

**OoD Professional Development
Menu Summary**

OoD provides a comprehensive Diversity Professional Development menu to the campus community. The presentations and workshops can be customized to be more or less interactive depending on the needs of participants, and are provided through the lens of cultural competency, diversity, and inclusion.

○ **General Workshops for Diversity, Inclusion & Cultural Competency:**

Workshop Topic	Facilitator	Description	Time
Diversity Professional Development Workshop for Student Support teams (Staff, RA's, Organization Advisors, Orientation Leaders, etc)	K. Messer, D. Rovaris, S.Steib	Office of Diversity staff will provide an interactive diversity workshop for Student support teams. General and customizable topics covering Cultural Competency, Microaggressions, how to build and maintain an inclusive community and more will be discussed.	1 hour - ½ day
Diversity and Faculty Search	D. Rovaris	This is a workshop designed to help faculty search committees improve their functionality and to increase their diversity yield. Effective strategies and considerations for increasing faculty diversity are shared. HRM staff members assist with this training and follow up.	1 hour
Cultural Competency	D. Rovaris	This is an interactive workshop designed to help participants learn more about cultural competences and their importance. Definitions, levels, and varieties of cultural competency are shared and explored.	1 hour - ½ day
Diversity 101 Workshop	D. Rovaris	This interactive workshop is designed to help participants learn more about the breadth and depth of diversity. Definitions, types, and issues relevant to diversity are explored.	1 hour - ½ day
Implementing Diversity in the Organization: Strategies for Boards, Planners, PR and Communications professionals	K. Messer	Culturally Competent and Inclusive organizations yield effective results. This interactive workshop will provide participants with an opportunity to reflect and discuss current topics on diversity and inclusion and ultimately lead to the development of strategies for building and leading effective, culturally competent teams.	3 hours
Strategic Planning (with emphasis on diversity, inclusion & cultural competency)	S. Steib	Strategic planning support with emphasis of goals and objectives that reflect diversity, inclusion, and cultural competency. Can include SWOT analysis. Ideally, strategic planning process happens over a series of meetings/sessions.	2 hours
Understanding the Dynamics of Power, Privilege & Oppression	S. Steib	Interactive workshop that explores the dynamics of power, privilege, and oppressions and their impacts of individuals and communities. Various forms of privilege and oppression are explored.	½ day - full day
Safe Space Training	W. Heath, K. Holton	Safe Space Training teaches faculty, staff, and students some basic LGBTQ terminology and ways to make your language more inclusive. This training identifies some of the privileges of being a straight, non-transgender individual, discuss the coming out process, and go over some ways that you can be a better ally to LGBTQ students on your campus. Details can be found through the link: http://www.lsu.edu/diversity/safespace/index.php	1-4 hours *4 hours required for certification
ASJ (Advocates for Social Justice)	A. Grant	A training to empower individuals to train others on baseline knowledge of theories of oppression and the Operations of Power and Privilege in America	TBD
Building and Maintaining an Inclusive Community	A. Grant	Through interactive exercises and presentations participants have an opportunity to identify competing values within their community and gain a baseline understanding of cultural competency.	2 hours
Colorblind Norms Reproduce Racial Prejudice and Racism	A. Grant	A facilitated discussion regarding colorblindness and reproduction of racism, microaggressions etc	TBD
Systems of Power and Privilege	W.Heath	Achieve a better understanding of how race, gender, sexual orientation, and gender identity are influenced by power and privilege. Engage in dialogue about our own forms of privilege, and how those give us power to help others. Practice keeping our privilege "in-check" through some social activities within small groups.	1-4 hours
Social Anxiety and Minority Stress: Taking Steps to aid Student Programming	W.Heath	Achieve a better understanding of how the social world creates and maintains levels of stress and anxiety for people belonging to a minority group. Learn how to combat those systems and provide the best possible support for diverse individuals.	1-4 hours

○ **Workshops for Development and Fundraising:**

Workshop Topic	Facilitator	Description	Time
Development and Fundraising: Parent and Family Programs	K. Messer	This workshop will provide participants with an overview of effective practices in developing and implementing a Parent and Family fundraising program.	1 hour
Development and Fundraising: Engaging Constituents of Color	K. Messer	This workshop will provide participants with a review of the research about philanthropic practices of diverse populations. Discussion of successful outreach and constituent engagement programs that yield positive outcomes will be discussed.	1 hour

○ **Workshops for Underrepresented Student Support:**

Workshop Topic	Facilitator	Description	Time
Barriers to Success for Students of Color: Impact of High Risk Behavior Participation	K. Messer	This workshop will provide participants with an overview of the research about high risk behaviors as defined by the CDC. Participants will explore how student participation in high risk behaviors can impact their persistence and success in college. Specific recommendations for programs and services to aid student success will be discussed.	1 hour
Increasing Study Abroad Participation for Students of Color	K. Messer, W. Jackson	According to International Student magazine, studying abroad provides students greater opportunities to see the world, to understand different styles of learning, to engage with various cultures, to increase language skills and to obtain career opportunities. This workshop will provide participants exposure to the study abroad process and information about the overall experience, scholarships and financial aid and program support for diverse populations will be discussed.	1 hour (workshop with moderated student panel 1.5 hours)
Black Male Student Athletes: Impacting Persistence and Success	K. Messer	In this workshop literature and research about Black male student athletes will be presented and recommendations for effective program support and models will be provided.	1 hour
Involving Parents and Family Members in the Student Support and Success Model	K. Messer	Most present-day college students arrive on campus with close ties to parents and family members who have supported and guided them with most of their decisions. Given FERPA and the mission to support student's growth and development as independent adults, Universities need to be agile in this arena. This workshop provides participants with an overview of the literature on parent and family involvement and recommendations for effective practices in developing parent and family support programs will be provided.	1 hour
Minority Populations & Mental Health	L. Poole	This workshop reviews essential theories and practices that aid those who work with diverse populations in addressing and discussing the importance of mental health. This session takes a closer look at the unique considerations in working with these students and how to create preventative programs and services.	1.5 hours
Combating Racial Prejudice and Racism in my Organization	A. Grant	Through interactive mediums and engaging dialogue participants have the opportunity to tackle pressing challenges to racial justice and unpack the sociopolitical and/or cultural construction of race.	4 hours
Liberating Black People's Spirit As Well As the Spirit of All Humanity	A. Grant	This session is guided by the principle of self-determination and community. Participants experience a retreat style learning environment that explores the Black experience in America and reclaiming a spirit-centered approach to flourishing.	2 hours

