

## **iLEAD: Inclusive Leadership: Embracing & Accepting Diversity**

To compete globally, America needs to create workplaces that tap the full potential of every employee. College and university campuses must create environments where differences and inclusion are valued, and divergent points-of-view can be presented, while ensuring the safety and respect for everyone on campus. One response to this concern has been the introduction of diversity training workshops at many U.S. colleges and universities. Diversity training and education is a critical component in facilitating such an effort and ultimately helps to create and sustain a campus environment that is respectful and inclusive of all of its employees and students. Through on-campus workshops and dialectic discussions, employees can gain practical training and tools to prepare themselves for effectively understanding and navigating diversity in the workplace (Johnston & Packer, 1987).

We are proposing a diversity program over the upcoming academic year that is designed to combat racism, sexism, anti-Semitism, and other forms of discrimination and to build a more respectful, inclusive college setting. This program hopes to lay the foundation for these conversations by engaging employees in an intellectual discourse around issues of diversity, inclusivity, and community from multiple points of view. By encouraging employees to discern the lenses through which they view the world and assume accountability for their campus responsibilities and the University community overall.

The Office of Diversity and Inclusion will work closely with University departments, units and organizations to develop relevant training programs. Programs are not limited to one training model or method, but will include a basic curriculum made up of activities which can be adapted to fit the needs of the group requesting diversity education training. The Program will be divided into three entities: 1) speaker series; 2) campus-wide brown bag dialogues; and 3) a train the trainer workshop. There will also be modules that go more in-depth for specific issues such a cross-cultural communication, race and ethnicity, sexual orientation, gender issues, disabilities, etc.