

Chief Diversity Officer Team

Workshop Menu 2019-2020

17-9-2019

Chief Diversity Officer Team

This is the Chief Diversity Officer Team's Workshop Menu. These workshops are free and open to all UVA students and staff from all faculties. These workshops are done in conjunction with ECHO Diversity Expertise Centre, Our Bodies Our Voice and the Good Lad Initiative.

Interested groups should contact the Chief Diversity Officer Team.

Web: uva.nl/diversity

Blog: uvadiversity.blog

Mail: diversity@uva.nl

Live: Maagdenhuis

Partners: echo-net.nl; ourbodies-ourvoice.com; goodladinitiative.com

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Implicit Bias and Open Communication Workshop

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| Workshop leaders: | Janissa Jacobs and Alfie Martis |
| For whom: | Employees and student organizations |
| Participants: | 15 max. |
| Duration: | 2-3 hours |
| Language: | Offered in English and Dutch |
| Goal: | An introductory training on diversity, inclusion and intersectionality. Participants are introduced to various diversity topics, frameworks and theory, so they gain basic knowledge in order to be able to talk more knowledgeably about diversity. Themes that are covered include implicit bias, good practices, resource-sharing, allyship, power dynamics and diversity literacy. These are custom-made workshops for various entry-levels. Follow-up workshops are strongly advised, as these provide additional room for in-depth engagement. |
| Preparation: | One week prior to the workshop participants are required to submit cases/examples of diversity topics they are struggling with (in their personal and/or professional lives). Small implicit bias quiz. |
| Program/Exercises: | <ul style="list-style-type: none">• Genealogy of diversity-related work being done at the UvA.• List of statements (stellingen) i.e. “diversity quota is bad for the quality of our university.”• Pyramid about different levels of discrimination, i.e. “what’s a micro-aggression?”• Reflection and round-table discussion on submitted cases/examples. |

Diversity and Inclusion Consultations

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| Workshop leader: | Alfie Martis |
| For whom: | Employees and student organizations that have set up/are setting up diversity-related initiatives, projects and/or policies, who would like to receive personal feedback and advice. |
| Participants: | 5 max. |
| Duration: | 1-2 hours |
| Language: | Offered in English and Dutch |
| Goal: | During this consultation session participants are provided with extensive feedback and advice by an educator with many years of practice. This will allow them to improve their new and/or existing diversity-related initiatives. |
| Preparation: | Two weeks prior to the consultation participants are required to submit information on their initiatives, projects and/or policies. |
| Program/Exercises: | Personal feedback session and advice on submitted papers. |

Academic Leadership Program (PAL) Workshops

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| Workshop leaders: | Anne de Graaf and Pravini Baboeram (ECHO Diversity Expertise Centre) |
| Contact person: | Helen Hermelijn |
| For whom: | Second-level management within the UvA |
| Participants: | 15-20 |
| Duration: | 1.5 hour |
| Language: | Offered in English and Dutch |
| Goal: | To raise awareness and challenge heads of graduate schools, etc. with the necessity of taking responsibility for furthering equity, inclusion and diversity issues within their teams. |
| Preparation: | Two weeks prior to the consultation participants are required to submit information about specific cases or questions they have encountered in their work. |
| Program/Exercises: | Implicit bias, intersectionality, active listening, equity vs. equality, power of personal narratives, how to open listening spaces, the messy conversation, and UvA CDO initiatives. |

Stress Less Meditation Workshop

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| Workshop leader: | Fatima Kamal |
| For whom: | Employees and students |
| Participants: | 15 max. |
| Duration: | 30 minutes |
| Language: | Offered in English and Dutch |
| Location: | CREA, Roeterseiland |
| Goal: | The goal of this meditation workshop is to help students in navigating through stress-related issues and to aid them in gaining more peace of mind in academic life. See also: https://uvadiversity.blog/stress-less/ |
| Program/Exercises: | Weekly guided meditation, body scan or breathing exercise, depending on the experience of the group. |

Strengthening Social Safety and Sexual Violence Prevention Workshops

These workshops are delivered by Our Bodies Our Voice (OBOV), a partner of the CDO team and the Good Lad Initiative (GLI).

[Large Scale] Boundaries and Communication Workshop - Introduction Week

Workshop leader: Our Bodies Our Voice

For whom: Students (mixed gender)

Participants: 100-150

Duration: 30-50 minutes

Language: English

Goal: Opening up the conversation around boundaries, consent and communication.

Preparation: No preparation necessary

Program/Exercises:

- Q and A about boundaries using anonymous mobile phone-based audience participation software (Menti).
- A guided discussion on communication and consent, applying real-life scenarios.
- Raising awareness about available help centers.

[Large Scale] Boundaries and Communication Workshop - In Depth

Workshop leader: Our Bodies Our Voice

For whom: Students (mixed gender)

Participants: 50 max

Duration: 1.5 hours

Language: English

Goal: Learning to understand and engage actively with boundaries in terms of sexual interaction.

