

# UNIVERSITY OF LOUISVILLE

## INCLUSIVE EXCELLENCE AND BELONGING OPPORTUNITIES



[www.louisville.edu/diversity](http://www.louisville.edu/diversity)

**2023 - 2024**

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# WELCOME MESSAGE

Greetings Campus Community,

We are thrilled to have you join us on this journey toward cultivating environments that embrace diversity, embody inclusion, strive toward equity, and center belonging. Centering voices and experiences of historically marginalized communities, we aim to cultivate learning and work environments where diverse perspectives enrich our collective understanding and drive positive and equitable change.

At our core, we believe true progress, growth, and innovation are inextricably linked with embracing diversity, fostering a sense of belonging, and upholding principles of justice. Our goal is to cultivate environments where authenticity is not only acknowledged but celebrated. We are dedicated to dismantling barriers, amplifying underrepresented voices, and advancing inclusive and equitable practices that empower each member of our community to thrive and contribute their best.

As you review this publication, you will see new and enhanced ways our entire campus community (YOU) can contribute to this critical work. Your engagement strengthens our collective resolve to create a more equitable world. Join us on this path of empowerment and advocacy, where together, we champion the cause of justice and belonging for all.

In solidarity!

Marian R. Vasser  
Assistant Vice President for Inclusive Excellence and Belonging

## MISSION

Based on recommendations from the 21st Century Culture of Excellence and the President's Diversity Steering Committee, the Office for Diversity Education and Inclusive Excellence (DEIE) was created in July 2016. DEIE was charged with exposing the campus and greater community to the scholarship and best practices concerning diversity, inclusion, equity and social justice. Serving as a focal point and driving the University of Louisville's commitment to equity, diversity, and inclusion, DEIE fundamentally advances UofL's mission to achieve preeminence as a nationally recognized metropolitan research university. In 2023 we strategically changed our name to Inclusive Excellence and Belonging to illuminate the importance of not only striving for diversity, but ensuring we are fostering environments where people can reach their highest potential.

The mission of the Office of Inclusive Excellence and Belonging is to foster a diverse, equitable, and inclusive environment where individuals feel valued and empowered to thrive. We are dedicated to promoting truth, understanding, equity, and belonging across our organization through education, advocacy, and proactive initiatives that inform positive change. Centering the experiences of historically marginalized communities, we strive to ensure all voices are heard, enriching our community and advancing our shared goals of inclusive excellence and equity. By nurturing a community of belonging, we aim to cultivate an environment of shared knowledge, innovation, collaboration, and creativity.

## VISION

Our vision is to foster a world where diversity is not only celebrated, but where every person, regardless of background, identity, or experience, has an equal opportunity to excel and contribute. We envision a society where inclusion is not just a goal but a fundamental value, where belonging is a lived reality for all, and where the richness of diverse perspectives fuels innovation, collaboration, and social progress. Our ultimate aspiration is to be a catalyst for positive change, inspiring a more inclusive and equitable future for all.

## STRATEGIES

The Office for Inclusive Excellence and Belonging advances the following university goals:

### **Education and Training**

Intercultural Development Inventory (IDI), USC Racial Equity Modules, Educational Offerings

### **Climate and Infrastructure**

Cardinal Equity Circles (CECs), Coaching and Consulting, IDI, Policy Review & Advocacy

### **Recruitment and Retention**

CECs, Coaching and Consulting, Policy Review & Advocacy

### **Research and Scholarship**

IDI, UC Berkeley Bridging Difference in Higher Education Learning Fellowship

### **Strategic Partnerships**

University and community-wide partnerships

### **Leadership Support and Development**

IDI, Interns for R.E.A.L. Change, Inclusive Excellence and Belonging Certificate, UC Berkeley Bridging Differences in Higher Education Learning Fellowship







# IMPACT



## 88% OF PARTICIPANTS REFLECT A COMMITMENT TO TAKE AWAY AND APPLY LEARNED CONCEPTS

"This space was so needed. I walked in thinking I was pretty far along in the game, only to find out there is so much I still do not know. I have so much to learn and unlearn and this space was full of compassion and accountability, which was a perfect mix for optimal learning. This is not my first workshop with this team and I learn something new every time. I learn and implement something new every time. I am committed to being the change I wish to see and I am grateful for these opportunities."

- Workshop Participant

"My students could not say enough positive things about this presentation and how they plan to implement this work in their day-to-day lives and careers."

- Faculty

## 83% OF PARTICIPANTS COMMIT TO TAKING ACTION AS A RESULT OF WORKSHOP PARTICIPATION

"This session equipped me to better engage in difficult dialogue across difference. After attending this session, I am more committed to being kind instead of nice because I am learning how to have tough conversations with compassion. I feel more equipped to balance education with liberation."

- Workshop Participant

"I've attended a few different implicit bias workshops over the years, but found this one to be one of the most impactful presentations ever. The delivery and real-life examples really clarified the concept and made me realize how important it is to deal with my own biases, even as a well-meaning person. Thank you for challenging us through a lens of grace and compassion."

- Workshop Participant

## 128+ CONSULTING/COACHING HOURS

"Prior to meeting with you, I was feeling disengaged as a student... I called the Cultural and Equity Center because it's the support I knew as an undergraduate student of UofL, and I am so glad I did. Meeting with you gave me the support and validation I didn't know how badly I needed. When I walked into the Cultural and Equity Center, I felt relief immediately at how inviting the building is, but through speaking with you, I felt safe, heard, and empowered to be the leader and professional I am becoming. You truly listened without judgement when I shared my experiences - you allowed a space for me to have human emotion, but most importantly, you churned my disengagement as a student into investment in my community."

