Cornell University
Inclusive Excellence Academy

With a focus on the development of multicultural fluency, Cornell University's Inclusive Excellence Academy offers programs and access to subject matter experts to advance an inclusive educational environment and workplace.

Specific workshops, prioritized on the university’s needs, are offered each year. Customized diversity programs, on a range of topics, may be scheduled for specific colleges/administrative units upon request.

Department of Inclusion and Workforce Diversity
150 Day Hall • Ithaca, NY 14853
(607) 255-3976 • ie-academy@cornell.edu

Diversity and Inclusion Professional Development
2015 – 2016

NOTE: This list of programs will be updated as new opportunities are added.

Programs for Cornell University College/Administrative Unit Diversity Council Members

I. Understanding Unconscious Bias and Micro-Inequities
Cornell Interactive Theatre Ensemble (CITE)
August 31, 2015
9:00 – 11:30 a.m.
700 Clark Hall
Registration: http://tinyurl.com/IE-Academy-8-31-15
(Maximum participants: 60)

(Note: This program will be incorporated into the Fall 2015 Diversity Leads Meeting; separate registration is required.)

Learning objectives of the program are designed to stimulate discussion about opportunities for greater understanding of diversity and inclusion, including:
• Understanding “unconscious bias”
• Providing a definition of micro-inequities/unconscious bias that people can relate to
• Recognizing behaviors related to micro-inequities and discussing how we might limit those behaviors
• Identifying strategies of what can be done on personal, interpersonal and group levels
• Identifying skills that are useful in creating a climate of respect: Listening for understanding, especially when we think we are different from one another

II. Social Identity Profile
Cornell Interactive Theatre Ensemble (CITE)
September 10, 2015
9:00 a.m. – Noon
163 Day Hall
Registration: http://tinyurl.com/IE-Academy-9-10-15
(Maximum participants: 40)

This program is designed to help participants more fully understand “how we think about how we think” about identity, inclusion, exclusion and moving towards accomplishing our goals for enhancing the workplace climate that is inclusive of all its members. The program will build upon the institutional experience and extensive research from University of Michigan’s Intergroup Dialogue Program (IDP) that is now part of Cornell as of fall 2012. The IDP model is used in conjunction with the Cornell’s former program, the Human Relations Training Program (later known as Peer Educators in Human Relations) that informs the core curriculum.

III. Disability Inclusiveness
Erin Sember-Chase, Assistant Director, Student Disability Services
January 28, 2016
1:00 – 3:00 p.m.
700 Clark Hall
Registration: http://tinyurl.com/IE-Academy-1-28-16
(Note: This program will be incorporated into the January 2016 Diversity Leads Meeting; separate registration is required.)

This program, originally created as part of the TND “snippets” initiative, is designed to explore what we mean by a disability-inclusive workplace. The program centers on a short video and facilitated discussion about what constitutes a disability, and challenges participants to re-examine societal perceptions and stereotypes of individuals with disabilities. Information about the Americans with Disabilities Act (ADA) will also be shared.

IV. Engaging Faculty in Diversity Efforts
February 11, 2016
9:00 – 11:00 a.m.
226 Weill Hall
This panel discussion will center on different ways in which faculty can be included in diversity efforts, focusing on areas such as curriculum design, instructional strategies, and interaction with students.

V. Diversity Council Members Meeting
Daryl Smith, Claremont Graduate University, professor of education and psychology
March 7, 2016
9:00 – 11:00 a.m.
700 Clark Hall
Registration: http://tinyurl.com/IE-Academy-3-7-16

Toward New Destinations Diversity Council Meeting featuring Daryl Smith: Intersectionality of Diversity, Internationalization and Engagement to Support TND Initiatives.

VI. Diversity Leads Meeting
May 12, 2016
1:00 – 3:00 p.m.
700 Clark Hall
Registration: http://tinyurl.com/IE-Academy-5-12-16

As Cornell focuses on engagement for the 2015 – 2017 academic years and explores the intersectionality of diversity, internationalization and public engagement, an hour of this regularly scheduled diversity council meeting will consist of a presentation on emerging practices in this area.

