Name: Laurie Klein

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.

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| Division Wide Requirement       | Communicating About Culturally Sensitive Issues   | • 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. | Complete by April 2023          |
| Developing Cross-Cultural Intelligence | 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. | Complete by April 2023          |
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| Departmental/Team Discussion about Required Trainings | 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. Resources to help guide discussions can be found within each training in the Learning Bridge. | - 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. | Complete by April 2023 |
| Pick at least 1 self-directed learning experience. Possible options are suggested under “Task” | Participate in a Learning Bridge training related to diversity, equity, or inclusion.  
Participate in a conference session, webinar, or workshop related to a diversity topic of choice. | Develop 1-3 personal objectives you would like to achieve.  
Expand my knowledge in the work that NIRSA is doing related to DE&I and the impact inclusion has in the programs we offer. | Participate in one NIRSA webinar/workshop related to diversity and inclusion. |
| Pick at least 1 indirect learning opportunity. Possible options are suggested under “Task.” | Read a book related to race, diversity, equity, inclusion, etc. A book club may be a good option here!  
Watch a documentary related to race, diversity, equity, inclusion, etc.  
Listen to a podcast related to race, diversity, equity, inclusion, etc. | Develop 1-3 personal objectives you would like to achieve.  
1. Understand the impact that inclusion can have in an office environment when all staff are heard and feel part of a team. | Listen to podcast with Brene Brown and Aiko Bethea: Inclusivity at Work: The Heart of Hard Conversations https://brenebrown.com/podcast/brene-with-aiko-bethea-on-inclusivity-at-work-the-heart-of-hard-conversations/ |