



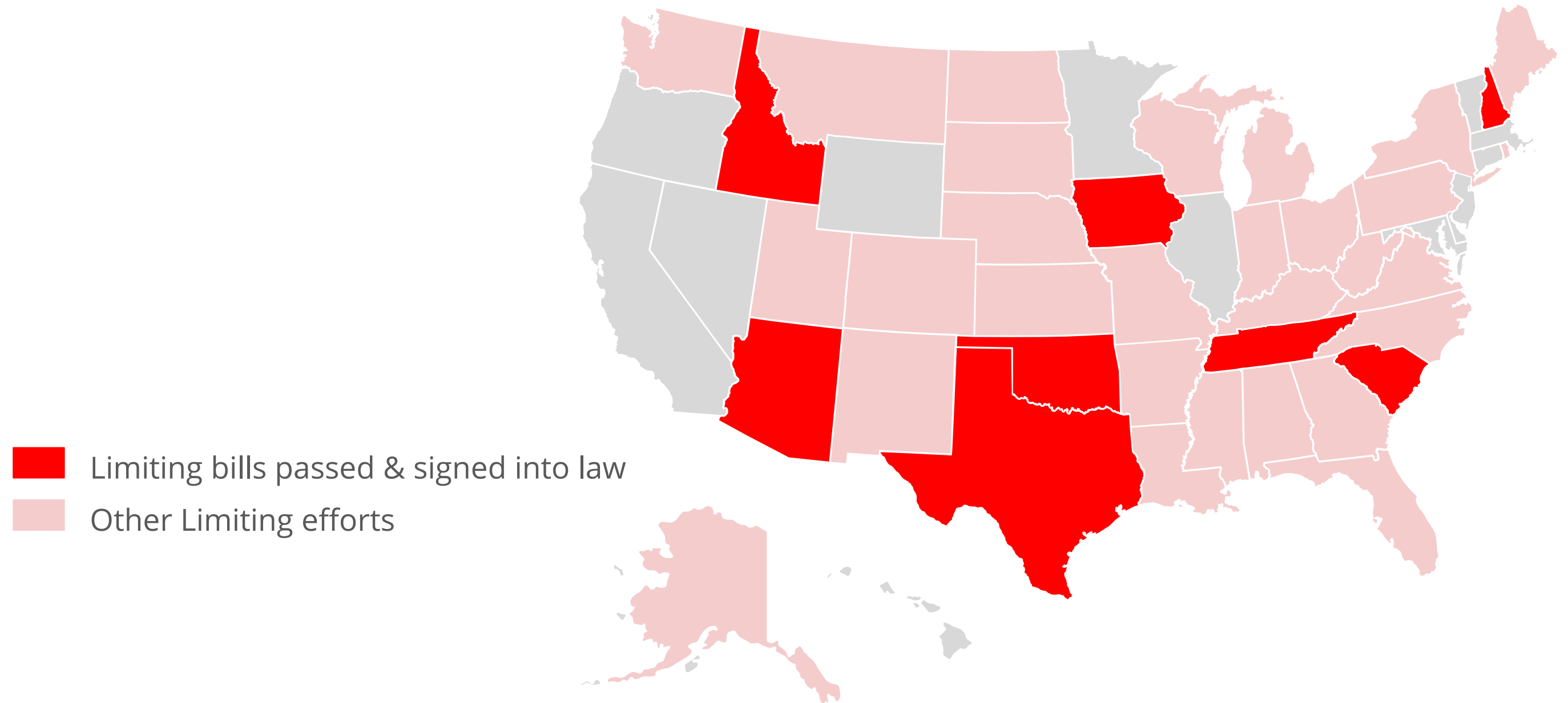
How You Can Deliver Diversity and Inclusion Training (And Avoid Controversy)



