



Equity Education Workshops 2021-2022

Welcome to the Equity Education list of professional development workshops for faculty/instructors, graduate students, and student success professionals. The Equity Educator works in both Undergraduate Affairs and The Institute for Learning and Teaching (TILT) and partners with the Office for the Vice President for Inclusive Excellence. The list of workshops is available to enhance the competency and confidence of faculty and instructors to teach a diverse classroom and demonstrate equity and inclusion to students. Each workshop is:

- Designed for 8-30 people, however, there is flexibility.
- The instructional design for each workshop includes the best time allotment listed with the workshop for sharing content and interactive learning.
- Facilitation is available for an in-person/F2F or virtual (Zoom) learning experience. For in-person training, the requirements include a room for an interactive PowerPoint presentation. At this time, hybrid learning is not available. *COVID-19 protocols are essential for booking and participation.

There are three ways to participate in the EE professional development workshops:

1. **Request for a group or Department:** If you wish to book a workshop or a series, e-mail Fleurette King, Equity Educator, at fleurette.king@colostate.edu for a brief consultation or submit this form. Please include topics, dates, location *(Virtual or in-person), time allotment, and the number of people.
2. **Individual registration & participation:** Review the DEIJ training options for the Office of the Vice President for Inclusive Excellence and follow instructions to register. (Available in Fall 2021)
3. **Individual registration & participation:** Review the talent management offerings for professional development and complete registration. (Available in Fall 2021)

Book Discussion (Departments or participants must obtain copies of the book):

Book Discussion: Straddling Class in the Academy by Sonja Ardoin & becky martinez

2 Hours

Facilitated by Fleurette King & Emily Ambrose

Participants will have the opportunity to discuss socio-economic class and classism in higher education. Through the stories of poor and working-class students, faculty, and administrators, we will discuss lessons for college campus policies and practices. For more information about the book:

<https://styluspub.presswarehouse.com/browse/book/9781620367407/Straddling-Class-in-the-Academy>

Book Discussion: How to a be an Antiracist by Ibram X. Kendi

2 hours

Facilitated by Fleurette King & Emily Ambrose

Participants will have the opportunity to discuss the journey, strategies, and narratives of becoming an antiracist person. The discussion will focus on how racist and antiracist strategies, definitions, and actions are reflected in power, biology, ethnicity, body, culture, color, and other topics. For more information about the book: <https://www.oneworldlit.com/books/how-to-be-an-antiracist-hc>

Book Discussion: Racial Battle Fatigue in Faculty edited by Nicholas D. Hartlep & Daisy Ball

3-5 1-1.5 hours Sessions

Racial Battle Fatigue in Faculty examines the challenges faced by diverse faculty members in colleges and universities. Highlighting the experiences of faculty of color—including African American, Asian



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American, Hispanic American, and Indigenous populations—in higher education across a range of institutional types, chapter authors employ an autoethnographic approach to the telling of their stories. Chapters illustrate on-the-ground experiences, elucidating the struggles and triumphs of faculty of color as they navigate the historically White setting of higher education and provide actionable strategies to help faculty and administrators combat these issues. This book gives voice to faculty struggles and arms graduate students, faculty, and administrators committed to diversity in higher education with the specific tools needed to reduce Racial Battle Fatigue (RBF) and make lasting and impactful change. For more information about the book: <https://www.routledge.com/Racial-Battle-Fatigue-in-Faculty-Perspectives-and-Lessons-from-Higher-Education/Hartlep-Ball/p/book/9780367149383>

For a 3 part series, read parts 1 &2 for the first session. For the 5 part series, read part 1 for the first session.

