



The Office of Human Resources introduces a new series of equity and inclusion workshops, the opportunity to become a member of an Equity and Inclusion education cohort and the chance to complete an Equity and Inclusion certificate.

Equity and Inclusion Objectives:

- Support the University's commitment to welcome and celebrate the intrinsic worth of all members of the community;
- Foster a climate that supports and encourages self-exploration that is essential to our growth as individuals, our relationships with others, and our ability to promote equity; and
- Gain a deeper understanding of the core concepts related to equity and inclusion.

Through a series of modules, you will:

- Develop a foundation of self-awareness and understanding as it relates to basic concepts related to equity and inclusion;
- Explore the social construct of race and the concepts of oppression, power and privilege; and
- Explore implicit bias and microaggression and the response tools and strategies for addressing both

Equity and Inclusion Modules

Participants are asked to complete all three modules and participate in six discussion sessions to further their awareness and development of the topics presented in the workshops. At the conclusion of the six discussion sessions, participants are asked to submit a reflection paper.

- **Module I - Foundation** – This workshop defines basic concepts related to diversity – social identities, socialization, privilege, prejudice, discrimination, and bias to name a few. Through a series of exercises, participants develop a foundation of self-awareness and understanding.
- **Module II – Race, Power, and Privilege** - This workshop examines the foundation concepts in more detail. It looks at the social construction of race, and explores the concepts of oppression, power and privilege.
- **Module III – Understanding Implicit Bias and Microaggression** – This workshop explores implicit bias and microaggression and provides participants with effective recognition and response tools and strategies.
- **Six discussion sessions** - through a series of readings and discussions, participants will explore the topics covered in the workshops in more detail.
- **Reflection Paper**

To receive an Equity and Inclusion certificate, participants must attend all three modules, participate in the six discussion sessions, and complete a reflection paper.

Eligibility to Participate in the Equity and Inclusion Cohort

You are eligible to participate in the Equity and Inclusion Cohort if: you are interested in exploring concepts in support of equity and inclusion, you have attained a minimum rating of PW on your most recent performance evaluation and you are not on corrective action.

For information on the Equity and Inclusion Cohort, please contact Training & Development at hrt@d@stjohns.edu or call (718) 990-2330.