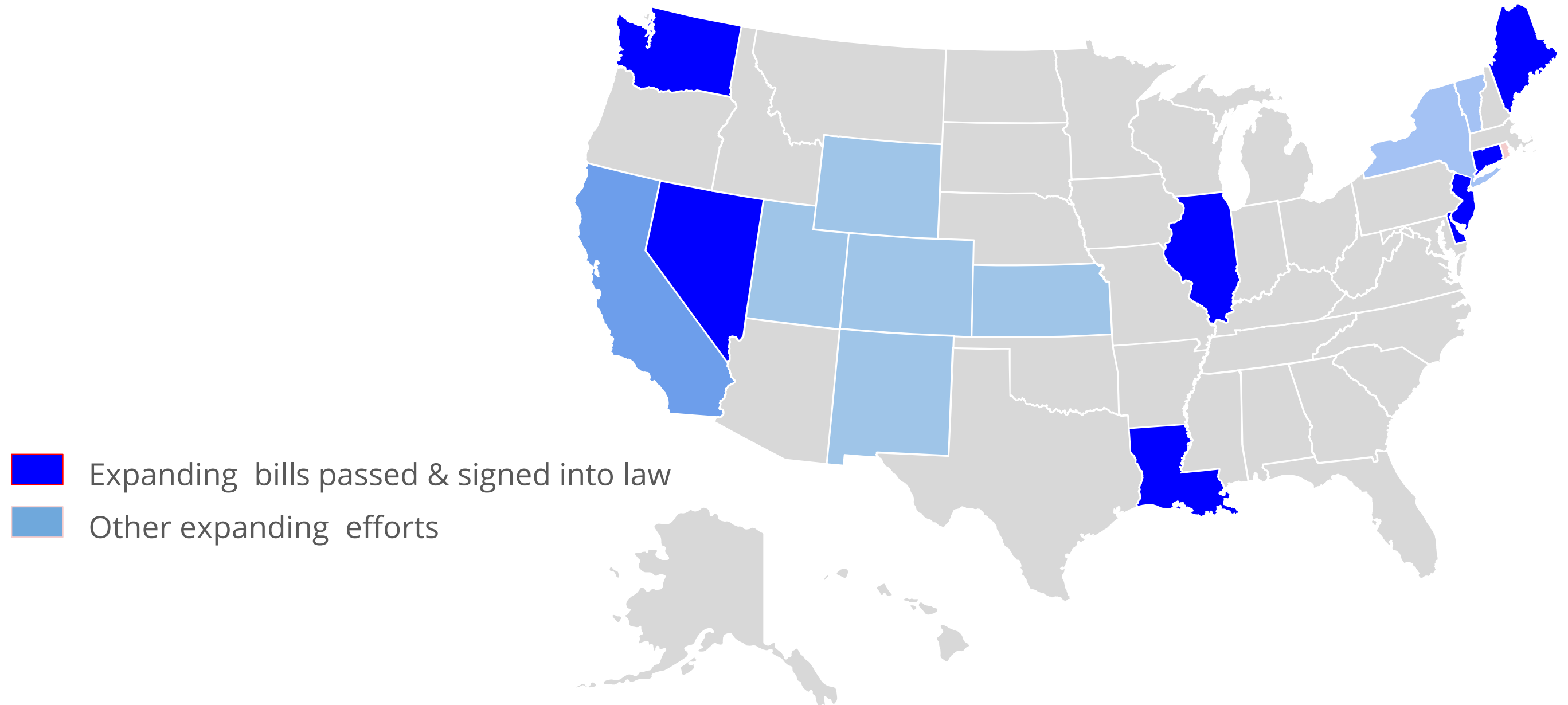
Our Time Together

1. Provide a broad overview of some of the regulatory challenges educators face.
2. Offer research-backed approaches to diversity, inclusion and belonging that builds skills, supports compliance and includes learners across the spectrum of identities and experiences.
3. Introduce a framework for proactively engaging campus and community stakeholders on diversity and inclusion that reduces internal and external pushback and increases buy-in and active engagement.
4. Learn from colleagues on emerging and proven practices they're implementing on campus

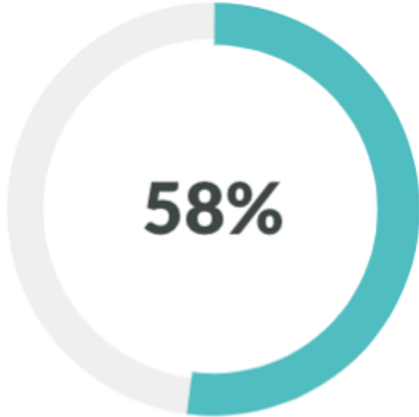
State Efforts Related to Limiting Diversity Education



