TRAINING FOR FACULTY, STAFF, AND STUDENTS – CULTURAL COMPETENCE
ERADICATING SYSTEMIC RACISM AND PROMOTING SOCIAL JUSTICE INITIATIVE
UNIVERSITY OF MEMPHIS, 2020-2021
Assignment

Recent events illumine the need for faculty, staff and students to become more culturally competent and knowledgeable about all races and cultures in a world made increasingly smaller by globalization. Regrettably, many have not had in-depth training, experience or exposure to navigate experiences involving cross-racial, cross-cultural issues of diverse groups, but desire training to do so. The primary goal of this workgroup is to identify existing trainings (online tutorials, videos, expert panels/speakers) designed to improve relational skills.

Committee

- Co-leads: Tiffany Baker Cox (OIE), Kristil Davis (HR), Aram Goudsouzian (History)
- Committee members: Wendy Bedwell-Torres (Management), Kennedi Brown-Willis (student), Melanie Drisdale (HR), Steven Nelson (Education), Kathy Lou Schultz (English), Sarah Stuart (Facing History and Ourselves)
#1) A university-wide committee that identifies training programs and maintains a website geared to promote diversity and inclusion for students, staff, and faculty

#2) A diversity and inclusion training certificate for faculty and staff

#3) An annual conference that addresses themes of racial justice and equality
RECOMMENDATION #1:
TRAINING PROGRAMS FOR STUDENTS, STAFF, AND FACULTY

- Develop a campus-wide Diversity Committee
  - Regularly update training opportunities
  - Maintain local partnerships
  - Work to identify and centralize existing training silos throughout campus, creating a more collaborative and cohesive approach to training
  - Manage the new diversity and inclusion website

- Create a comprehensive Diversity and Inclusion website
  - Library of diversity resources which may include recorded trainings, Ted Talks, and articles
  - Campus programs and initiatives such as the student Diversity Ambassador Program hosted by the Office of Multicultural Affairs
  - Quarterly workshop series geared towards faculty and staff
  - Database of our community partners as well as highlighted professional development opportunities with our community partnerships
  - Database of employees/students who are certified through the certificate program
RECOMMENDATION #2: EMPLOYEE DIVERSITY AND INCLUSION CERTIFICATE PROGRAM

- **Target Audience**
  - Mandatory: faculty and staff serving in supervisory or leadership roles, as well as those serving on hiring/search committees, tenure and promotion committees and anybody responsible for issuing sanctions or disciplinary action
  - Voluntary: any faculty or staff

- **Levels of Training**
  - Fundamental: 4-step course on identity/power/privilege, unconscious bias, intercultural competence, U of M policy
  - Intermediate: 2 “electives”
  - Advanced: for facilitators of existing or future courses in program

- **Additional Recommendations**
  - Intercultural Development Inventory (IDI)
  - Diversity & Inclusion metric in annual evaluations
RECOMMENDATION #3: ANNUAL CONFERENCE ON RACE AND INEQUALITY

- **Goals**
  - Brand U of M as institution with top-down commitment to combating systemic racism and furthering social justice
  - Promote cultural competence and extend conversations about racial justice
  - Foster university-wide network of organizations, people

- **Format**
  - MLK anniversary
  - Keynote address
  - Workshops led by U of M faculty