



DIBP SESSION TOPICS

Fall 2022

WORKSHOP TITLE & DESCRIPTION	SESSION DATE	FACILITATOR(S)
<p>Native American Data Sovereignty</p> <p>This workshop would be geared towards understanding what data sovereignty means and how data has been used to target communities of color, particularly, Native American communities. It will also highlight non-profit organizations that are addressing this problem head on and working towards sharing easily interpretable data to all so that tribal councils and individuals can make informed decisions.</p>	<p>10/6/2022 6pm-8pm</p> <p>10/13/2022 4pm-6pm</p>	<p>Bryan Plankenhorn bplankenhorn@uri.edu</p>
<p>Building A Diverse Mentor Network</p> <p>Mentoring is a critical component of success both professionally and personally. But it can be challenging to figure out what we need mentoring in, who we should seek mentoring from, and how to find those people. Mentoring takes many different forms and involves many different people. This workshop examines 1) the roles that mentoring plays in our growth, success, and happiness, 2) who makes up our network of mentors currently, and 3) how we can grow that network to be more diverse and inclusive of the full spectrum of lived experiences, approaches, and voices needed to set us up for success.</p>	<p>9/28/2022 1pm-3pm</p>	<p>Kelton McMahan Kelton_mcmahan@uri.edu</p>
<p>Taking an active role in unlearning and dismantling racism</p> <p>Implicit and explicit factors influence the way that we act and speak; and may require some uncomfortable work to dismantle. In this workshop, we will work to better understand how to actively be anti-racist by 1. unpacking our biases 2. acknowledge true intersectionality and 3. challenging prejudices in our own circles.</p>	<p>9/5/2022 6pm-8pm</p> <p>10/2/2022 4pm-6pm</p>	<p>Dominique "Niki" Lockwood djlockwood@uri.edu</p>

WORKSHOP TITLE & DESCRIPTION	SESSION DATE	FACILITATOR(S)
<p>Fundamentals of Diversity</p> <p>People have long sorted and stratified themselves based on social identity. Still, many of us belong to multiple social identities that create complex lived experiences because of power and privilege. This workshop will help participants to deepen their understanding of their social identity and the ways power, and the privilege that it affords, shapes their daily lives. Special emphasis will be placed on the experiences of graduate students in college and university settings. The objectives for this workshop are to (a) define the concept of social identity; (b) outline the major social identities in the U.S.; (c) describe the three processes of social identity; (d) describe the systems of power, privilege, and oppression; (e) identify aspects one's own social identities; and (f) locate their positions on the Social Identity Scale.</p>	<p>9/13/2022 1pm-3pm</p> <p>9/14/2022 6pm-8pm</p> <p>9/22/2022 6pm-8pm</p> <p>*10/10/2022 *(MIT) 4pm-6pm</p>	<p>ASTA HABTEMICHAEL ahabtemichael@uri.edu</p> <p>KELLY (SHEA) HOULE kellyshea@uri.edu</p> <p>Taylor Lindsay taylor_lindsay@uri.edu</p>
<p>Identity in STEM</p> <p>Despite decades of effort on the federal and institutional level to broaden participation of diverse populations in STEM, patterns of underrepresentation continue to persist. This session will introduce some of the factors that contribute to the lack of diversity in the STEM research workforce. Participants will discuss how identity relates to a sense of belonging in STEM, hear first-person narratives of the experiences of scientists from marginalized groups, and gain practical skills on how to help create a culture of inclusion in scientific research spaces such as the lab, the field, and beyond.</p>	<p>10/27/2022 6pm-8pm</p> <p>11/1/2022 6pm-8pm</p>	<p>ASTA HABTEMICHAEL ahabtemichael@uri.edu</p>
<p>The Power of Personal Narrative</p> <p>None of us read, write, remix, create, or communicate within a vacuum; nor should any of the messages we share with one another. At the same time, we live in a media-rich world where we consume and create information in real-time, almost all the time.</p> <p>Modern science communication is challenging the traditional means with which scientific messengers connect with audiences and exchange information. We need to teach and inspire future scientists, communicators and citizens to move from exchanging information toward exchanging experiences. Where the heart is involved to enable awe amongst the consumption of information. The movement of Inclusive Science Communication offers a valuable framework toward these efforts with the three key traits of Intentionality, Reflexivity, and Reciprocity.</p> <p>In this facilitated workshop, we will work together to deepen our sense of</p>	<p>10/13/2022 1pm-3pm</p> <p>11/22/2022 1pm-3pm</p>	<p>Alex DeCiccio alex_deciccio@uri.edu</p>