- Graduate Student

"A quick note to say THANK YOU again for your investment in my class, and also in me as a new faculty member. I do not take for granted the 1:1 work you did with me this week. Thank you for your mentorship, for the energy and time you took in educating me and helping me repair my harm. I have learned so much this week. I have been at a number of institutions, and the way you handled my concerns is simply unparalleled!"

- Faculty



# INCLUSIVE EXCELLENCE AND BELONGING CERTIFICATE



The Inclusive Excellence and Belonging Certificate is designed to equip participants with the knowledge, skills, and awareness needed to foster inclusive environments where people of all backgrounds, identities, and experiences feel empowered to reach their highest potential.

## Key Components:

1. Participants will engage in activities and lessons that delve into the concepts of diversity, equity, inclusion and belonging, including the historical and social contexts that shape these issues.
2. Participants will engage in skill-building workshops and activities designed to develop practical strategies for promoting inclusion and belonging.
3. Participants will engage in self-awareness and self-reflection, which are essential components, encouraging individuals to examine their own biases and privileges.

## Certificate Requirements:

1. Successful completion of core workshops
  - a. It Happens to the Best of Us: Implicit Bias pt. 1 and pt. 2
  - b. Unpacking Unintended Bias: Navigating Microaggressions
  - c. I am NOT Racist! pt. 1 and pt. 2
  - d. Safezone
  - e. CHAMPioning Positive Change and Embracing Diversity: Centering Ali's 6 Core Principles
2. Successful completion of 5 elective workshops (your choice)
3. Completion of an approved experiential learning project
4. Pre and post assessment completion

Applicable workshop offerings are included in this booklet.

## Certificate Benefits:

Upon successful completion, participants will receive a signed certificate recognizing their commitment to inclusive excellence and belonging. This certificate can be a valuable addition to one's professional development, demonstrating a commitment to diversity, equity and belonging.

## How to Participate

Send an email to Ruth Meers at [Ruth.Meers@louisville.edu](mailto:Ruth.Meers@louisville.edu) with IEB Certificate in the subject line.

**(This program does not certify you as a DEIB Practitioner, but is instead an acknowledgement of your commitment to continued growth and development around this work.)**



# EDUCATIONAL OFFERINGS

REGISTER @[LOUISVILLE.EDU/DIVERSITY/CULTURAL-AND-EQUITY-CENTER/DIVEDUC/DIVERSITY-TRAINING-REQUEST](https://LOUISVILLE.EDU/DIVERSITY/CULTURAL-AND-EQUITY-CENTER/DIVEDUC/DIVERSITY-TRAINING-REQUEST)

Date & Time	Title	Date & Time	Title
9/25 10a-11:30a	It Happens to the Best of Us: Implicit Bias Pt.1	10/12 12:30p - 2p	Understanding the Undocumented/DACA Student Experience
9/26 10a-11:30a	It Happens to the Best of Us; Implicit Bias Pt. 2	10/16 10a - 11a	Where Are You From?
10/03 1:30p - 3:00p	DEIJB LGB TQ.....LMNOP (Terminology 101)	10/17 2p - 3:30p	<u>It Happens to the Best of Us:</u> <u>Implicit Bias Pt. 1</u>
10/5 5p - 6:30p	Safezone	10/20 10a - 11:30a	Unpacking Unintended Bias: Navigating Microaggressions
10/9 11a - 1p	Exploring (white)Supremacy	10/24 10:30a - 12p	What's My Medicine? Creating Healing Spaces in Unhealed Places
10/10 10a - 12p	CHAMPioning Positive Change and Embracing Diversity: Centering Ali's 6 Core Principles	10/25 10:30a - 12p	Psychological Safety for Belonging
10/11 10a - 11:30a	Stop Memorizing Pronouns	10/26 10-11:30am	Latinidad: Que es eso?!

# EDUCATIONAL OFFERINGS

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Date & Time	Title	Date & Time	Title
10/27 2p – 3:15p	Disability Advocacy 101	11/13 10a – 11:30a	I am NOT Racist Part II
10/31 2p – 3:30p	Unpacking Unintended Bias: Navigating Microaggressions	11/14 10a – 11:30a	It Happens to the Best of Us: Implicit Bias Pt. 2
11/7 3:00p – 4:30p	Five Things You Can Do Now to Create a Welcoming Workplace for Transgender Employees	11/15 10a – 11:30a	Critical Cardinal Conversations: Navigating Difficult Dialogues
11/8 10a – 11:30a	I am NOT Racist Part I	11/17 10a – 11:30a	Fostering Inclusive Excellence and Belonging in Learning Environments
11/8 1p – 3p	CHAMPioning Positive Change and Embracing Diversity: Centering Ali's 6 Core Principles	11/28 10a – 11:30a	Fostering Inclusive Excellence and Belonging in Work Environments
11/9 3:00p–4:30p	Exploring Power and Privilege: A Journey Toward Equity	1/10 10a – 11:30a	Anti-Racism for White People
11/10 12p – 1p	Mindful Curiosity	1/11 2p – 3:30p	I am NOT Racist Part I