NOTE: Both “Understanding Unconscious Bias and Micro-Inequalities” and “Social Identity Profile” are being offered to Diversity Council members at no cost in the fall of 2015. If, after having attended, you want to incorporate them into your 2015-16 TND initiatives as “in house” professional development, you will be able to do so at a reduced fee. Please refer to the list of Cornell Interactive Theatre Ensemble programs at the back of this document for more detailed program descriptions and contact information.
I. Your Story, My Story
Cornell Interactive Theatre Ensemble (CITE)
September 16, 2015
9:00 – 11:00 a.m.
700 Clark Hall
(Maximum participants: 125)

The purpose of this theatrical program is to provide an opportunity for university governance groups (University Assembly, Employee Assembly, Faculty Senate, Graduate/Professional Student Assembly, and Student Assembly), employee support group members (Colleague Network Groups), and advisors to student groups to hear, explore, and experience each other in a way that illuminates their similarities rather than their differences.

The theatrical piece brings to life accessible characters who are fully human, both credible and fallible. Eight characters will share their own stories about the following topics:

- Assumptions around age
- Sexual orientation
- Biracial and multiracial families
- Local versus external hires
- Status and hierarchies
- Communication style
- Family challenges around health and illness
- Conservative perspective in a liberal environment
- A military veteran perspective

The primary objective is to stimulate discussion about the opportunities for greater understanding of diversity and inclusion. Listening to the stories of the characters in the theatrical piece will provide an opportunity for learning about:

- Experiences of exclusion and inclusion in the workplace
- Experiencing empathy for and identification with all of the characters
- Seeing the commonality of our human experience that flows underneath all the stories
- Our own unconscious bias
II. Understanding Unconscious Bias and Micro-inequities
Cornell Interactive Theatre Ensemble (CITE)
February 29, 2016
9:00 – 11:00 a.m.
G10 Biotechnology Building
Registration: http://tinyurl.com/IE-Academy-2-29-16
(Maximum participants: 60)

This program may be viewed as a follow up to “Your Story My Story” or as a stand-alone program. The goal of the program is to bring to life the stories of two characters from “Your Story, My Story” who experience challenging interactions that make them feel judged or stereotyped. The audience will experience and understand each character to more fully understand how unconscious bias and micro-inequities impact the workplace.

Learning objectives of the program are designed to stimulate discussion about opportunities for greater understanding of diversity and inclusion, including:

- Understanding “unconscious bias”
- Providing a definition of micro-inequities/unconscious bias that people can relate to
- Recognizing behaviors related to micro-inequities and discussing how we might limit those behaviors
- Identifying strategies of what can be done on personal, interpersonal and group levels
- Identifying skills that are useful in creating a climate of respect
- Listening for understanding, especially when we think we are different from one another
I. Veterans in the Workforce
David Hart
Speaker, Author, U.S. Army Ranger
September 21, 2015
9:00 – 10:30 a.m.
701 Clark Hall

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

The passage of regulation 4212 and the increasing available number of military veterans provide an opportunity for Cornell to bolster its workforce by hiring this population. As important as increasing the representation of military veterans in the workforce, is fully engaging those we already have to ensure we are getting the full benefit of their experience. As Cornell’s diversity initiative focuses on the “lived experience of diversity” this year, learn, from a former Army Ranger, how we can develop strategies to fully engage our military veterans.

