

Royal Diversity, Equity, & Inclusion Leadership Program

Introduction

The Royal Diversity, Equity, & Inclusion Leadership Program will assist participants in expanding and deepening their cultural competency and cultural humility to foster a positive campus community and climate that is equitable and inclusive of all individuals.

The program will focus on the *individual/interpersonal* aspect of the DE&I framework adopted from the Multicultural Resource Center's adapted model. This aspect is about unpacking beliefs, attitudes, and behaviors – both explicit and implicit – about marginalized groups and about the interactions we have with others that are not in our group. Some activities/workshops/trainings will include understanding our biases, implicit bias, understanding our own culture, and listening to others' experiences, while examining how our own attitudes may impact their experience, both while listening in the moment (at the program) and in situations throughout our lives.

The program will also seek to incorporate the widely accepted multicultural competence theory of recognizing three tasks - awareness, knowledge, and skills - as essential pieces of each domain. That means that within each domain, we should be trying to provide training that reinforces each of those areas. Focus areas that help to increase one or more of the below tasks will be denoted with an A, K, or S.

Awareness/Attitude: Includes awareness of individual biases and own cultural context and actively working to understand how those affect your interactions with others.

Knowledge: Includes cross-cultural interaction, learning, and humility in understanding of other cultures, and recognizing how their values may be different and like your own.

Skills: Includes acquiring and practicing often effective communication skills, allyship, humility, and ability to recognize limits and seek further education.

Key Components

- **Identity:** Understanding your own and others' *identity*: Interfaith understanding, Intersectionality, bias awareness (A)
- **Communication:** Practicing Inclusive Language, Individual and Group Dialogues, managing conflict (A, K, S)
- **Ally-ship Training:** Safe Zone (LGBTQ+), Green Zone (Understanding Military Veterans) (A, K, S)*

Program Goals

- Increase cultural competency and cultural humility.
- Build a guiding coalition to support DE&I.
- Strengthen campus culture.
- Affirm Queens' commitment to DE&I.

Learning Objectives

- Participants will demonstrate openness to new ideas and perspectives.
- Participants will be able to effectively communicate verbally and nonverbally with people of various backgrounds.
- Participants will seek to increase collaboration with different groups.
- Participants will increase knowledge and acceptance of their own and others' intersectionality.
- Participants will be able to recognize and critically reflect upon one's own cultural biases.
- Participants will learn what it means to be an ally for others.

Program Benefits

- Increased DE&I knowledge and skills to help lead change.
- Participants empower themselves to take an active role in creating a more accepting campus environment.
- Graduates receive funding to attend at least one local DE&I conference and/or event.
- Increased job marketability for program graduates.
- Increased leadership skills.

Program Design and Timeline

- 20 students in first cohort.
- September – November 2020
- Monthly in-person gatherings for reflection and some workshops.
- Attend fall programs in-person and virtual.

Applications Open- July 13, 2020

Application Deadline- July 24, 2020

Participant Selection- August 14, 2020

Program Kickoff- September 5, 2020

Program Conclusion- November 14, 2020

Requirements

The Royal Diversity, Equity, & Inclusion Leadership Program requires a 3-month training commitment that includes various workshops, reflections, site visits, and other modes of increasing cultural competency. In addition, program graduates are expected to serve as active DE&I ambassadors on and off campus helping to intentionally lead change towards a more equitable and inclusive society.

Participants must complete a total of no less than 20 hours which includes attendance at all of the in-person workshops as well as 2 qualified workshops that focuses on each of the areas of identity, communication, and allyship.

September In-person Meeting 4-hours (*Saturday September 5, 2020*)

Kickoff Program

Program Introduction

Pre-test

October In-person Meeting 2-hours (*October 2020 - evening meeting*)

Reflection
Deliberative Dialogue Facilitator Workshop

November In-person Meeting 4-hours (*Saturday November 14, 2020*)

Final Reflection
Post-test
Graduation

Workshops/Trainings Offered/Site Visits (Not an Exhaustive List)

Implicit Bias
Safe Zone
Green Zone
Practicing Inclusive Language
Individual Dialogue Workshop
Deliberative Dialogue
Hispanic Heritage Month Programs
LGBTQ History Month Programs
Native American Heritage Month Programs
Interfaith Engagement and Understanding
Levine Museum of the New South