Book Discussion: White Fragility by Robin Diangelo

2 hours

Facilitated by Fleurette King & Emily Ambrose

Effectively addressing the difficulty for white people to talk about racism is part of improving race relations, eradicating racism, and teaching an antiracist curriculum. The book discussion will allow for personal reflections on experiences and strategies with the hope to move beyond the difficulties, including white fragility. White fragility is an obstacle to having honest conversations and actions about white privilege and racism. For more information about the book: <http://www.beacon.org/White-Fragility-P1631.aspx>

Single Workshops available for a customized series or single experience:

Creating an Anti-Racist Classroom

1.5-2 hours

Faculty/instructors can contribute to an anti-racist campus for BIPOC (Black, Indigenous, & People of Color), multiracial/biracial, and white students. It requires understanding the barriers and strategies for incorporating anti-racist pedagogy. Students should complete CSU courses with critical skills to recognize and eradicate systemic racism in their academic field. This could enhance the sense of belonging and responsibility on an anti-racist campus. Faculty/instructors will gain an understanding of how both racism and antiracism impacts teaching and classroom engagement. Before the workshop, participants are required to review the CSU Student Lists of Demands from 2010-2020: <https://diversity.colostate.edu/resources/student-demands/>

Trans Inclusive Pedagogy

1.5-2 hours

Facilitated by Fleurette King

Participants will explore how to create inclusive learning and teaching environment for all genders, including transgender, non-binary, or gender non-conforming. Attendees will discuss and reflect on their teaching practices and strategies for a gender-diverse classroom and how to assist students on being gender-inclusive in their field. Instructors will learn how to eradicate transphobia, cissexism, and genderphobia in teaching and learning.



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STEM (Science, Technology, Engineering & Mathematics) Inclusive Teaching and Engagement

1 hour-1.5 hour

Educators have ample opportunity to provide their students with more cross-curricular connections to problem-solving through community-science initiatives where students take part in real scientific studies. The departure of women and underrepresented minorities from many STEM disciplines can be as high as twice the rate as white and Asian students. And for Asian and Asian American students (and faculty), they may encounter hostile environments. Increasing people with disabilities, LGBTQ+ people and other marginalized communities are seeking better support in STEM. Participants will understand barriers and strategies to effectively address diversity, equity, and inclusion in teaching, learning, and engagement.

CO Equity Tool Kit – Self Inquiry (This can be part of a series or as an individual workshop)

1.5 hours

The Colorado Department of Higher Education created the Equity Took Kit for educators to enhance inclusive teaching and learning related to student retention and success. Drawing from evidence-based best practices, they have organized resources into three categories: Engaging in Ongoing Self-Inquiry, Creating and Maintaining a Culturally Relevant Classroom Community, and Designing and Implementing an Inclusive Course. This workshop will provide an overview of self-inquiry materials, applied as professional development for educators and learning materials for the course curriculum. For more information: <http://masterplan.highered.colorado.gov/equitytoolkit/equity-toolkit/>

CO Equity Tool Kit – Course Design

1-1.5 hours

The Colorado Department of Higher Education created the Equity Took Kit for educators to enhance inclusive teaching and learning related to student retention and success. Drawing from evidence-based best practices, they have organized resources into three categories: Engaging in Ongoing Self-Inquiry, Creating and Maintaining a Culturally Relevant Classroom Community, and Designing and Implementing an Inclusive Course. This workshop will provide an overview of the materials for both course design and professional development for educators. For more information:

<http://masterplan.highered.colorado.gov/equitytoolkit/equity-toolkit/>

CO Equity Tool Kit – Creating Community

1.5 hours

The Colorado Department of Higher Education created the Equity Took Kit for educators to enhance inclusive teaching and learning related to student retention and success. Drawing from evidence-based best practices, they have organized resources into three categories: Engaging in Ongoing Self-Inquiry, Creating and Maintaining a Culturally Relevant Classroom Community, and Designing and Implementing an Inclusive Course. This workshop will provide an overview of the materials for creating community within instructional design and classroom engagement. For more information:

<http://masterplan.highered.colorado.gov/equitytoolkit/equity-toolkit/>

Understanding Social Identities & Classroom Engagement

1.5 hours

Having an awareness of social identities in the classroom for both the educator and students can enhance inclusive teaching. When examining positionality in age, race, gender identity, accessibility and

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Fleurette King, August 2021 We reserve the right to change and update the workshop options without notification.