II. Micro-Inequities and Unconscious Bias:
Are You Unconsciously Biasing Your Decisions?
Kam Wong
Vice President, Diversity & Inclusion Planning & Administration, Prudential Financial Inc.
October 8, 2015
9:00 – 10:30 a.m.
G10 Biotechnology Building
Registration: [http://tinyurl.com/IE-Academy-10-8-15](http://tinyurl.com/IE-Academy-10-8-15)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

As the nation continues to become more diverse, as reflected by the diversity of our own student body, it becomes increasingly important for Cornell to increase the diverse representation of its staff and administration. This makes all aspects of the selection process critical in identifying diverse candidates. Unconscious bias in the selection process can impact our ability to hire diverse candidates. In this workshop, learn how unconscious bias can impact our commitment to hiring diverse individuals and strategies to limit the impact of unconscious bias.
III. Safer People: Safer Places LGBTQA Support Network
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
October 14, 2015
10:00 – 11:30 a.m.
140 East Hill Office Building (EHOB) at 395 Pine Tree Road
Registration: [http://tinyurl.com/IE-Academy-for-10-14-15](http://tinyurl.com/IE-Academy-for-10-14-15)  
(Maximum participants: 30)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

The Safer People/Safer Places network seeks to create a safer and more inclusive environment for all members of the campus community by reducing heterosexism, homophobia, biphobia, transphobia, and queerphobia. After completing this program, participants will be able to:
- Define common concepts and language relating to sexuality and gender identity
- Explore the experience of homophobia, heterosexism and genderism
- Identify specific actions to create welcoming, affirming and inclusive space for people marginalized by their sexuality and/or gender identity

IV. Best Practices for Recruiting and Hiring Veterans
James Schmeling, J. D.
Co-founder and Managing Director
Syracuse University Institute for Veterans and Military Families
October 20, 2015
9:00 – 10:30 a.m.
G10 Biotechnology Building

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

Syracuse University Institute for Veterans and Military Families (IVMF) is the leading national university center leveraging higher education to advance social, economic, education and policy issues impacting veterans and their families post-service. In this program, IVMF co-founder James Schmeling will present a powerful business case for recruiting and hiring veterans in higher education. He will share successful strategies and best practices for building employment pipelines to military veterans and their dependents.

As the managing director of IVMF, James Schmeling is responsible for programming which includes transition, employment, entrepreneurship, and training programs such as the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV); Entrepreneurship Bootcamp for Veterans-Families (EBV-F); Veterans Career Transition Program (VCTP); Transition Assistance Program: Boots to Business and B2B:Reboot Programs; Veteran Women Igniting the Spirit of Entrepreneurship (VWISE); and, VetNet. IVMF’s programming reaches over 20,000 veterans and family members annually. Schmeling sits on the Veterans Employment Advisory Committee for the U.S. Chamber of Commerce’s Hiring Our Heroes initiative. He is IVMF’s liaison with the U.S. Business Leadership Network.
V. Trans* 101
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
November 4, 2015
10:00 – 11:30 a.m.
401 Physical Sciences Building
Registration: [http://tinyurl.com/IE-Academy-11-4-15](http://tinyurl.com/IE-Academy-11-4-15)
(Maximum participants: 30)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

This workshop explores basic terminology associated with the transgender and/or gender non-conforming community, engages participants in a discussion around gender non-conforming issues, processes, and highlights some of the challenges encountered by these community members.

VI. It Depends On the Lens:
Addressing Unconscious Bias in the Staff Search Process
Cornell Interactive Theatre Ensemble (CITE)
November 17, 2015
9:00 – 11:00 a.m.
G10 Biotechnology Building

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

This program, developed by the Cornell Interactive Theater Ensemble and the Cornell University Recruitment and Employment Center, is designed for hiring managers, supervisors, and search committee members. It combines interactive theatre and guided discussion with research on unconscious bias. The session concludes with a discussion of best practices for combating unconscious bias in searches.