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Date and Time	Title	Date and Time	Title
1/17 10a - 11:30a	Understanding the Undocumented/DACA Student Experience	2/8 2p - 4p	CHAMPioning Positive Change and Embracing Diversity: Centering Ali's 6 Core Principles
1/18 1p - 3p	Advancing Student Leadership for Gender Equity – Where Do We Start?	2/21 12p - 1:30p	You've Got The Man: Exposing the Real Culprit of HIV in the Black Community
1/23 10a - 11:30a	I am NOT Racist Part II	2/23 12p - 1p	Ramadan 101
1/26 10a - 11:30a	It Happens to the Best of Us: Implicit Bias Pt. 1	2/29 9a - 10:30a	The Fight Within: Examining and addressing the impact of colorism
1/30 10a - 11:30a	DEIJB�GBTQ.....LMNOP (Terminology 101)	3/1 10a-11:30a	It Happens to the Best of Us: Implicit Bias Pt. 2
2/6 11:30a - 1p	Transformative Collaborations for Gender Equity in the Workplace – Where Do We Start?	3/6 2p - 3:30p	Critical Cardinal Conversations: Navigating Difficult Dialogues

# EDUCATIONAL OFFERINGS

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Date & Time	Title	Date and Time	Title
3/7 2p - 3:30p	Exploring Power and Privilege: A Journey Towards Equity	4/30 1:30p - 3p	I am NOT Racist Part II
3/13 10a - 11:30a	Five Things You Can Do Now to Create a Welcoming Workplace for Transgender Employees	5/9 2p - 3:30p	Changing the Narrative: Assessing and Advancing Equity
3/22 10a - 12p	CHAMPioning Positive Change and Embracing Diversity: Centering Ali's 6 Core Principles	5/14 2p - 3:30p	Innovative Leadership for Gender Equity through the Arts
4/9 3p - 4:30p	Unpacking Unintended Bias: Navigating Microaggressions	7/16 10a - 11:30a	Unpacking Unintended Bias: Navigating Microaggressions
4/11 2p - 3:30p	Fostering Inclusive Excellence and Belonging in Work Environments	7/17 2p - 4p	CHAMPioning Positive Change and Embracing Diversity: Centering Ali's 6 Core Principles
4/15 1:30p - 3p	Critical Cardinal Conversations: Navigating Difficult Dialogues	7/25 2p - 3:30p	Fostering Inclusive Excellence and Belonging in Learning Environments
4/23 2p - 3:30p	I am NOT Racist Part I		

# WORKSHOP DESCRIPTIONS

## **Advancing Student Leadership for Gender Equity – Where Do We Start?**

Presenter: Dr. Jabani Bennett

Abstract: In higher education, how do we cultivate authentic relationships with diverse student leaders in a sustainable way? Are we on the right track in co-creating spaces of belonging with students invested in gender equity? If so, come and share your expertise with your colleagues and uplift equity-centered leadership approaches in student engagement. If you are not confident about how you can nurture systemic change with students in your current role, join us in collaborative experiences that consider power and infrastructure.

Date(s): 1/18/2024 @ 1pm-3:00pm

## **Anti-Racism for White People**

Presenter: Sam Fowler

Abstract: White supremacy and the violence it inflicts on society is a problem that directly impacts all of us. In this session we will dive into white supremacy and how an anti-racist practice is an integral need of how white people move through the world.

Date(s): 1/10/2024 @ 10am-11:30pm

## **CHAMPioning Positive Change and Embracing Diversity: Centering Ali's 6 Core Principles**

Presenter: Sherry Durham

Abstract: Drawing inspiration from the life and values of the G.O.A.T., Muhammad Ali, this interactive workshop guides participants on a journey of personal growth, self-discovery, and character development. Through stories, quotes, and impactful anecdotes from Ali's life, attendees will explore 6 core principles that embody who he was even beyond the boxing ring. Participants will be inspired to reflect on their won values and choices, fostering a deeper understanding of the principles that drive ethical decision-making and positive change. This workshop is an invitation to cultivate the spirit of champion within oneself, aligning with the enduring legacy of Muhammad Ali and his commitment to making a meaningful impact on the world. Join us in embracing the principles of greatness, both inside and out, as we strive to create a more compassionate and empowered society.

Date(s): 10/10/2023 @ 10am-12:00pm; 11/8/2023 @ 1:00pm-3:00pm; 2/8/2024 @ 2:00pm-4:00pm; 3/22/2024 @ 10:00am-12:00pm; 7/17/2024 @ 2:00pm-4:00pm

## **Changing the Narrative: Assessing and Advancing Equity**

Presenter: Ryan Simpson, Marian R. Vasser

Abstract: This session explores the process and principles behind conducting equity audits in various settings. Through a combination of interactive exercises and practical case studies, participants will learn how to assess and enhance inclusivity and equity within learning and work environments. This workshop aims to empower participants with tools and knowledge needed to identify disparities, recognize systemic barriers, and implement targeted strategies for fostering equity. By guiding participants through the audit process, this workshop equips individuals with the skills to drive meaningful change and create environments that prioritize fairness, representation, and justice for all.

Date(s): 5/9/2024 @ 2:00pm-3:30pm

## **Critical Cardinal Conversations: Navigating Difficult Dialogues**

Presenter: Marian R. Vasser

Abstract: This session offers a supportive, and thought-provoking, environment for participants to delve into challenging discussions about diversity, equity, and inclusion. Through thoughtful guidance and practical exercises, attendees will develop the skills to engage in open, honest, and empathetic dialogues. This workshop aims to foster understanding, bridge gaps, and promote meaningful connections, empowering individuals to navigate sensitive topics with confidence. Partner with us as we aim to build a more inclusive and equitable world, one courageous conversation at a time.

