creating a climate of respect: Listening for understanding, especially when we think we are different from one another

Disability Inclusiveness
Erin Sember-Chase, Assistant Director, Student Disability Services
January 28, 2016
1:00 – 2:30 p.m.
700 Clark Hall
Registration: [http://tinyurl.com/IE-Academy-1-28-16](http://tinyurl.com/IE-Academy-1-28-16)

(Note: This program will be incorporated into the January 2016 Diversity Leads Meeting; separate registration is required.)

This program, originally created as part of the TND “snippets” initiative, is designed to explore what we mean by a disability-inclusive workplace. The program centers on a short video and facilitated discussion about what constitutes a disability, and challenges participants to re-examine societal perceptions and stereotypes of individuals with disabilities. Information about the Americans with Disabilities Act (ADA) will also be shared.
Social Identity Profile
Cornell Interactive Theatre Ensemble (CITE)

**NEW DATE – April 13, 2016**
8:30 – 11:30 a.m.
163 Day Hall
(Maximum participants: 40)

This program is designed to help participants more fully understand “how we think about how we think” about identity, inclusion, exclusion and moving towards accomplishing our goals for enhancing the workplace climate that is inclusive of all its members. The program will build upon the institutional experience and extensive research from University of Michigan’s Intergroup Dialogue Program (IDP) that is now part of Cornell as of fall 2012. The IDP model is used in conjunction with the Cornell’s former program, the Human Relations Training Program (later known as Peer Educators in Human Relations) that informs the core curriculum.

Diversity Leads Meeting
May 12, 2016
1:00 – 3:00 p.m.
700 Clark Hall
Registration: [http://tinyurl.com/IE-Academy-5-12-16](http://tinyurl.com/IE-Academy-5-12-16)

Toward New Destinations Diversity Council Leads Meeting
Inclusive Excellence Academy Programs
for Cornell University Constituent Group Leaders and Members
(University Assembly, including Faculty Senate, Employee Assembly, Student Assembly,
Graduate/Professional Student Assembly; Colleague Network Group members; Student Group Advisors;
Alumni Group Leaders)

Your Story, My Story
Cornell Interactive Theatre Ensemble (CITE)
September 16, 2015
9:00 – 11:00 a.m.
700 Clark Hall
Registration: http://tinyurl.com/IE-Academy-9-16-15
(Maximum participants: 125)

The purpose of this theatrical program is to provide an opportunity for university governance groups
(University Assembly, Employee Assembly, Faculty Senate, Graduate/Professional Student Assembly,
and Student Assembly), employee support group members (Colleague Network Groups), and advisors to
student groups to hear, explore, and experience each other in a way that illuminates their similarities
rather than their differences.

The theatrical piece brings to life accessible characters who are fully human, both credible and fallible.
Eight characters will share their own stories about the following topics:

- Assumptions around age
- Sexual orientation
- Biracial and multiracial families
- Local versus external hires
- Status and hierarchies
- Communication style
- Family challenges around health and illness
- Conservative perspective in a liberal environment
- A military veteran perspective

The primary objective is to stimulate discussion about the opportunities for greater understanding of
diversity and inclusion. Listening to the stories of the characters in the theatrical piece will provide an
opportunity for learning about:

- Experiences of exclusion and inclusion in the workplace
- Experiencing empathy for and identification with all of the characters
- Seeing the commonality of our human experience that flows underneath all the stories
- Our own unconscious bias
Understanding Unconscious Bias and Micro-Inequities
Cornell Interactive Theatre Ensemble (CITE)
February 29, 2016
9:00 – 11:00 a.m.
G10 Biotechnology Building
Registration: http://tinyurl.com/IE-Academy-2-29-16
(Maximum participants: 60)

This program may be viewed as a follow up to “Your Story My Story” or as a stand-alone program. The goal of the program is to bring to life the stories of two characters from “Your Story, My Story” who experience challenging interactions that make them feel judged or stereotyped. The audience will experience and understand each character to more fully understand how unconscious bias and micro-inequities impact the workplace.