<p>connection with one another, share a part of our personal narrative, and introduce media literacy concepts to create more equitable science communication practice.</p>		
<p>Insider-Outsider</p> <p>The insider-outsider effect on International Students of Color in American Higher Education usually goes unnoticed when discussing diversity and inclusion. BIPOC international students face unique challenges as they navigate issues related to 1) visa restrictions, 2) being a person of color in a racialized society, 3) racialized xenophobia, 4) microaggressions (racial assaults), and 5) the weaponization of the English language. In this workshop we will reflect upon and explore the experiences of international students of color in the process of orienting themselves in their academic and social interactions in higher education and beyond.</p>	<p>10/24/2022 6pm-8pm</p> <p>11/10/2022 6pm-8pm</p>	<p>ASTA HABTEMICHAEL ahabtemichael@uri.edu</p>
<p>Exploring the Spiritual Phases of Nonviolence</p> <p>contemplative/healing workshop</p>	<p>9/21/2022 4pm-6pm</p> <p>10/25/2022 6pm-8pm</p>	<p>Roberta Opara ro-opara@uri.edu</p>
<p>Racism and Antiracism in Social Media:</p> <p>As we become more reliant on social media platforms for community, information, and entertainment, it is vital to understand the role of social media in both spreading racism and helping to disseminate antiracism. While traditional media has a substantial history of racism, online platforms have also become inundated with racism, hatred and bullying. Social media platforms have created an interactive world in which users can share ideas rapidly, communicate with individuals outside of their usual circles, and create communities of like-minded people which can spill over into both racist and antiracist social and political movements. Participants in this workshop will discuss the blatant and veiled forms of racism on social media, cancel culture, and the role social media companies should play in preventing hatred on the internet. Discussions will also cover the benefits of social media for communities of color and anti-racist action and develop actionable ideas for being a responsible user on social media platforms. Participants will leave the workshop with the ability to recognize implicit and explicit racism on social media platforms, and the groundwork for responsible social media usage and conflict resolution online.</p>	<p>9/27/2022 6pm-8pm</p>	<p>TAYLOR LINDSAY taylor_lindsay@uri.edu</p>

WORKSHOP TITLE & DESCRIPTION	SESSION DATE	FACILITATOR(S)
<p>Social Justice & Disability: Recognizing, Understanding, and Addressing Ableism</p> <p>In this session, we will discuss stereotypes commonly held about people with disabilities and how these stereotypes are linked to many forms of ableism. We will dive deeper into ableism and ways that it shows up in the media and every day exchanges. Using historic and more contemporary models of disability, we will frame ableism and discuss strategies that can be used to counteract it. Finally, we will intentionally discuss invisible disabilities and the impact that they have on the daily lives of individuals managing them. The goals of this session are to help participants (a) understand and articulate stereotypes about people with disabilities, (b) identify and label ableism as they encounter it, (c) apply models of disability to various types of ableism, (d) provide context around invisible disabilities and the lived experiences of individuals with those diagnoses and (e) use their understanding of stereotypes, ableism, and invisible disabilities to be more thoughtful in their interactions with others.</p>	<p>11/17/2022 4pm-6pm</p>	<p>PAIGE RAMSDELL pramsdell@uri.edu</p>
<p>Utilizing Nonviolent Communication = Increasing Interpersonal & Cross-Cultural Competence</p> <p>Real conversations are often the hardest to have. In our personal lives, at work, with mentors and professional colleagues, we invariably skim the surface of deeper issues when exploring difficulties or deeply rooted emotions and frequently arm ourselves with close at hand words, phrases or descriptors. Will an expanded emotional vocabulary assist us navigate these conversations we typically avoid? And help us connect better with others—even if we think they may be different or see things from a permanently placed lens of perception? In this session on nonviolent communication, we will expand our emotional vocabulary and explore the steps developed by Marshall Rosenberg as a tool to empower courageous conversations with which to broaden and ease ordinarily difficult conversations.</p> <p>Pre-assessment:</p> <p>Conflict assessment style: https://www.usip.org/public-education/students/conflict-styles-assessment</p>	<p>9/20/2022 6pm-8pm</p>	<p>ROBERTA OPARA ro-opara@uri.edu</p>

<p>Writing Diversity Statements</p> <p>Diversity statements are typically required when you apply for jobs in academic and professional sectors. These short pieces of writing highlight how you have worked (and will work) to advance equity, diversity, and inclusion in your professional life. In this workshop, Cara Mitnick, Esq. and Carolyn Decker will help you begin to craft your diversity statement. We will unpack components of successful diversity statements, discuss how search committees at different institutions review applications, and work as peers to develop your writing.</p>	<p>11/16/2022 4pm-6pm</p>	<p>Colleen Mouw cmouw@uri.edu</p>
<p>Crafting your Organization's Anti-Discrimination/Inclusivity Statement</p> <p>Understanding that diversity takes all of us signals to any inclusive, culturally-aware and future-focused Organization the imperative nature of working collaboratively to craft a culture that empowers its employees in that direction, usually first reflected through its impact statement. This statement is critical to revitalizing employee culture in the organization or entity. Take what you learn to affect the Organization within your sphere of influence.</p>	<p>9/13/2022 6pm-8pm</p>	<p>ROBERTA OPARA ro-opara@uri.edu</p>