

Discussing Diversity in an Academic Context

Resources to Support Students at Loyola

Time required: 30 min

Do you want to know more about the formal support structures that you may use to help Loyola students? The presentation reviews resources available on campus. Participants complete case studies to understand the complexities that can arise when supporting students.

Learning outcomes

Identify existing campus resources to support students.
Practice applying resources to case studies.

Managing Diverse Identities and Values on Campus

Time required: 120 min

Do you want to learn about the nature of microaggressions and the effect they have on people from marginalized groups? This presentation defines microaggressions and provides examples of how microaggressions manifest across multiple identities (e.g., race/ethnicity, gender, sexual orientation, ability). Participants learn how to limit the impact of microaggressions during interactions with colleagues and students. Case studies may be customized to meet the current needs of your academic unit.

Learning outcomes

Increased self-awareness of identities and values.
Identify microaggressions in the campus context.
Engage in dialogue about diversity and inclusion.
Articulate how personal power can be used to create change.

Understanding and Respecting Gender Diversity

Time required: 120 min

Do you want to learn more about gender diversity? A growing number of our students and colleagues identify outside of the gender binary (i.e., man or woman). Many people want to know more about gender identity and gender diversity. This presentation provides people with vocabulary to engage in respectful conversations about gender diversity. Participants learn the value of recognizing gender diversity and receive a toolkit to use in the classroom. Participants practice disrupting casual transphobia.

Learning outcomes

Define key terms related to gender presentation and transgender identity.
Explain how gender identity intersects with other marginalized identities, including race.
Describe the interpersonal (e.g., ensuring the well-being of marginalized people) and professional (e.g., promoting good scholarly work) benefits of recognizing gender diversity.

Identify best-practices for respecting the gender identities of students and colleagues in professional settings.

Identify steps that trans allies can take to disrupt casual transphobia.

Having Difficult Conversations about Diversity and Inclusion

Time required: 45 minutes

Does your academic unit want to make its culture more inclusive but needs coaching about how to have respectful conversations? This facilitated discussion will help your group build the skills required to discuss issues related to race, gender, or other marginalized identities. Shift towards a more inclusive culture by working through case studies that describe issues faculty face in the classroom. We coach faculty to identify language and response patterns that help them to feel better prepared to handle those issues. Case studies may be tailored to issues unique to your academic unit (e.g., women in STEM).

Learning Outcomes

Discuss norms for having difficult conversations.

Receive a toolkit of tips to use during difficult conversations.

Practice discussing difficult topics.

Responding to Bias

Time required: 60 min

Do you want to know more about how and why people choose different responses to discrimination? This presentation explains why people often ignore bias or attempt to repair a relationship with someone who discriminates against them rather than confronting discrimination. Participants will learn about the costs and benefits of choosing different responses to bias. Gain practice responding to bias using case studies which may be modified to meet your academic unit's needs.

Learning outcomes

Identify factors that lead people to ignore bias, repair the relationship, or challenge bias

Identify strategies for challenging bias.

Practice responding to bias using case studies.