Date(s): 11/15/2023 @ 10:00am-11:30am; 3/6/2024 @ 2:00pm-3:30pm; 4/15/2024 @ 1:30pm-3:00pm



# WORKSHOP DESCRIPTIONS

## DEI/JBLGBTQ.....LMNOP (Terminology 101)

Presenter: Byron Terry, Marian R. Vasser

Abstract: Join us for an engaging and enlightening workshop focused on deepening your understanding of diversity, equity, and inclusion (DEI) terminology. In today's diverse and interconnected worlds, effective communication around DEI concepts is crucial for fostering environments that are more inclusive and equitable. This workshop will provide participants with a comprehensive overview of key DEI terms and their implications in various settings.

Date(s): 10/3/2023 @ 1:30pm-3:00pm; 1/30/2024 @ 10:00am-11:30am

## Disability Advocacy 101

Presenter: Brian Holahan, Colleen Martin

Abstract: This training takes you through some of the basics of being an advocate for individuals with disabilities. Participants will learn about the Disability Resource Center (DRC), get an overview of the concept of disability, learn more about the experiences of individuals with disabilities, and be able to recognize and reduce barriers for individuals with disabilities on campus and in the community.

Date(s): 10/27/2023 @ 2:00pm-3:15pm

## Exploring (White)Supremacy

Presenter: Dr. Trinidad Jackson

Abstract: In the United States, white supremacy has historically been aligned with hate groups that align their whiteness with direct violence towards other groups. Well, that's all it is, right? During this interactive session, we will identify multiple facets of the construct, and explore how our own positionalities might intersect with supremacy.

Date(s): 10/9/2023 @ 11:00am-1:00pm

## Exploring Power and Privilege: A Journey Towards Equity

Presenter: Marian R. Vasser

Abstract: This session offers a thought-provoking and enlightening exploration of the dynamics of power and privilege in society. Through engaging discussions, interactive activities, and reflective exercises, participants will explore how power structures impact individuals and groups. This workshop seeks to foster a deeper understanding of privilege, its effects on historically marginalized communities, and ways to use one's own privilege and power for positive change. By creating a space for open dialogue and self-reflection, attendees will gain insights into dismantling barriers and advancing equity. Join us as we strive to build a more just and inclusive world by recognizing the role of power and privilege in shaping our lives and interactions.

Date(s): 11/9/2023 @ 3:00pm-4:30am; 3/7/2024 @ 2:00pm-3:30pm

## Five Things You Can Do Now to Create a Welcoming Workplace for Transgender Employees

Presenter: Brian Buford

Abstract: Most of us want our departments to be welcoming and inclusive, but don't know where to start. In this session, we will look at some tangible steps every manager can take to send a message of welcome and remove barriers to success for transgender and nonbinary employees. We will look at the organizational systems that can sometimes put people in boxes or leave them out altogether. Forms, bathrooms, email addresses, and even nametags can all be a minefield for someone who identifies as transgender. The session will include some of the specific steps UoL has taken to be more inclusive along with best practices, stories, and time to ask questions in a safe and supportive space.

Date(s): 11/7/2023 @ 3:00pm-4:30pm; 3/13/2024 @ 10:00am-11:30am

## Fostering Inclusive Excellence and Belonging in Learning Environments

Presenter: Marcos Morales, Marian Vasser

Abstract: This session aims to equip educators with effective strategies to foster inclusive and welcoming spaces for all learners. Through a combination of theory and engaging activities, participants will learn how to cultivate an environment where diverse perspectives are valued, and every individual feels a sense of belonging. By exploring best practices, case studies, and interactive discussions, this workshop aims to empower educators to enhance the overall learning experience, promote academic success, and contribute to the development of a more inclusive and equitable society. Join us in our commitment to shaping educational spaces that celebrate diversity and foster excellence for everyone.

Date(s): 11/17/2023 @ 10:00am-11:30am; 7/25/2024 @ 2:00pm-3:30pm

# WORKSHOP DESCRIPTIONS

## Fostering Inclusive Excellence and Belonging in Work Environments

Presenter(s): Byron Terry, Marian R. Vasser

**Abstract:** This session aims to equip campus partners with effective strategies to foster inclusive and welcoming spaces for all. Through a combination of theory and engaging activities, participants will learn how to cultivate an environment where diverse perspectives are valued, and belonging is realized. By exploring best practices, case studies, and interactive discussions, this workshop aims to empower campus partners to enhance the overall work experience, promote success, and contribute to the development of a more inclusive and equitable society. Join us in our commitment to shaping work environments that celebrate diversity and foster excellence for everyone.

Date(s): 11/28/23 @ 10am - 11:30am; 4/11/24 @ 2pm - 3:30pm

## I am NOT Racist Part I

Presenter: Marian R. Vasser

**Abstract:** I am NOT racist! Why are we even talking about race?! This learning experience explores the roots, manifestations, and consequences of racism and racial classifications. Through a combination of candid discussions, historical context, and introspective activities, participants will engage in a journey of self-discovery and empathy-building. This workshop aims to create a safe and open space for individuals to examine their own biases, challenge preconceptions, and develop a deeper understanding of the systemic nature of racism.

Date(s): 11/8/2023 @ 10:00am-11:30am; 1/11/2024 @ 2:00pm-3:30pm; 4/23/2024 @ 2:00pm-3:30pm

## I am NOT Racist Part II

Presenter: Marian R. Vasser

**Abstract:** Building on content from part one, this session propels participants toward action. After all, simply declaring you are not racist does not change anything. Participants will explore practical strategies to move them beyond a declaration to action. Join us as we explore practical approaches toward antiracism.

