

Educational Resources

FOR IMPROVING UNIT AND DEPARTMENT CULTURE AND CLIMATE

This guide provides a non-exhaustive list of the University's educational resources for improving unit and departmental culture and climate.

CONFLICT RESOLUTION AND CHALLENGING CONVERSATIONS

Office for Conflict Resolution
ocr@umn.edu • 612-624-1030

CONFLICT RESOLUTION 101: MOVING FROM AVOIDANCE

This introductory workshop looks at the causes of workplace conflict and our responses to it. It examines the impacts of unaddressed problems on the individual, the team and the organization, and provides practical advice on how to prepare for difficult conversations.

Office for Equity and Diversity
swilench@umn.edu • 612-625-9973

FACILITATING CHALLENGING CONVERSATIONS

This workshop addresses one of the most ever-present and significant aspects of equity and diversity work: education through dialogue. In each participant's on-going development as an ally and a leader, they will find themselves in more and more situations that call for careful listening, nuanced language, well-timed questions, and skilled facilitation. This workshop offers each participant an opportunity to develop these educational skills.

TEACHING WITH INTENTION: FACILITATING CHALLENGING CONVERSATIONS IN THE CLASSROOM

Most instructors are adept at handling conversations dealing with their content areas. But when conversations become more challenging, particularly around topics some find controversial and even "off topic," how can we facilitate in such a way as to increase learning? In this workshop, instructors will learn strategies for addressing issues of race, class, gender, gender identity, sexual orientation, disability, and religion, among others that may arise, in order to support classroom community and promote inclusive teaching.

Student Conflict Resolution Center
sos@umn.edu • 612-624-7272

CIRCLE DIALOGUES

Circle dialogues provide participants with an opportunity to engage in a respectful, carefully structured way that provides for maximum understanding, empowerment and connection. A pre-meeting with participants identifies the purpose and sets guidelines for interactions. All voices are heard and all are treated with respect. A trained guide external to the group is provided to develop questions to elicit various perspectives and possibilities for positive problem solving.

PROGRAM CULTURE AND CLIMATE

OHR - Leadership and Talent Development
lt@umn.edu • 612-624-8647 (OHR number)

Offers consultations with academic leaders on workplace culture and climate issues. Provides referrals to external consultants with higher education experience in promoting positive organizational development. Offers consultation related to the following tools:

- An academic unit profile designed to help you assess unit culture and climate.
- A guide to summarize your engagement action.

Aurora Center
aurora@umn.edu • 612-626-2929

Conducts listening sessions to surface concerns related to sexual misconduct and generate strategies for improvement.

Office for Conflict Resolution
ocr@umn.edu • 612-624-1030

Conducts listening sessions to surface concerns related to unit climate and culture and generate strategies for improvement.

The Dignity Project: Student Conflict Resolution Center

z.umn.edu/sosproject • 612-624-7272

This website provides online resources on topics related to academic civility, including: building civility and strategies for dealing with academic incivility and toxic behavior.

Graduate School Diversity Office

culbrea@umn.edu • 612-626-4908

OPERATIONALIZING YOUR DATA

Oftentimes, data is collected and analyzed with little traction for implementation and evaluation. This private one-hour session provides customized feedback on survey results and offers practical strategies for programmatic development. The Graduate School's Diversity & Inclusion Consultant offers strategies reflective of national trends, leading best practices and the realities within your unit.

SOCIAL NORMS

Office for Conflict Resolution

ocr@umn.edu • 612-624-1030

Office of Equal Opportunity and Affirmative Action

eoaa@umn.edu • 612-624-9547

Offers facilitated discussions to identify and discuss social norms within the unit, including unit members' expectations of how they will interact with one another. For example, a session could focus on unit members, views on how faculty members and graduate students interact, and should interact, given their power and status differences. These discussions can be tailored to meet a unit's concerns and needs.

IMPLICIT BIAS

Office for Equity and Diversity

swilench@umn.edu • 612-625-9973

IMPLICIT BIAS IN SEARCH AND SELECTION PROCESSES

Departments across the University of Minnesota regularly participate in searches and selection processes. The university is committed to increasing diversity among its staff, faculty, and students in admissions, promotions, scholarship decisions, and other related selection processes. The presence of implicit bias in these processes can inhibit this goal. This workshop will expose participants to the breadth of implicit bias research and will help them recognize shorts cuts that are the result of unconscious or unexamined bias. Participants will learn promising practices and resources for addressing implicit bias in the context of search and selection processes.