State Efforts Related to Expanding Diversity Education

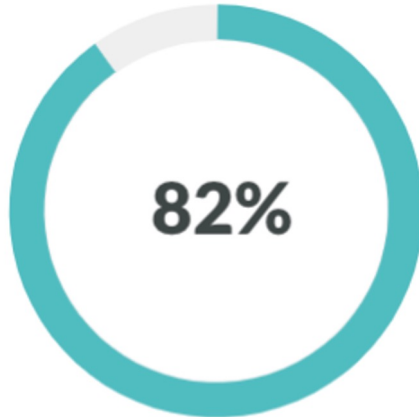


FEAR AND TRIBALISM ARE ON THE RISE



58%

Have witnessed an act of racism at their institution.



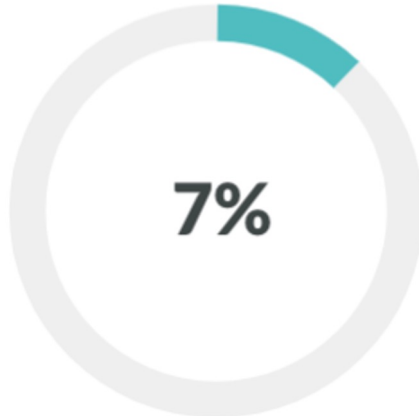
82%

Expect that they will be exposed to diverse opinions, cultures, and values.



92%

Would respect someone who spoke up against someone engaging in bias-related behavior.



7%

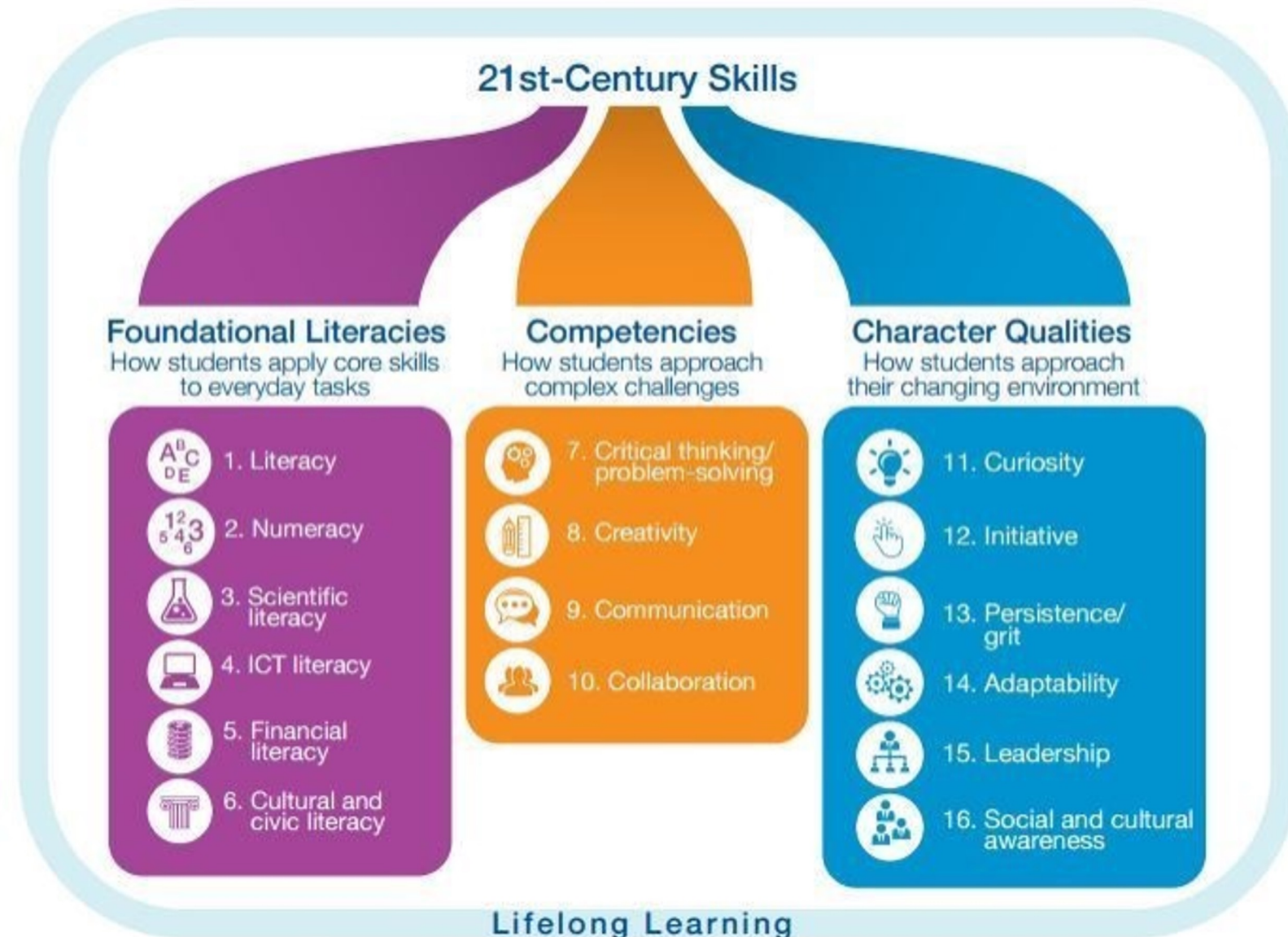
Have previously received training on diversity, equity, or inclusion.