Date(s): 11/13/2023 @ 10:00am-11:30am; 1/23/2024 @ 10:00am-11:30am; 4/30/2024 @ 1:30pm-3:00pm

## Innovative Leadership for Gender Equity through the Arts

Presenter: Dr. Jabani Bennett

**Abstract:** Can the arts help us nurture innovative leadership for gender equity in a sustainable way? How do you integrate the arts and design to support inclusive leadership development? How can arts integration transform our workplace? Come and share your expertise with your colleagues and uplift equity-centered leadership approaches in "art thinking" and creativity. If you are not confident about how you can nurture systemic change through the arts in your current role, join us in collaborative experiences that consider power and infrastructure.

Date(s): 5/14/2024 @ 2:00pm-3:30pm

## It Happens to the Best of Us: Implicit Bias Pt. 1

Presenter: Marian R. Vasser

**Abstract:** This interactive workshop provides participants with a comprehensive exploration of the concept of implicit bias and its impact on decision-making, perceptions, and interactions. Through a combination of real-world examples and interactive activities, participants will gain insights into how unconscious biases shape our behaviors and contribute to inequities. Participants will learn practical ways to interrupt and decrease the negative impact of biases.

Date(s): 9/25/2023 @ 10:00am-11:30am; 10/17/2023 @ 2:00pm-3:30pm; 1/26/2024 @ 10:00am-11:30am

## It Happens to the Best of Us: Implicit Bias Pt. 2

Presenter: Marian R. Vasser

**Abstract:** Building on content from part one, this session delves deeper into the impact of implicit bias on our thoughts, behaviors, and decision-making processes. Participants will further explore intricate ways in which implicit biases shape our perceptions and interactions. With a focus on practical application, participants will explore strategies for recognizing and addressing biases in both personal and professional contexts. This workshop aims to create a brave and introspective space where participants can recognize and confront their own biases, fostering a greater sense of self-awareness and empathy. By equipping individuals with practical tools and strategies, the workshop empowers participants to actively challenge their implicit biases and contribute to building more inclusive and equitable environments. Join us as we commit to uncovering implicit biases, drive positive change, and create a more just society for everyone.

Date(s): 9/26/2023 @ 1:00pm-3:30pm; 11/14/2023 @ 10:00am-11:30am; 3/1/2024 @ 10:00am-11:30am

# WORKSHOP DESCRIPTIONS

## Latinidad: Que es eso?!

Presenter: Mónica Negrón

Abstract: Hispanic, Latino, Latina, Latinx, Latine?! Which do I use, and do they mean the same thing?! In this workshop we will talk about the evolution of language and explore the complexities that make the Latinx community so vibrant and so different.

Date: 10/26/23 @10am - 11:30am

## Mindful Curiosity

Presenter: Zina Alyasseri

Abstract: Part of becoming a "well-rounded" person, is knowing how to connect with those who differ from you. "Mindful Curiosity" is a reminder that no matter how great the differences may be, it will never be an excuse to not learn about the people you share this earth with. This workshop aims to build confidence in curiosity and allow us to ask the questions we're too scared to ask, as well as how to answer those questions, should we be the ones asked.

Date(s): 11/10/2023 @ 12:00pm-1:00pm

## Psychological Safety for Belonging

Presenter: Dr. Brigitte Burpo

Abstract: Diversity, equity, and inclusion are the building blocks to a sense of belonging, and psychological safety is an important element in that process. We will discuss what psychological safety means on an individual, group, and societal level, explore actions that provide this form of safety, and discuss practical examples for creating psychological safety within our roles for those we impact most.

Date(s): 10/25/2023 @ 10:30am-12:00pm

## Ramadan 101

Presenter: Aya Alhamrouti, Zina Alyasseri

Abstract: The sighting of the crescent moon marks the start of the Holy Month of Ramadan, an important month for millions of Muslims all over the world. This month consists of fasting, increasing your good deeds, giving to charity, caring for orphans, and feeding the hungry. As a divine order, Muslims fast to gain an understanding of those who may not have any source of food, let alone three meals a day. As a result, people become humbler, more patient, and spiritually revived. However, besides hunger and thirst, there are countless hardships that Muslims face during this Holy Month. "Ramadan 101" strives to give a professional, political, and social lens to all those who may observe their fellow coworkers, students, friends and even sometimes family participate in Ramadan, to create a deeper understanding of how to be mindful and supportive during this month.

Date(s): 2/23/2024 @ 12:00pm-1:00pm

## Safezone

Presenter: Byron Terry

Abstract: Safezone is an introductory training designed to build a base level knowledge about the LGBT Community and explore allyship. People who complete this training have the option to receive an ally sticker.

Date(s): 10/5/2023 @ 5:00pm-6:30pm

## Stop Memorizing Pronouns

Presenter: Sam Fowler

Abstract: Much of the current conversation around trans and nonbinary people focuses on pronoun use. In this session we will discuss why memorizing pronouns does not lead to collective liberation and better ways to include all community members in the spaces you share.

Date(s): 10/11/2023 @ 10:00am 11:30am

## The Fight Within: Examining and addressing the impact of colorism

Presenter: Kiana Fields

Abstract: Beauty standards. Hiring practices. Stereotypes. Colorism shows up in numerous aspects of our society, but rarely is space created to explore its impacts across and within BIPOC communities. In this session, participants will explore the definition and historical roots of colorism, the systemic impact and interpersonal manifestation within our institutions, and examine frameworks to mitigate its impacts within our community. This session will be an interactive practice where we will use storytelling and an intersectional framework to explore colorism.