ADDRESSING IMPLICIT BIAS AND MICROAGGRESSIONS

The university is committed to increasing diversity among its staff, faculty, and students, and this includes supporting people of color, people who identify as women, people with disabilities, LGBTQIA communities and in other identities across campus. The presence of implicit bias and microaggressions are important to address in our classrooms, work environments, and search and selection processes. This workshop will expose participants to the breadth of implicit bias research and will help them recognize shorts cuts that are the result of unexamined bias and how this bias may produce microaggressions that can impact classroom and work environments. Participants will learn best practices and resources for addressing implicit bias and microaggressions on campus.

SEXUAL MISCONDUCT

Online Training Resource for Employees

it.umn.edu/training-review-preventing-responding

PREVENTING AND RESPONDING TO SEXUAL MISCONDUCT

Employees can review the online training by following the instructions at the website listed above. For additional training on this topic, contact the Office of Equal Opportunity and Affirmative Action (EOAA) at 612-624- 9547.

Aurora Center

aurora@umn.edu • 612-626-2929

INTRODUCTION AND RAPE CULTURE

This workshop offers scenarios and discussion customized to each audience, and addressing:
1) the scope of the problem; 2) rape culture myths; and
3) consent, coercion and alcohol.

SUPPORTING SURVIVORS

This workshop offers scenarios and discussion customized to each audience, and addressing:
1) barriers to disclosure and reporting; 2) active listening; and 3) how to respond to disclosures.

HEALTHY RELATIONSHIPS ON CAMPUS

This workshop offers scenarios and discussion customized to each audience, and addressing:
1) consent in relationships; healthy/unhealthy/abusive relationships; and 3) supporting a friend in an abusive relationship.

BYSTANDER INTERVENTION

This workshop offers scenarios and discussion customized to each audience, and addressing:
1) barriers to intervention; 2) intervention strategies; and
3) navigating scenarios.

INTERSECTIONS OF RACE AND SEXUAL VIOLENCE

This workshop offers scenarios and discussion customized to each audience, and addressing:

1) intersectionality and exploring self-identity; 2) narratives from people of color; and 3) unique barriers to accessing resources or reporting for people of color.

INTERSECTIONS OF GENDER, SEXUALITY AND SEXUAL VIOLENCE

This workshop offers scenarios and discussion customized to each audience, and addressing:

1) intersectionality and exploring self-identity; 2) narratives from queer and trans folk; and 3) unique barriers to accessing resources or reporting for queer and trans folk.

GENDER AND LGBTQIA IDENTITIES AND COMMUNITIES

Office for Equity and Diversity
swilench@umn.edu • 612-625-9973

LGBTQIA IDENTITIES AND COMMUNITIES

In discussions of “diversity,” not everyone recognizes that gender identity, gender expression, and sexual orientation are important points of cultural difference that merit recognition and voice. Members of the University who are gay, lesbian, bisexual, transgender, intersex, asexual, and/or queer often face isolation, silence, and invisibility. This workshop is an opportunity for participants to learn about LGBTQIA identities and communities, and to identify strategies they can employ to create a more open and welcoming campus climate.

UNDERSTANDING AND ADVANCING GENDER EQUITY

The media makes it sound like women have reached equality. What’s the truth? In this interactive workshop, increase your knowledge of women’s stats today, discuss how women’s equity benefits everyone, and share ideas for advancing equity.

Gender and Sexuality Center for Queer and Trans Life
gsc@umn.edu • 612-625-0537

Offers formal trainings that involve activities that increase LGBTQIA knowledge, interactive workshops that involve skill-based activities such as scenarios and role-plays, and facilitated dialogues aimed at helping participants navigate discussions around a focused topic such as homophobia in the workplace or correct usage of gender pronouns.

DISABILITY AND ACCESS

Disability Resource Center (DRC)
drc@umn.edu • 612-626-1333

The DRC conducts customized training upon request and is available for consultation on topics related to disability access, inclusion, and reasonable accommodation.

Office for Equity and Diversity
swilench@umn.edu • 612-625-9973

COLLECTIVE ACCESS FOR ALL

Growing out of efforts to increase access for multiple marginalized people with disabilities in social justice organizing, the term “collective access” refers to an approach toward inclusion that envisions a world where everyone’s needs are understood as valid. Whether it’s captioning, gender neutral restrooms, rooms for silent prayer, curb cuts, or inclusive language, the work of equity and diversity involves paying attention to how we design our classrooms, labs, offices, residence halls, work, curricula, and events to be as welcoming and inclusive as possible. In this workshop, participants learn key concepts of collective access and are given opportunities to assess the inclusivity of their own spaces, products, and communities.

