

VIRTUAL SUMMER SCHOOL

# Diversity & Inclusion 101

FOR EXTENSION PERSONNEL



JULY 23 - 27 2018

3:00 PM (EST)/2:00 PM (CST)/1:00 PM (MST)/12:00 PM (PST)

## Monday, July 23rd

**Session Title:** Understanding Social Identity Development: A tool for building authentic relationships across differences

**Presenter:** Eduardo González, Jr.



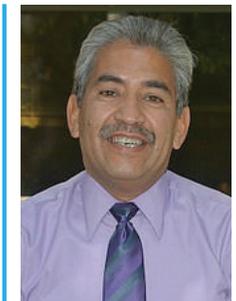
**Session Description:** This webinar will explore the process of identity development within a U.S. context that is shaped by individual characteristics, family dynamics, historical factors, and social and political contexts. Understanding how these factors affect our own and other's identity development is critical to leadership, positive youth development, and community building. By enhancing our awareness and understanding of the process of identity development, we can better position ourselves, our programs and our organizations to effectively navigate and build authentic relationships across differences. The social identity development model presented in this webinar can also serve as a powerful tool for framing, examining and promoting deeper dialogue regarding race and race relations in our country.

REGISTER HERE

## Tuesday, July 24th

**Session Title:** Leadership in Dealing with Difficult Multicultural Discussions

**Presenter:** Dionardo Pizaña



**Session Description:** Many people are concerned about reports of bias-based language and behaviors targeting young people and adults based on differences such as race, national origin, immigration status, religion, gender, sexual orientation and other differences. Have you found yourself wanting to speak up to address hurtful language and behaviors but you didn't know how to respond at work, at home or in the community? Perhaps you've been in a situation where you wished that you could've responded in a different way to an inappropriate behavior, remark or joke? This webinar will provide participants opportunities to practice ways to use their voice to take leadership in dealing with difficult multicultural discussions. The purpose of this workshop is to provide frameworks and practical experiences for participants to explore how difficult discussions can become opportunities for transformative dialogue.

REGISTER HERE

This free social media virtual summer school co-sponsored by



## Wednesday, July 25th

**Session Title:** “Assess your Ability to Navigate Across Cultural Differences and Commonalities: Learn and grow through the I.D.I

**Presenter:** Dr. Quentin R. Tyler



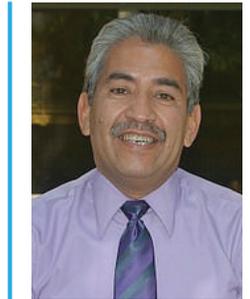
**Session Description:** This webinar will introduce basic concepts of diversity equity and inclusion, while also introducing the Intercultural Development Inventory® (IDI®), which assesses one's intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. The Intercultural Development Inventory is a 50-item questionnaire that have led to demonstrated results in educational institutions and organizations. Learn from a proven approach for building intercultural competence to accomplish individual, team, and organization goals. Using the IDI has led to substantial improvement in learning, growth, and individual development. As a result of this workshop, participants will learn how the IDI increases their ability to navigate across differences and commonalities assessed.

**REGISTER HERE**

## Thursday, July 26th

**Session Title:** **Organizational Values: Creating healthy organizational climates through inclusive approaches**

**Presenter:** Dionardo Pizaña



**Session Description:** What makes up organizational culture and more importantly, organizational culture that is inclusive, supportive and inviting? It may be helpful to begin this discussion by looking at our earliest learning regarding “better than/less than” treatment. If not interrupted, these treatments and behaviors can then lead to supporting cultural norms and other forms of cultures of power. Participants will discuss how dominant cultural values such as fear of conflict, worship of the written word and either/or thinking – fear of complexity can show up in many different forms in our organizational policies, procedures, processes and relationships and ways they can work to advocate for more inclusive, equitable approaches and community standards.

**REGISTER HERE**

## Friday, July 27th

**Session Title:** **Working with LGBTQ Youth and Families**

**Presenter:** Kayla Oberstadt



**Session Description:** This webinar will help build awareness of best practices to support LGBTQ+ 4-H youth, recognize appropriate language in 4-H related documents, and share ways in which an inclusive environment can be created for all. Our presenter will share common LGBTQ+ definitions, appropriate terminology/language, discuss mental health, discuss available resources, and describe how to model desired inclusive behavior. As a 4-H Camp Director and State 4-H Program Manager, our presenter will discuss some camper and parent scenarios.

**REGISTER HERE**

**For information contact:** [jrobinson@uaex.edu](mailto:jrobinson@uaex.edu)  
or visit our website at <http://naepsdp.org>