○ **Workshops for Wellness**

Training Topic	Facilitator	Description	Time
Self-Care/Wellness	L. Poole	This training reviews techniques and practices that are essential to maintaining a school/work-life balance. These sessions are great for a staff retreat or leadership development workshop for students.	1 hour

○ **Other Trainings:**

Training Topic	Facilitator	Description	Time
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Training for Student Office Workers	T. Rankins-Lollis	This training is an opportunity for student office workers to meet one another and become familiar with goals and expectations of the Office of Diversity. Plus, the orientation introduces you to resources on campus that students are not aware of and experience a brief “real talk” discussions.	3 hours
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○ **Workshops for Women and Gender Issues:**

Workshop Topic	Facilitator	Description	Time
US Women’s History	S. Steib	Customizable presentation about major events/issues/figures in US Women’s History. Ideal for guest classroom lectures and/or in conjunction with <i>Exploring Contemporary Issues Impacting Women</i> .	50 min - 3 hours
What is Gender Bias?	S. Steib	Facilitated as a workshop to explore the basic principles of gender bias, how gender bias impacts individuals, communities and society, and what steps can be taken to mitigate gender bias.	1-3 hours
Exploring Contemporary Issues Impacting Women	S. Steib	Customizable presentation about major issues that impact women. Examples of topics include gender based violence, medical, body image, leadership, relationships, politics, glass ceiling, wage gap, etc. Ideal for guest classroom lectures and/or in conjunction with historical analysis of the issue.	50 min - 3 hours
Healthy Relationships	S. Steib	Facilitated as a workshop to explore the basic dynamics of healthy relationship. This workshop includes relationship assessment, characteristics of healthy relationships, and principles of healthy communication. Can be customized to cover a wide-range of relationship (intimate, professional, personal, family, etc.) Can be offered in conjunction with <i>Managing Difficult Relations</i> and/or <i>Dynamics of Gender-Based Violence</i> .	1 hour - ½ day
Managing Difficulty/Unhealthy Relationships	S. Steib	Facilitated as a workshop to provide practical steps and strategies to manage difficult relationships. Can be customized to cover a wide-range of relationship (professional, personal, family, peer, intimate, etc.) Can be offered in conjunction with <i>Healthy Relationships</i> .	1 hour - ½ day
Healthy Masculinity	S. Steib	Can be provided as a presentation or workshop to explore the dynamics of healthy masculinity, how society constructs masculinity, individual/cultural barriers to healthy masculinity, and how to construct healthy masculinity.	1-2 hours
Self-Care/Wellness	S. Steib	This workshop explores the importance of self-care and wellness (especially for women), barriers to self-care, and importance of prioritizing self-care. Participants will create a personal self-care/wellness plan as part of the workshop.	1-2 hours
Impact of Trauma/Violence on Individuals, Families & Communities	S. Steib	This workshop explores various forms of violence/trauma that can impact families, but focuses specifically on dating/domestic violence. Domestic violence and the trauma it causes can have deep, lasting and generational impacts on families. This workshop will explore ways that exposure to domestic violence negatively impacts families and how trauma informed interventions can be used to holistically support families.	1-3 hours
Profiles of Batterers	S. Steib	This workshop will explore the complex personalities & behaviors of batterers and how batterers use manipulation, fear, power & control and others means to support abusive practices/behaviors across relationships. Participants will gain knowledge about: batterer profiles, batterer tactics, dynamics of violence, red-flag behaviors, and appropriate interventions for batterers & victims. Can be offered in conjunction with <i>Dynamics of Gender Based Violence</i> .	1-2 hours
Dynamics of Gender-Based Violence	S. Steib	Customizable workshop or lecture that explores the dynamics of gender-based violence (sexual assault, stalking, dating/domestic violence) and the impact these forms of violence have on individuals, families, and communities. Can be offered in conjunction with <i>Healthy Relationships</i> and/or <i>Profiles of Batterers</i> .	1-3 hours

Leadership Development/Enhancement for Women	S. Steib	Customizable workshop to explore and enhance leadership skills for women. Additional topics covered include dynamics of leadership, stereotypes about women leaders, leadership styles/strategies, mentoring, and personal leadership plans. Can be provided as one training/workshop or as a series of trainings/workshops.	1 hour - ½ day
Start Smart and Work Smart - Salary Negation for Women	S. Steib	Start Smart/Work Smart are initiatives of the American Association of University Women that aim to reduce the wage gap by providing practical training to women on salary negotiation. Details can be found through the link: http://www.aauw.org/what-we-do/salary-negotiation-workshops/	2 hours