Preparation: No preparation necessary

Program/Exercises:

- Increasing awareness of the scope of the issue, and breaking key myths.
- Exercise around boundaries (resembling the privilege walk).
- Recognizing that boundaries are individual and unlikely to be identical in sexual partners.
- Exploring different modes of communication for expressing and acknowledging individual boundaries.
- Raising awareness about available help centers.

Bystander Intervention and Active Listening Workshop

Workshop leader: Our Bodies Our Voice

For whom: Students (mixed gender)

Participants: 10 – 15

Duration: 1.5 hours

Language: English

Goal: Encourage students to recognize their responsibility and ability to respond to situations where someone is at risk of experiencing sexual violence.

Preparation: No preparation necessary

Program/Exercises:

- Increasing awareness of the scope of the issue, and breaking key myths.
- Forum theatre/Discussions using real-life scenarios.
- Providing tools to become an active bystander when faced with potential dangerous situation.
- Providing tools to become an active listener when someone discloses their story of sexual violence.
- Raising awareness about available help centers.

Bystander Intervention and Culture Workshop

Workshop leader: Our Bodies Our Voice

For whom: Students (mixed gender)

Participants: 10 – 15

Duration: 1.5 hours

Language: English

Goal: Recognizing the 'innocent' components of social behavior, and how this builds into a culture that ignores/encourages sexual violence.

Preparation: No preparation necessary

Program/Exercises:

- Increasing awareness of the scope of the issue, and breaking key myths.
- Exploring how student culture of hookups, and alcohol in particular, increase this trend to create a toxic culture in our environment.
- Raising awareness about available help centers.

Positive Masculinity Workshops

Workshop leader: Our Bodies Our Voice and Good Lad Initiative

For whom: Students who identify as men

Participants: 10 – 15

Duration: 1.5 hours

Language: English

Goal: Recognize the implications of the group they are a part of power dynamics, and gender equality.

Preparation: No preparation necessary

Program/Exercises:

- Introduce, via statistics, people's voices and stories; realizations that everyone is partly contributing to power dynamics.
- Taking an emotional step away from defensive positions, helping students realize how to get more involved.
- Discussions around what constitutes complex situations and how best to act during them.
- Raising awareness about available help centers.

Creating Inclusive Departments Workshop

Workshop leader: Our Bodies Our Voice and Good Lad Initiative

For whom: Employees

Participants: 10 – 15

Duration: 2-3 hours

Language: English

Goal: To uncover potential sources of tension and harmful cultures within staff-staff and staff-student interactions.

Preparation: No preparation necessary

Program/Exercises:

- Discussing management and cultural issues within the department.
- Analyzing realistic case studies.
- Pragmatic approaches to creating more inclusive working environments.
- Raising awareness about available help centers.

Teaching for Inclusion Follow-Up Workshop

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|--------------------|---|
| Workshop leader: | Our Bodies Our Voice and Good Lad Initiative |
| For whom: | Employees, specifically teachers and professors |
| Participants: | 10 – 15 |
| Duration: | 2-3 hours |
| Language: | English |
| Goal: | Develop skills to handle potentially sensitive discussions in order to support students who disclose traumatic personal experiences. Focuses on staff response to complaints, ensuring that all students get the help they need. Creating an inclusive classroom. |
| Preparation: | Creating Inclusive Departments Workshop |
| Program/Exercises: | <ul style="list-style-type: none">• Specifically dedicated to dealing with tutor-student relations, including supervision of PhD candidates and early career researchers.• Provides tools on how to address power relations.• Pragmatic skills for managing classroom discussions, supporting students, and creating safe and supportive staff rooms.• Raising awareness about available help centers. |

Social Safety Board Training

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| Workshop leader: | Our Bodies Our Voice |
| For whom: | Board of Student and Study Associations (mixed gender) |
| Participants: | Dependent on the size of the association's board |
| Duration: | 3-4 hours |
| Language: | English |
| Goal: | Equip board members with the knowledge and tools to improve social safety in their association. It will help them prepare for the next intake of students. |
| Preparation: | No preparation necessary |
| Program/Exercises: | Development of an overall plan for safe and inclusive societies, focusing on responses to crisis, setting culture, risk identification and mitigation, including skills for bystander intervention. |

Social Safety Training for the Association's Members

Workshop leader: Our Bodies Our Voice

For whom: Student and Study Associations Members (mixed gender)

Participants: 30-50

Duration: 1.5 hours

Language: English

Goal: Opening up the conversation around social safety and experiences within the association.

Preparation: Social Safety Board Training for the board

Program/Exercises:

- Will depend on the workshop chosen by the board (see workshop descriptions for: positive masculinity; boundaries consent and communication; bystander and active listening).
- Special focus on bystander intervention.
- Raising awareness about available help centers.