Date(s): 2/29/2024 @ 9:00am-10:30am

# WORKSHOP DESCRIPTIONS

## **Transformative Collaborations for Gender Equity in the Workplace – Where Do We Start?**

Presenter: Dr. Jabani Bennett

Abstract: How do we cultivate authentic relationships with diverse community members, on and off campus in a sustainable way? Are we on the right track in co-creating spaces of belonging with community members invested in gender equity? How will these relationships transform our workplace? Come and share your expertise with your colleagues and uplift equity-centered leadership approaches in coalition building. If you are not confident about how you can nurture systemic change through intentional collaborations in your current role, join us in collaborative experiences that consider power and infrastructure.

Date(s): 2/6/2024 @ 11:30am-1:00pm

## **Understanding the Undocumented/DACA Student Experience**

Presenter: Mónica Negrón

Abstract: "Why can't they just come to the states the legal way?! Why are we supporting students who are here illegally?" Many times, those are questions that arise when talking about undocumented students and students who have DACA. In this training we will go over the terminology between those who are undocumented/ have DACA, are refugees and those individuals who are seeking asylum. The purpose of the training is to be more aware of the struggles some of our UoFL students and incoming students face and ways we can be more knowledgeable about their experience as well as what resources different classifications of people are able to receive.

Date(s): 10/12/2023 @ 12:30pm-2:00pm; 1/17/2024 @ 10:00am-11:30am

## **Unpacking Unintended Bias: Navigating Microaggressions**

Presenter: Marian R. Vasser

Abstract: Have you ever said something you wish you could take back? Have you ever made a statement, intended as a compliment, that was taken the wrong way? Do you often bite your tongue or avoid uncomfortable conversations out of fear of offending others? It is actually very common for well-intended people to say things that are harmful. During this interactive session, participants will explore a host of microaggressions that regularly show up in everyday language. This session is not intended to stifle free speech, but instead offers tools to increase effective engagement and compassion across differences.

Date(s): ; 10/20/2023 @ 10:00am-11:30am; 10/31/2023 @ 2pm-3:30pm; 4/9/2024 @ 3:00pm-4:30pm; 7/16/2024 @ 10:00am-11:30am

## **What's My Medicine? Creating Healing Spaces in Unhealed Places**

Presenter: Kiana Fields

Abstract: As individuals in pursuit of justice and equity, we operate in violent systems steeped in capitalism and white supremacy. However, violence and trauma does not just happen to an individual, but it also happens to the collective. In this interactive session, participants will explore the concepts of organizational trauma and collective healing practices. As we continue to strive toward equity and anti-racism, it is essential that we identify the cycle of trauma that occurs in our organizations and implement healing practices into our spheres of influence. The role of white supremacy is to keep activists and change agents void of the opportunity to name our traumas and to restore and heal the spaces we occupy. Healing is a foundational principle that we often neglect in our pursuit of justice. Throughout the session we will grapple with the following questions: In the absence of healing, how far can our efforts toward racial equity, justice, and belonging really go? How do we identify cycles of trauma in the presence of white supremacist structures? How do we center our shared humanity into our work that encourages us to disconnect from our authentic selves?

Date(s): 10/24/2023 @ 10:30am-12:00pm

## **Where Are You From?**

Presenter: Annie King

Abstract: Is it rude to ask people "where they are from"? In this workshop, we will learn how to ask people about their heritage and ethnicity. Participants will be asked to reflect on what really goes on behind the question and critically think about the language they use to engage with others from a different background. Ideas surrounding stereotypes and "othering" will be introduced. Through this workshop, participants will gain a better insight on how to connect with individuals from various cultures with intentionality and openness.

Date(s): 10/16/2023 @ 10:00am-11:00am

## **You've Got The Man: Exposing the Real Culprit of HIV in the Black Community**

Presenter: Byron Terry

Abstract: This training looks at the intersection of race, sexuality, and health. Presenters will take a deep dive in how intersectionality is important when addressing issues.

Dates: 2/21/2024 @ 12:00pm-1:30pm



# INTERCULTURAL DEVELOPMENT INVENTORY (IDI)

## IDI Overview

The Intercultural Development Inventory (IDI) is a widely used and effective cross-cultural assessment for building cultural humility. The Intercultural Development Inventory® (IDI®) is a theory-based, developmental psychometric instrument grounded in a comprehensive, cross-culturally validated theory of intercultural competence – the Intercultural Development Continuum.

The IDI is a psychometric instrument based on the Intercultural Development Continuum (IDC). As an assessment tool, the IDI measures an individual's or group's progression along a developmental path of increasing complexity in making sense of and responding to cultural differences. The IDI measures both one's mindset and skillset which allows individuals and groups to better understand successes and challenges related to their intercultural interactions.

The IDI is a developmental assessment of intercultural competence which empowers individuals and groups to increase their effectiveness in how they engage cultural differences. This focus on development can be used to facilitate cooperative conversations and actions directed toward growth rather than judgment and resistance.

The IDI provides in-depth insights on individuals' and group's levels of intercultural competence. This is accomplished through customized IDI Individual Profile Reports and IDI Group Profile Reports, which present valid quantitative and qualitative information about how individuals and groups engage cultural difference in their day-to-day interactions with others.

The IDI provides quantitative and qualitative data to support and guide developmentally appropriate actions for individuals and groups. IDI Group Profile results can be used to inform and shape the focus of developmental opportunities for teams, departments, and organizations. For individuals, a customized self-directed Intercultural Development Plan (IDP) guides them through a series of developmentally appropriate activities and self-reflections to increase their intercultural capability.

