

From PaperClip Communications

Diversity, Equity & Inclusion: Deepen the Cultural Competencies of Your Faculty & Staff - March 30, 2017

Campuses across the country feel the intensifying call to stand in unison and invest effort and energy to ensure that leaders, staff, and faculty are committed to and demonstrating a mutual goal to create an inclusive campus environment. Many recognize the potential rewards of increased student persistence and graduation and increased staff/faculty retention.

Now is the time to reignite and reinvigorate intentional, comprehensive training programs focused on issues of diversity, equity, inclusion and social justice.

There is a renewed and increasing call for immediate, systemic change at all levels and for all students, faculty and staff – 2017 is the year for your campus leaders to **implement meaningful professional development programs and systems of accountability** to ensure that everyone deepens their capacity to serve the increasingly diverse populations within your institution.

You can identify the skills and competencies you want administrators, staff and faculty to exhibit to proactively create an inclusive campus environment that enhances the success of everyone within your campus community. It can feel like a monumental task, but we have the training to guide you forward!

Our expert presenter – Dr. Kathy Obear, President for the Alliance for Change Consulting and Coaching and Co-Founder of The Social Justice Training Institute, will provide you with training resources, tools and a framework you can implement to analyze where your institution is, where you need to be and how you can deepen the cultural competencies of your leaders, faculty and staff...all with the **ultimate goal of fostering academic success, belonging, and personal safety for ALL students!**

Panelist:

Kathy Obear, Ed. D., is the President of the Alliance for Change Consulting & Coaching and Co-Founder of The Social Justice Training Institute.



Dr. Kathy Obear has over 30 years of experience as an organizational development consultant and trainer specializing in creating inclusion, team and organizational effectiveness, conflict resolution, and change management. She has given speeches, facilitated training sessions, and consulted to top leaders at hundreds of universities, human service and K-12 organizations, and corporations across the United States and internationally designed to increase the passion, competence, and commitment to create inclusive, socially just environments for all members of the organization. She has facilitated “training of trainers” programs for student affairs professionals, faculty, and student leaders at numerous colleges and universities.

Dr. Obear is a Co-Founder of the Social Justice Training Institute (www.sjti.org) and is regarded as an expert at training leaders and facilitators to navigate difficult dialogues and triggering events. She is a certified Life Coach and Executive Coach and delights in supporting people reach their potential and live their best life.

Topics Covered:

As a result of this webinar, you will take away:

- The ability to identify the skills and competencies you want administrators, staff and faculty within your institution to demonstrate in their roles, to:
 - Recognize the full breadth of differences on campus
 - Identify the dynamics of inclusion and exclusion in all their areas of responsibility
Understand how the dynamics of privilege and marginalization impact faculty, staff and students in their daily lives
 - Address common exclusionary behaviors and microaggressions effectively
 - Use an *Inclusion Lens* to design and revise programs, policies, systems and procedures that aim to serve students, staff and faculty
 - Effectively facilitate difficult dialogues
 - Proactively create inclusive campus environments that enhance the success of everyone on campus
- Training resources that will help you deepen the cultural competencies of leaders, staff and faculty to serve the full breadth of students; **leading to increased student persistence and graduation, and increased staff/faculty retention.**
- Tools to help leaders analyze your institution's current culture and climate using a 6-Stage model, Multicultural Organizational Development (MCOB).
- Critical considerations to **develop your own 12-18+ month professional development plan** to deepen the cultural competencies of leaders, faculty, and staff. ***You will be guided to look at the current level of your campus/department cultural competencies and build upon these to create a training framework.***