ABLEISM & DISABILITY JUSTICE

Our world is becoming increasingly rich and complex as more and more individuals become open about the challenges they face as people with disabilities. Whether the barrier is physical, academic, employment-related, or attitudinal, we are all responsible for understanding how barriers diminish access for some University community members. In this workshop, participants learn strategies for advancing access for everyone on our campuses.

RACE, RELIGION, AND NATIONAL ORIGIN

Office for Equity and Diversity
swilench@umn.edu • 612-625-9973

RACE, RACISM, AND PRIVILEGE

Talking about race and racism can be challenging for many people. It can be tempting to keep our discussions at a surface level, so as to avoid hurt, anger, shame and guilt. But open and honest discussions on race, as well as basic history and context that are often neglected in the discussions, are necessary for us to address the racial inequities that continue to challenge our personal relationships, institutions, and society.

RELIGIOUS AND SPIRITUAL IDENTITIES

For many people, religion and spirituality are deeply personal, and create values that offer a sense of purpose and community. However, in public contexts, religion may be seen as either impolite to talk about or as dangerously divisive. In this workshop, we will explore how religious, spiritual, and humanist identities interact with other social identities in a historical and modern context shaped by power and privilege, and address the complexity of balancing religious and spiritual expression with the separation of church and state within a public context.

International Student and Scholar Services (ISSS)
thorunnb@umn.edu • 612-626-4799

ISSS will work with colleges and departments to develop customized trainings on intercultural competency and skills development. Topics could include bridging cultural differences, managing international student employees, or engaging international students in class.

ISSS also offers eight workshops that aim to increase awareness of the cultural difference that international students and scholars bring to our campus:

iss.umn.edu/training/intercultural.html

Registration is through the Training Hub system.

OTHER EQUITY AND DIVERSITY-RELATED TOPICS

Office for Equity and Diversity
swilench@umn.edu • 612-625-9973

MY ROLE IN EQUITY & DIVERSITY WORK

If “Diversity is Everybody’s Everyday Work,” then where do I fit in? How can I be part of this work if I never thought these issues were “my issues”? This workshop introduces participants to the concept of being an ally. Participants explore how it’s possible, and why it’s necessary, to work toward access, inclusion, and support for marginalized and underrepresented students, faculty, staff, and community members, and for greater equity in all parts of our institution—even from our positions of privilege.

CHALLENGING CLASSISM

The impact of classism in our society leads to many barriers on our campus and in the broader community. Exploring classism is an essential part of understanding how wealth, status, and income are intertwined with social, cultural, and historical issues in the United States. Class and classism intersect with our identities and experiences, and challenging assumptions and biases about class is an important step in creating positive change at the University.

RESOURCES FOR SUPERVISORS

Office of Human Resources
supervising.umn.edu

This website hosts an online leadership program for supervisory development with research-based content, as well as webinars on a variety of core supervisory topics including: feedback and coaching, performance management, selection and hiring, leading teams, conflict management, onboarding and employee engagement.

Information on lactation support can be found at:
humanresources.umn.edu/family-resources/lactation-support.

RESOURCES FOR ADVISING GRADUATE AND PROFESSIONAL STUDENTS

The Graduate School
z.umn.edu/gradadvising • 612-624-9647

This website provides resources for DGSs and faculty related to graduate student advising, including tools for: improving communication between advisors and advisees, clarifying roles and responsibilities for faculty and students, and recognizing and responding to conflict and stress.

The Dignity Project: Student Conflict Resolution Center
z.umn.edu/sosproject • 612-624-7272

This website provides online resources on topics related to advising graduate and professional students, including: strategies for improving advising and mentoring, best and worst practices for advising graduate students, and having difficult conversations with graduate students.

RESOURCES FOR TEACHING AND LEARNING

Center for Educational Innovation
cei@umn.edu • 612-625-3041

CEI is available to work with academic leaders, faculty and instructors, and graduate students and post-docs to integrate the use of evidence-based, inclusive teaching practices that improve belonging and retention of underrepresented students.

Equal Opportunity and Affirmative Action

UNIVERSITY OF MINNESOTA

The Office of Equal Opportunity and Affirmative Action (EOAA) addresses reports of discrimination, harassment, nepotism, sexual misconduct (including sexual harassment, sexual assault, stalking and relationship violence), and related retaliation through: investigation, informal problem-solving, consultation, and education.