

**Division of Student Affairs
Personal Diversity Training Plan for 2022-2023**

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Name: _____

As you develop your plan, please remember the goals of the Division-Wide Diversity Training Plan is that staff:

- Recognize biases and microaggressions across the university, division, department, and/or within ourselves that makes others feel unwelcome or not included.
- Learn how to engage with others who share different identities in a way that demonstrates cultural humility.
- Knows how to refer or find resources that support staff, such as the Employee Assistance Program and Equal Opportunity, and when necessary, students.

Category	Task	Objective	Goal to Complete
Division Wide Requirement	Communicating About Culturally Sensitive Issues	<ul style="list-style-type: none"> • Explain the factors that can make a conversation around culture challenging. • Interpret which ground rules to use for culturally sensitive conversations. • Distinguish between the conversations of impact versus intent and debate versus dialogue. • Determine the steps needed to be an ally. • Describe the techniques to show empathy for dialogues around diversity. • Articulate the best approach for sharing feedback when a person is offended. 	Date: _____
	Developing Cross-Cultural Intelligence	<ul style="list-style-type: none"> • Review the differences between high and low context culture. • Define individual culture. • Explore the differences between a direct and an indirect communicator. • Define a high-status culture. • Define risk as it relates to culture. • Recall the scenario that best describes a monochronic workplace. • Review the characteristics of a person with an internal locus of control. 	Date: _____

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Category	Task	Objective	Goal to Complete
Departmental/Team Discussion about Required Trainings	<p>As a department, broken down into smaller teams or groups as appropriate, engage in at least a 60 minute activity/discussion that reviews the webinars' learning objectives.</p> <p>Resources to help guide discussions can be found within each training in the Learning Bridge.</p>	<ul style="list-style-type: none"> • Understand how the required trainings impact department/team. • Set communication norms for department/team. • Brainstorm how to be an ally to each other. • Review cultural context of department/team. 	Date: _____
Pick at least 1 self-directed learning experience. Possible options are suggested under "Task"	List Selection Here: _____	<p>Develop 1-3 personal objectives you would like to achieve.</p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p>	Date: _____
Pick at least 1 indirect learning opportunity. Possible options are suggested under "Task."	List Selection Here: _____	<p>Develop 1-3 personal objectives you would like to achieve.</p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p>	Date: _____