**Do you feel like
the tail is
wagging the dog?**



Tactic #1: Reframe as Career-Readiness

Diversity, Inclusion & Belonging Skills for Current and Future Workforce



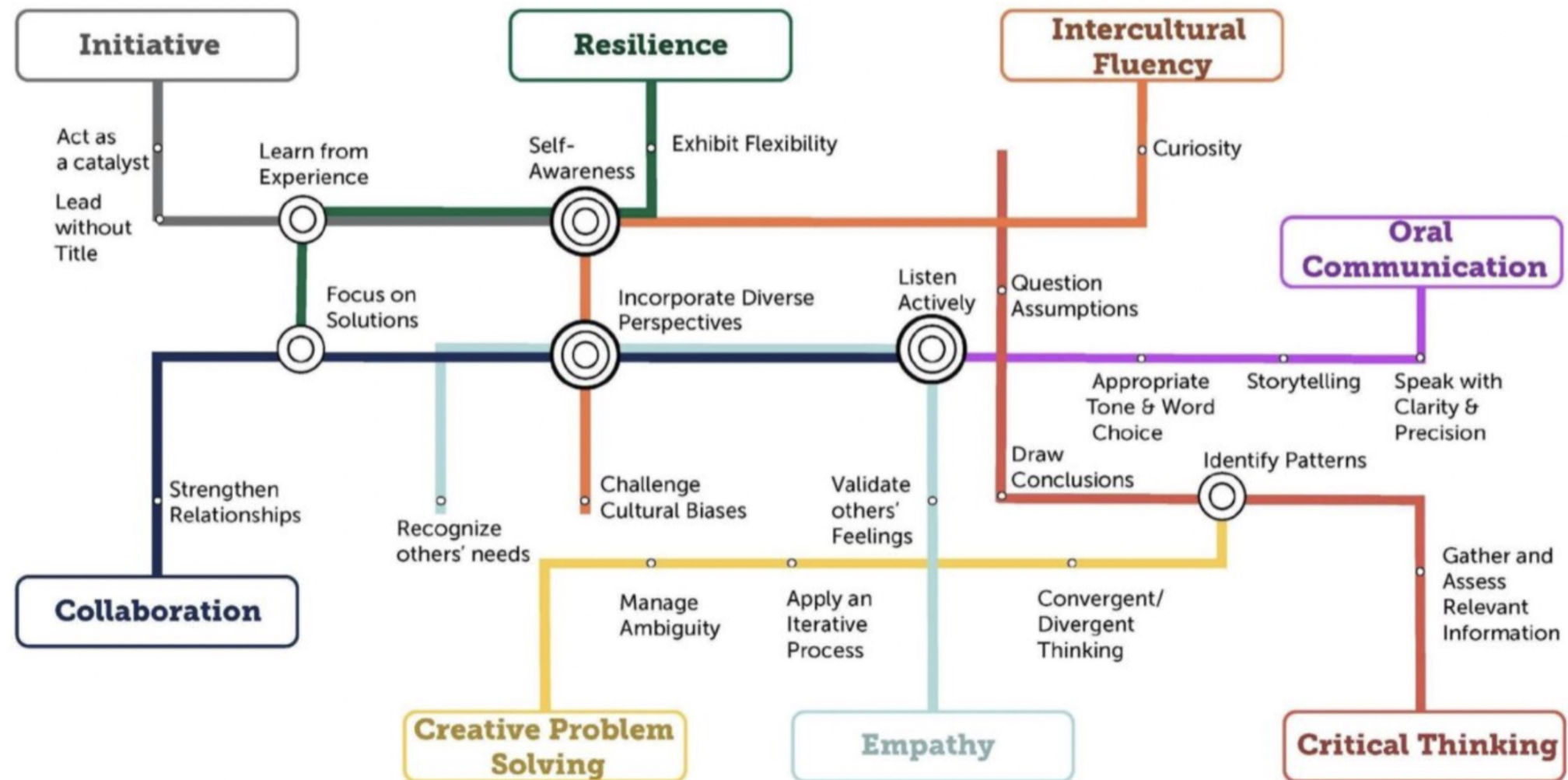
Hallmarks of Effective DIB Education

- Positive Framing
- Opportunities for Perspective-taking
- Self-reflection
- Scaffolded skill-building