*Due to changing impact of COVID-19, we have the right to determine if an in-person training is available.



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abilities, sexual/romantic orientation, social-economic status, religion/spirituality, nationality, and others, an instructor can be more thoughtful of creating a sense of belonging, addressing implicit and explicit bias and role model how to be inclusive regardless of who is in the classroom.

The Impact of Dominant Narratives & Microaggressions in the Classroom

1.5 hours

Participants will understand and explore dominant narratives and their impact on curriculum and student engagement. Attendees will discuss inclusive strategies for the curriculum and actions to prevent microaggressions and address dominant narratives in academic fields.

How to Establish Group Norms and Community Guidelines

1 hour

In this workshop, participants will discuss the importance of establishing group norms and community guidelines to create an inclusive and effective learning space. Attendees will explore a variety of options.

An Overview of Inclusive Teaching and Classroom Engagement

Participants will explore the principles of inclusive teaching. There will be the opportunity to reflect on personal self-awareness and how our identities show up and impact our classroom facilitation.

Attendees will discuss how to approach diversity topics when most of the students in the class identify with majority populations/ hold privileged identities.

Racial Equity Overview Workshop

2-2.5 hours

This workshop will provide an opportunity for participants to understand a brief overview of racial inequity that impacts communities of color. Then, enhance empowerment to eradicate racism and improve race relations. Participants will obtain strategies and approaches to improve the racialized world they navigate, including classrooms, workplaces, and communities. Pre-workshop Assignment: Watch the documentary 13th Amendment by Director Ava DuVernay Available on Netflix and Youtube <https://www.youtube.com/watch?v=krfcq5pF8u8>

Mental Health in the Classroom

1-1.5 hours

According to research conducted by the National Alliance on Mental Illness: one in four college students have a diagnosable illness, 40 percent do not seek help, 80 percent feel overwhelmed by their responsibilities, and 50 percent have become so anxious that they struggle in school (Source: Faculty Focus). Participants will enhance their awareness of mental health in the classroom and strategies to support student success.

Virtual Tools to Enhance Online Engagement

1 -1.5 hours

Learn to create an online classroom culture and intentionally use instructional technology to promote learning and maintain core values of inclusion and equity. Participants will share and gain online tools and understand the importance of human connection in virtual education.



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Rams Read Facilitation Guide Training – *The Color of Food* Book

Rams Read is the campus read initiative for Colorado State University, encouraging all of us to read together and discuss what we've read in engaging ways. As we begin our second year of the initiative, we hope that you will join us in our efforts to cultivate and foster a growing community. This year's book selection is Natasha Bowen's *The Color of Food*. It explores ways to cultivate new ideas about food justice, land, bringing people together, and joining in a conversation about race and identity, both locally and around the world. Each year, a subcommittee creates a facilitation guide to assist faculty/instructors, staff, and students in creating learning opportunities. There are two different trainings provided:

- **Rams Read Facilitation Guide Refresher** (30 minutes): Participants will receive an overview of navigating the current facilitation guide to maximize innovation and determine the best resources for learning, teaching, and training.
- **Rams Read Facilitation Guide Training** (2 hours): This workshop includes interactive learning to enhance facilitation skills and an overview of navigating the facilitation guide.

Future workshops in development :

The following workshops will be available in the future.

Increasing Access & Addressing Ableism in the Classroom

1.5-2 hours

Reframing accessibility to learning opportunities for an increasingly diverse community of learners is necessary and beneficial to all. Participants will gain insight into universal design strategies and addressing ableism in teaching and classroom engagement.

Intersectional Pedagogy – To be developed & announced (TPDA)

Trauma-informed Pedagogy – TPDA

New topic workshop request

If your group is interested in a topic not included on this list, please send your request to fleurette.king@colostate.edu. The Equity Educator develops workshop curriculum to meet the needs of faculty/instructor professional development related to inclusive teaching and student success.