**Learning objectives** of the program are designed to stimulate discussion about opportunities for greater understanding of diversity and inclusion, including:

- Understanding “unconscious bias”
- Providing a definition of micro-inequities/unconscious bias that people can relate to
- Recognizing behaviors related to micro-inequities and discussing how we might limit those behaviors
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- Identifying skills that are useful in creating a climate of respect
- Listening for understanding, especially when we think we are different from one another
Inclusive Excellence Academy Programs for Staff and Administration

Veterans in the Workforce
David Hart
Speaker, Author, U.S. Army Ranger
September 21, 2015
9:00 – 10:30 a.m.
701 Clark Hall

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

The passage of regulation 4212 and the increasing available number of military veterans provide an opportunity for Cornell to bolster its workforce by hiring this population. As important as increasing the representation of military veterans in the workforce, is fully engaging those we already have to ensure we are getting the full benefit of their experience. As Cornell’s diversity initiative focuses on the “lived experience of diversity” this year, learn, from a former Army Ranger, how we can develop strategies to fully engage our military veterans.

Micro-Inequities and Unconscious Bias: Are You Unconsciously Biasing Your Decisions?
Kam Wong
Vice President, Diversity & Inclusion Planning & Administration, Prudential Financial Inc.
October 8, 2015
9:00 – 10:30 a.m.
G10 Biotechnology Building
Registration: [http://tinyurl.com/IE-Academy-10-8-15](http://tinyurl.com/IE-Academy-10-8-15)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

As the nation continues to become more diverse, as reflected by the diversity of our own student body, it becomes increasingly important for Cornell to increase the diverse representation of its staff and administration. This makes all aspects of the selection process critical in identifying diverse candidates. Unconscious bias in the selection process can impact our ability to hire diverse candidates. In this workshop, learn how unconscious bias can impact our commitment to hiring diverse individuals and strategies to limit the impact of unconscious bias.
Safer People: Safer Places LGBTQA Support Network
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
October 14, 2015
10:00 – 11:30 a.m.
140 East Hill Office Building (EHOB) at 395 Pine Tree Road
Registration: http://tinyurl.com/IE-Academy-for-10-14-15
(Maximum participants: 30)
This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

The Safer People/Safer Places network seeks to create a safer and more inclusive environment for all members of the campus community by reducing heterosexism, homophobia, biphobia, transphobia, and queerphobia. After completing this program, participants will be able to:
- Define common concepts and language relating to sexuality and gender identity
- Explore the experience of homophobia, heterosexism and genderism
- Identify specific actions to create welcoming, affirming and inclusive space for people marginalized by their sexuality and/or gender identity

Best Practices for Recruiting and Hiring Veterans
James Schmeling, J. D.
Co-founder and Managing Director
Syracuse University Institute for Veterans and Military Families
October 20, 2015
9:00 – 10:30 a.m.
G10 Biotechnology Building
Registration: http://tinyurl.com/IE-Academy-10-20-15
This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

Syracuse University Institute for Veterans and Military Families (IVMF) is the leading national university center leveraging higher education to advance social, economic, education and policy issues impacting veterans and their families post-service. In this program, IVMF co-founder James Schmeling will present a powerful business case for recruiting and hiring veterans in higher education. He will share successful strategies and best practices for building employment pipelines to military veterans and their dependents.

As the managing director of IVMF, James Schmeling is responsible for programming which includes transition, employment, entrepreneurship, and training programs such as the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV); Entrepreneurship Bootcamp for Veterans-Families (EBV-F); Veterans Career Transition Program (VCTP); Transition Assistance Program: Boots to Business and B2B:Reboot Programs; Veteran Women Igniting the Spirit of Entrepreneurship (VWISE); and, VetNet. IVMF’s programming reaches over 20,000 veterans and family members annually. Schmeling sits on the Veterans Employment Advisory Committee for the U.S. Chamber of Commerce’s Hiring Our Heroes initiative. He is IVMF’s liaison with the U.S. Business Leadership Network.
Trans* 101
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
November 4, 2015
10:00 – 11:30 a.m.
401 Physical Sciences Building
Registration: http://tinyurl.com/IE-Academy-11-4-15
(Maximum participants: 30)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

This workshop explores basic terminology associated with the transgender and/or gender non-conforming community, engages participants in a discussion around gender non-conforming issues, processes, and highlights some of the challenges encountered by these community members.