- Realistic, complex scenarios
- Role-specific content



Inclusion As a Workforce Skill

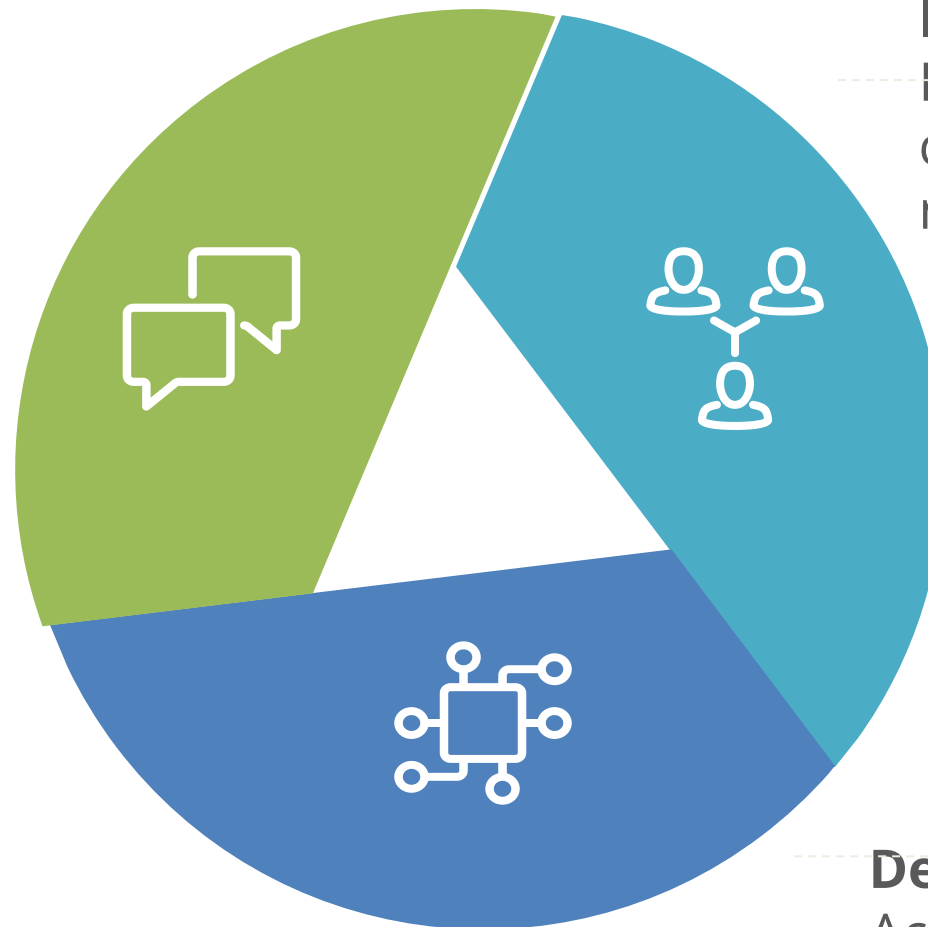
21st Century Skills Sub-competency Map



Deeper Dive In Sub-Competencies of Inclusion Skills

Listen Actively:

Form productive working relationships; ensure that others feel heard and valued; and grasp and retain information.