For additional information regarding this tool, please visit: <https://www.idiinventory.com>

## How to Participate

There are a couple of ways you can participate in the IDI program. A cohort of 10 (students, staff and faculty) will be selected to be trained and certified as Qualified Administrators (QAs) to assist with debriefing individual and/or group results. However, all members of our campus community are invited to participate by taking the IDI assessment and completing individual action plans. Stay tuned for additional information regarding this process.

## UofL Qualified Administrators (UofL – QA's)

The following campus partners successfully completed a 3-day certification process and will serve as our 23/24 Cardinal QA's.

Asma Addarrat, Development  
JaBani Bennett, Women's Center  
Shirin Bolhari, Procurement Systems  
Mary Chiavaroli, A&S  
Fannie Cox, Libraries  
Yolanda Demaree, A&S  
Kiana Fields, HSC ODI  
Trinidad Jackson, Public Health  
Monica Negron, Hispanic, Latinx & Indigenous Initiatives  
Latisha Reynolds, Libraries  
Ishwanzya Rivers, UofL Health

Ryan Simpson, HSC ODI  
Nakia Strickland, Alumni Relations  
Thomas Teague, College of Education and Human Development  
Byron Terry, Belknap LGBT Center  
Marian R. Vasser, Institutional Equity  
Annie Wadley, College of Business  
Sherri Wallace, A&S  
Aaron Weathers, HSC LGBT Center  
Deme Wharton, A&S – Anne Braden Institute  
Brianna Williams, Student Senator  
Krista Young, Academic Planning and Accountability





# WORKSHOP FACILITATORS & IDI QUALIFIED ADMINISTRATORS



**Asma Addarrat**



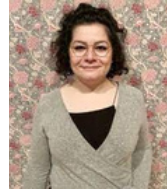
**Aya Alhamrouti**



**Zina Alyasseri**



**Jabani Bennett**



**Shirin Bolhari**



**Brian Buford**



**Brigitte Burpo**



**Mary Chiavaroli**



**Fannie Cox**



**Cherie Dawson-Edwards**



**Yolanda Demaree**



**Sherry Durham**



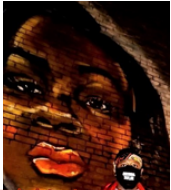
**Kiana Fields**



**Sam Fowler**



**Brian Holahan**



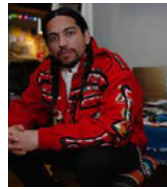
**Trinidad Jackson**



**Annabelle King**



**Colleen Martin**



**Marcos Morales**



**Monica Negrón**



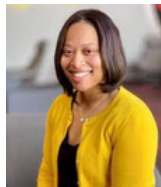
**Latisha Reynolds**



**Ishwanzya Rivers**



**Ryan Simpson**



**Nakia Strickland**



**Thomas Teague Jr.**



**Byron Terry**



**Marian R. Vasser**



**Annie Wadley**



**Sherri Wallace**



**Aaron Weathers II**



**Deme Wharton**



**Brianna Williams**



**Krista Young**

THANK  
YOU

# CARDINAL EQUITY CIRCLES (CEC)

## PURPOSE

This transformative initiative is designed to promote inclusive dialogue and action around equity and belonging. Cardinal equity circles (CEC) are designed to cultivate brave spaces where participants can explore successes and challenges of diversity, equity, inclusive excellence, and belonging efforts. Participants can bring questions, challenging examples, and/or success stories to share and explore in community with one another. Although DEIB practitioners will consistently be available to contribute, this effort primarily serves as a space for collective knowledge-building and skill development, connecting theoretical understanding with real-world application. This informal space offers ongoing mentoring and coaching for those committed to advancing diversity, equity and belonging at UofL and beyond.

We hope to see you there!



## WHEN THEY MEET

CECs meet the 1st Wednesday of every month from 3:30p - 4:30p via Teams, beginning October 4, 2023.

## HOW TO JOIN

Email Ruth Meers at [ruth.meers@louisville.edu](mailto:ruth.meers@louisville.edu) with CEC in the subject line.



# UNIVERSITY SOUTHERN CALIFORNIA (USC) RACIAL EQUITY MODULES

## OVERVIEW

UofL was selected to participate in an incredible opportunity with University of Southern California's (USC) Racial Equity Center. There were 350 submissions and only 22 spots! Four spots were awarded to schools in the south, including one Historically Black College and University (HBCU), one Hispanic Serving Institution (HSI), and two very small public universities. UofL was the only large university selected in the South. **GO CARDS!!!**

USC is publishing a comprehensive news story about the Coaching Academy work with all the Gates-supported institutions. They will list all participating colleges and universities therein. Once this happens, UofL will do our own story to highlight this opportunity. We wanted to at least let you know these modules are included in future opportunities.

In addition to having full access to existing diversity and racial equity modules, we will be working with USC to develop additional modules that advance our work here at UofL. You can find additional information regarding the opportunity here: <https://race.usc.edu/resources-and-tools/#usc-race-and-equity-modules>.



STAY  
TUNED

# WHOLE BRAIN THINKING

## OVERVIEW

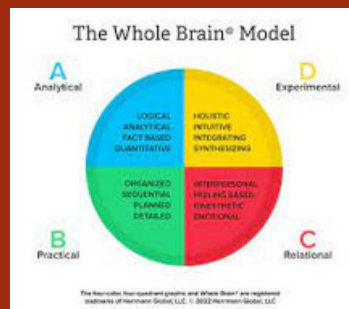
The Whole Brain® Thinking methodology is a powerful, science-backed operating system for decoding and harnessing the cognitive diversity of individuals, teams, and organizations. This methodology is the basis of the HBDI® assessment and the tools that leverage the language and insight for scalable applications of all learning.

