

## DEI Dashboard

Fall 2021

### Goal #2: Ensure Equity in All Programs and Services

#### Strategy 2.4: Strengthen cultural competency among all employees.

**Target 1:** All employees will have enhanced cultural competency training in FY 2022

##### Mandated Training

- FERPA for Staff in Higher Education
- Title IX, The Clery Act, and VAWA for Faculty and Staff
- Harassment Prevention for Higher Ed Employees
- EEO Laws for Higher Ed: Title 1 of the ADA
- CyberSecurity Awareness Basics

##### Training Currently Available (Requirements Vary by Department and Employee Role)

NEOGOV LEARN DEI Available Courses for all Staff and Faculty

Anti-Bias Policing: Part 1  
Anti-Bias Policing: Part 2  
C.A.R.E. About Implicit Bias  
Challenge Organizational Bias  
Consequences of Bias  
Developing a Diversity and Inclusion Program  
Diversity in the Workplace: Diversity for All  
Diversity Toolkit: The Inclusion-Exclusion Continuum  
Diversity, Respect, and Legal Compliance — the TAKEAWAY for Managers™  
Diversity: Seeking Commonality (Employee Version)  
Diversity: Seeking Commonality (Manager Version)  
EEO Laws for Higher Ed: Equal Pay Act of 1963  
EEO Laws: Equal Pay Act of 1963  
Implicit Bias in Action  
Issues in Diversity: Be Attentive  
Issues in Diversity: Embrace Tough Conversations  
Issues in Diversity: Exercise Compassion  
Issues in Diversity: Expand Horizons  
Issues in Diversity: Share Responsibility  
Issues in Diversity: Speak With Care



Issues in Diversity: Welcome New Perspectives  
LGBT+ Equality in the Workplace  
Overcoming Unconscious Bias  
Respect at Work: Diversity  
The Biased Brain  
Understanding Geographic Identity and Biases

### Training Plan for 2021-2022

#### Administrator Leadership Program

- Overview of Higher Education and the Role of a Dean/Administrator
- Strategic Thinking
- Change Management
- Division Focus and Objectives

#### Faculty

- Equity minded pedagogy – diversity focus, bias training

### **Target 2: CSM will continue Heritage and Awareness Challenges**

#### FY 2021 Programs

LGBTQ+ PRIDE AWARENESS CHALLENGE: JUNE 1-30
ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE CHALLENGE: MAY 1-31
JEWISH AMERICAN HERITAGE CHALLENGE: MAY 1-31
IRISH AMERICAN HERITAGE CHALLENGE: MARCH 1-31
WOMEN'S HISTORY CHALLENGE: MARCH 1-31
BLACK HISTORY CHALLENGE: FEBRUARY 1 - MARCH 1
DR. MURPHY'S FINDING COMMON GROUND CHALLENGE: JANUARY 18-31
ALICE/POVERTY AWARENESS CHALLENGE: JANUARY 1-31
HOLIDAY SEASON CHALLENGE: DECEMBER 10 - JANUARY 1
GIC'S INTERNATIONAL WEEK CHALLENGE: KOREA! NOVEMBER 16-20
NATIVE AMERICAN HERITAGE CHALLENGE: NOVEMBER 1-30
DISABILITY AWARENESS CHALLENGE: OCTOBER 1-31
ITALIAN AMERICAN HERITAGE CHALLENGE: OCTOBER 1-31
HISPANIC HERITAGE CHALLENGE: SEPTEMBER 15 - OCTOBER 15