It Depends On the Lens:
Addressing Unconscious Bias in the Staff Search Process
Cornell Interactive Theatre Ensemble (CITE)
November 17, 2015
9:00 – 11:00 a.m.
G10 Biotechnology Building
Registration: http://tinyurl.com/IE-Academy-11-17-15

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

This program, developed by the Cornell Interactive Theater Ensemble and the Cornell University Recruitment and Employment Center, is designed for hiring managers, supervisors, and search committee members. It combines interactive theatre and guided discussion with research on unconscious bias. The session concludes with a discussion of best practices for combating unconscious bias in searches.

Objectives:
Group discussion will center on:
• the behaviors, perspectives, emotions, assumptions and biases of the members of the staff search committee as they evaluate applicants during a discussion of materials submitted for review
• unconscious bias which undermines fairness in the search process because of the tendency to evaluate applicants in a way that puts ‘minorities’ at a disadvantage
• the onus of responsibility for recognizing racial, gender and other forms of bias in the evaluation of applicants and for challenging our implicit hypotheses about applicants
Understanding Unconscious Bias and Micro-Inequities
Cornell Interactive Theatre Ensemble (CITE)
February 29, 2016
9:00 – 11:00 a.m.
G10 Biotechnology Building
Registration: http://tinyurl.com/IE-Academy-2-29-16
(Maximum participants: 60)

This program may be viewed as a follow up to “Your Story My Story” or as a stand-alone program. The goal of the program is to bring to life the stories of two characters from “Your Story, My Story” who experience challenging interactions that make them feel judged or stereotyped. The audience will experience and understand each character to more fully understand how unconscious bias and micro-inequities impact the workplace.

Learning objectives of the program are designed to stimulate discussion about opportunities for greater understanding of diversity and inclusion, including:

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Safer People: Safer Places LGBTQA Support Network
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
March 9, 2016
10:00 a.m. – noon
226 Weill Hall
Registration: http://tinyurl.com/IE-Academy-3-9-16
(Maximum participants: 30)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

The Safer People/Safer Places network seeks to create a safer and more inclusive environment for all members of the campus community by reducing heterosexism, homophobia, biphobia, transphobia, and queerphobia. After completing this program, participants will be able to:

- Define common concepts and language relating to sexuality and gender identity
- Explore the experience of homophobia, heterosexism and genderism
- Identify specific actions to create welcoming, affirming and inclusive space for people marginalized by their sexuality and/or gender identity
Trans* 101
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
April 6, 2016
10:00 a.m. – noon
226 Weill Hall
Registration: http://tinyurl.com/IE-Academy-4-6-16
(Maximum participants: 30)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

This workshop explores basic terminology associated with the transgender and/or gender non-conforming community, engages participants in a discussion around gender non-conforming issues, processes, and highlights some of the challenges encountered by these community members.

Workplace Bullying’s Impact on Engagement and Inclusion
Dr. Leah Hollis, Speaker/Trainer/Researcher, Founder and President of Patricia Berkly, LLC, a diversity training and consulting group
April 28, 2016
10:00-11:00 a.m.
700 Clark Hall
Registration: http://tinyurl.com/IE-Academy-4-28-16-am

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

According to Dr. Leah Hollis, the rates of workplace bullying in higher education are alarming; 62% of higher education administrators endure workplace bullying, which is 58% higher than in private industry. In addition, workplace bullying in higher education impacts a commitment to diversity and inclusion because it disproportionately affects women, individuals of color, and the LGBT community. This presentation will outline the behaviors that constitute workplace bullying, how it impacts our commitment to diversity, and strategies for overcoming it.
Addressing Workplace Bullying

Interactive Workshop for Human Resources Professionals and Supervisors/Managers

Dr. Leah Hollis, Speaker/Trainer/Researcher, Founder and President of Patricia Berkly, LLC, a diversity training and consulting group

April 28, 2016
12:30 – 2:00 p.m.
701 Clark Hall

Registration: http://tinyurl.com/IE-Academy-4-28-16-pm

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

Human Resource professionals and supervisors/managers/department heads have both an obligation and an opportunity to address workplace bullying. In this interactive workshop, participants will have the opportunity to develop strategies and implementation plans to educate our workforce on workplace bullying and to take steps to eliminate it from our work sites.