Incorporate Diverse Perspectives:

Enlarge the conversation; challenge their own thinking; and maximize group effectiveness.

Demonstrate Self-Awareness:

Act as a catalyst galvanize action; identify and seize opportunities for change; and overcome inertia.

Tactic #2: Frame The Message (and Messenger) for the Audience

“Frames matter because they can foster certain understandings and hinder others.

Once activated, frames trigger emotions, associations, values, judgments, and causal explanations. They create tracks for a train of thought. And once on that track, it’s hard to get off.”

-Berkeley Media Studies Group

High Knowledge

Low Resistance

Passive Skeptics

- Knowledge Messengers
- Values Messengers
- “The Witness”

Active/Hostile Skeptics

- Aligned with Audience Identity
- Knowledgeable and “on-board”
- “The Converted”

High Resistance

Unaware

- High social capital
- Knowledge Messenger
- “The Trendsetter”

Passive Skeptics

- High social capital
- Values Messaging
- “The Vanguard”

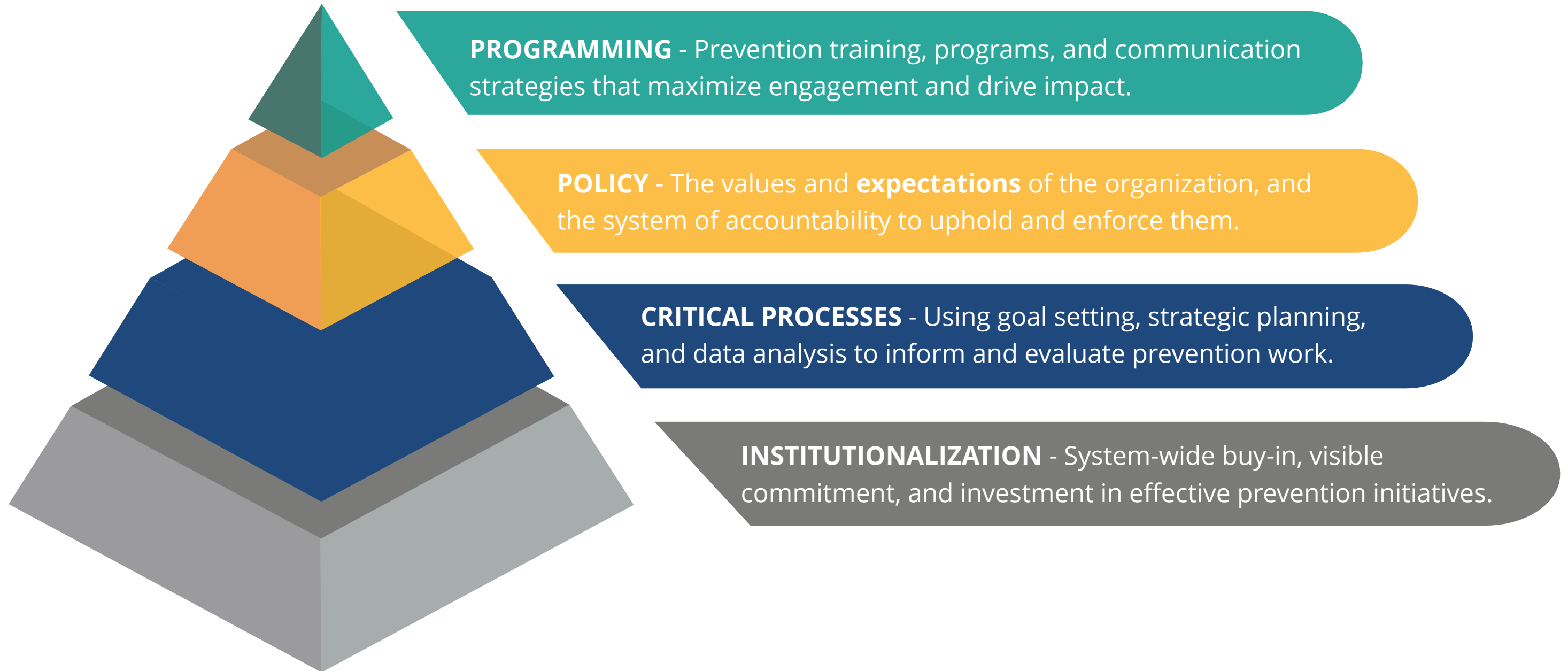
Low knowledge



Source: [Stanford Social Innovation Review](#)

Tactic #3: Prepare Leaders to Drive Diversity, Inclusion and Belonging

Framework for a Comprehensive DIB Strategy



Framework for a Comprehensive DIB Strategy



“As leaders, we all condemn this behavior. As parents, we don’t want to receive that call at 3 a.m.; we don’t want anyone else to receive that call at 3 a.m.”

Todd Diacon, Kent State President

INSTITUTIONALIZATION - System-wide buy-in, visible commitment, and investment in effective prevention initiatives.