We all have access to our Whole Brain® and are constantly activating many different areas simultaneously. During our lives, our brains naturally develop patterns as we learn and engage with the world. Our thinking patterns ultimately emerge as preferences — and the Whole Brain® Model decodes what that means for you and your team.

The Whole Brain® Model is a metaphor for how we think. But it's also a practical approach to observing and describing our thinking preferences — and the preferences of those around us. Equipped with this knowledge and language, you, your team, and your organization can unlock better thinking, performance, and results.

The Whole Brain® Model benefits workplaces at three levels:

- You understand your thinking preferences and how to apply that knowledge to improve your problem-solving, decision-making, communication, productivity, and well-being.
- Teams build a common language to frame their approach to cognitive diversity, which improves communication, team effectiveness, engagement, trust, and psychological safety.
- Organizations leverage thinking preferences via the common language and tools to increase organizational effectiveness, develop and retain top talent, increase revenue, and spur collaboration and innovation.



**STAY TUNED FOR ADDITIONAL INFORMATION**

# 2024

# UNIVERSITY OF CALIFORNIA (UC) BERKELEY BRIDGING DIFFERENCES IN HIGHER EDUCATION FELLOWSHIP

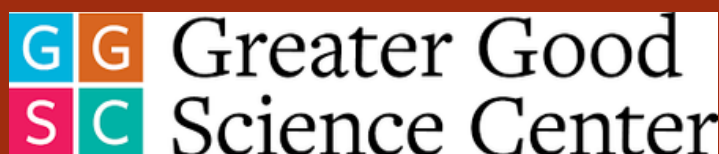
## OVERVIEW

We are fortunate to have three UofL colleagues participating in the Campus Cohort of the Greater Good Science Center's [Bridging Differences in Higher Education Learning Fellowship](#).

### About the Campus Cohort

This eight-month facilitated virtual learning community introduces higher education leaders to key principles and skills for bridging differences and explores practical application on college and university campuses. Participants learn from experts in the field as well as cohort peers. The community is facilitated by the GGSC's [Allison Briscoe-Smith](#). Each of the eight monthly sessions center a different module of the GGSC's [Bridging Differences online course](#).

The Campus Cohort meets monthly for 90-minute virtual sessions from September 2023 to April 2024. In addition to these eight sessions, participants have the opportunity to join four one-hour skill-building sessions that zero in on practical issues they may encounter as they develop or run a bridge-building program.



## PARTICIPANTS

This highly competitive fellowship only selects 50 campus leaders across the United States. We are honored to have the following colleagues represent UofL on this project:



**Leondra Gully,**  
Executive Director of  
Cultural and Equity  
Center Student  
Success Initiatives



**Nakia Strickland,**  
Associate Director of  
Alumni Relations



**Marian R. Vasser**  
Assistant Vice President for  
Inclusive Excellence and  
Belonging

# INTERNS FOR R.E.A.L. CHANGE

## OVERVIEW

The Interns for Resistance, Education, Action, and Leadership (R.E.A.L.) Change program is designed to expose college students to the scholarship and best practices concerning equity and social justice. This program aims to empower college students to actively engage in social and political change. This internship program provides college students with hands-on experience, leadership development, and opportunities to become actively involved in causes related to resistance, education, activism, and leadership. This program typically focuses on issues such as social justice, human rights, environmental sustainability, or other areas of social and political significance.

### Key Components:

- 1. Education and Training:** Participants receive training and education on specific issues or causes of interest. This may include workshops, seminars, and discussions to build a foundational understanding of each topic. Participants will also develop skills necessary for facilitating various dialogues and/or workshops.
- 2. Action and Advocacy:** Participants explore meaningful action to advance their chosen cause. This could involve organizing events, campaigns, or advocacy efforts, both on-campus and in the community.
- 3. Leadership Development:** Participants learn how to lead and collaborate effectively within a team, communicate their message, and drive positive change.
- 4. Resistance and Activism:** May include elements of civil resistance and activism, peaceful protests, advocacy, and other forms of nonviolent resistance.
- 5. Mentorship and Networking:** Participants will work closely with key campus and community leaders in the field.
- 6. Experiential Learning:** Participants will gain practical experience working on projects related to their chosen cause.

### Benefits:

- Interns will build impressive resumes in preparation for their chosen career path, potentially launching or advancing a career in social justice, politics, education, or related fields;
- Skill development in areas such as leadership, communication, advocacy, and project management;
- Develop deeper understanding of social and political issues;
- An opportunity to make tangible impact on causes they are passionate about; and
- Course credit for applicable majors/minors.

## HOW TO PARTICIPATE

Interested students should attend the information session on October 2, 2023 from 5p – 6:30p in the Cultural and Equity Center Multipurpose Room. For additional information, please email Marian R. Vasser @ [marian.vasser@louisville.edu](mailto:marian.vasser@louisville.edu) with “Interns for R.E.A.L. Change” in the subject line.





# INVITATION TO ENGAGE



Our journey toward inclusive excellence and belonging is ever evolving, and we invite every member of our campus community to join us in this transformative mission. Collectively, we can create a nurturing, empowering, and supportive environment where everyone can thrive and contribute their unique gifts to the greater collective.

This document contains many ways for you to partner in this work. We hope to hear from you.

## **CONTACT US:**



502-852-2252



[www.louisville.edu/diversity](http://www.louisville.edu/diversity)



[marian.vasser@louisville.edu](mailto:marian.vasser@louisville.edu)



Cultural and Equity Center (Rm. 183), Grawemeyer Hall (suite 209)