“ Leaders are able to shift peoples' views on social issues regardless of key characteristics that may already inform their opinions.”

“ The role leaders play in shaping the organizational climate is not merely correlational but causal.”

Source: Hart, C., Crossley, A. Correll, S. (2018)





Traits of an Inclusive Leader



Selen Zarrelli, MBA

- Director, Center for Student Diversity and Inclusion
- Institution Location: University Heights, OH
- 2022 Undergraduate Enrollment: 2,417



Ohio
Wesleyan
University



Imogene Johnson

- Human Resource Director
- Institution Location: Delaware, OH
- 2022 Undergraduate Enrollment: 1,450





Amy Obszarski

- Affiliate Faculty, Head of the Committee on Justice Diversity Equality and Inclusion
- Institution Location: Cincinnati, OH
- 2022 Undergraduate Enrollment: 492



Solutions That Help Institutions

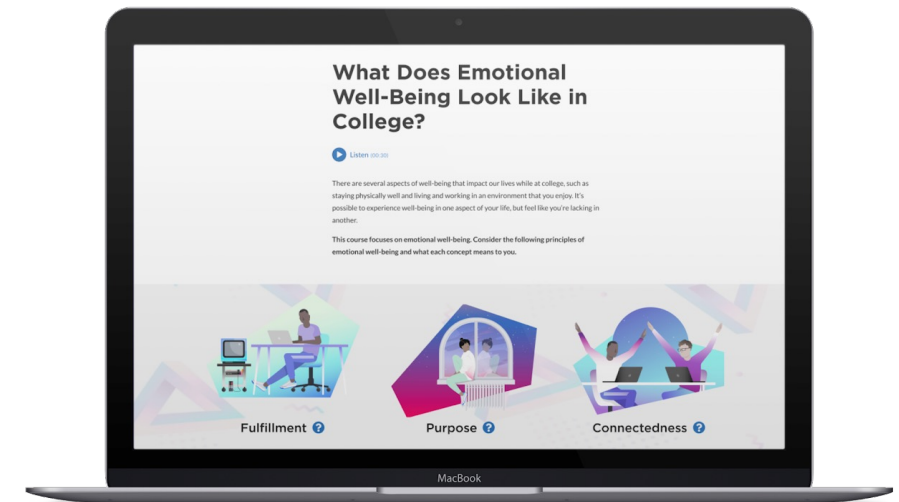
AICUO Institutions Receive Preferred Pricing on Vector Solutions Products

Student Training: Reinforce healthy decisions and promote positive attitudes and behaviors.

- Diversity, Equity, & Inclusion
- Sexual Assault Prevention
- Substance Misuse Prevention
- Mental Well-Being

Faculty and Staff Training: Improve knowledge, attitudes, and skills.

- Diversity, Equity, & Inclusion
- Compliance & Safety
- Harassment & Discrimination
- Facilities Maintenance



Q&A

*Note: If your question doesn't get answered during the allotted time,
we will follow up by email.*

Holly Rider

Vice President of Education Strategy

holly.rider-milkovich@vectorsolutions.com





Thank You!