Objectives:
Group discussion will center on:
- the behaviors, perspectives, emotions, assumptions and biases of the members of the staff search committee as they evaluate applicants during a discussion of materials submitted for review
- unconscious bias which undermines fairness in the search process because of the tendency to evaluate applicants in a way that puts ‘minorities’ at a disadvantage
- the onus of responsibility for recognizing racial, gender and other forms of bias in the evaluation of applicants and for challenging our implicit hypotheses about applicants
VII. Safer People: Safer Places LGBTQA Support Network
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
March 9, 2016
10:00 – 11:30 a.m.
226 Weill Hall
Registration: http://tinyurl.com/IE-Academy-3-9-16
(Maximum participants: 30)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

The Safer People/Safer Places network seeks to create a safer and more inclusive environment for all members of the campus community by reducing heterosexism, homophobia, biphobia, transphobia, and queerphobia. After completing this program, participants will be able to:
- Define common concepts and language relating to sexuality and gender identity
- Explore the experience of homophobia, heterosexism and genderism
- Identify specific actions to create welcoming, affirming and inclusive space for people marginalized by their sexuality and/or gender identity

VIII. Trans* 101
Brian Patchcoski, Associate Dean/Director LGBT Resource Center
April 6, 2016
10:00 – 11:30 a.m.
226 Weill Hall
Registration: http://tinyurl.com/IE-Academy-4-6-16
(Maximum participants: 30)

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

This workshop explores basic terminology associated with the transgender and/or gender non-conforming community, engages participants in a discussion around gender non-conforming issues, processes, and highlights some of the challenges encountered by these community members.

IX. Workplace Bullying’s Impact on Engagement and Inclusion
Dr. Leah Hollis, Speaker/Trainer/Researcher, Founder and President of Patricia Berkly, LLC, a diversity training and consulting group
April 28, 2016
10:00-11:00 a.m.
Bailey Hall
Registration: http://tinyurl.com/IE-Academy-4-28-16-am

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.
According to Dr. Leah Hollis, the rates of workplace bullying in higher education are alarming; 62% of higher education administrators endure workplace bullying, which is 58% higher than in private industry. In addition, workplace bullying in higher education impacts a commitment to diversity and inclusion because it disproportionately affects women, individuals of color, and the LBGT community. This presentation will outline the behaviors that constitute workplace bullying, how it impacts our commitment to diversity, and strategies for overcoming it.

X. Addressing Workplace Bullying

Interactive Workshop for Human Resources Professionals and Supervisors/Managers

Dr. Leah Hollis, Speaker/Trainer/Researcher, Founder and President of Patricia Berkly, LLC, a diversity training and consulting group

April 28, 2016
12:30 – 2:00 p.m.
701 Clark Hall
Registration: http://tinyurl.com/IE-Academy-4-28-16-pm

This session is designed for Human Resources Professionals and Cornell University Supervisors, Managers, and Department Heads.

Human Resource professionals and supervisors/managers/department heads have both an obligation and an opportunity to address workplace bullying. In this interactive workshop, participants will have the opportunity to develop strategies and implementation plans to educate our workforce on workplace bullying and to take steps to eliminate it from our work sites.
Inclusive Excellence Academy Programs
for Cornell University Graduate and Professional Students and Postdocs

Unpacking Social Identity and Negotiating Conflict
Speaker to be determined
January 26, 2016
1:00 – 3:00 p.m.
226 Weill Hall
Registration: http://tinyurl.com/IE-Academy-1-26-16

Inclusive Excellence Academy Programs
for Extended Cornell Community

Update on Cornell’s Diversity/Inclusion Efforts and What Alumni Can Do
Cornell University’s University Diversity Officers
February 2, 2016
12:00 noon – 1:30 pm
Registration: http://tinyurl.com/IE-Academy-2-2-16

Virtual Discussion (WebEx link to be provided)

Inclusive Excellence Academy Programs
for Cornell University Faculty

Adding Up the Cost of Sexual Assault
M. Elizabeth Karns, MPH JD, Senior Lecturer, Social Statistics
February 24, 2016
9:00 – 10:30 am
226 Weill Hall
Registration: http://tinyurl.com/IE-Academy-2-24-16

Sexual assault has short-term and long-term impacts on the victim well beyond the usual medical and counseling costs. We will look at the current research on the economic costs to victims—research on rates of college impact, of changing or losing jobs, and of compromised earning capacity. Changes in out-of-pocket costs, such as transportation, housing, and legal fees, will be discussed as well. By tracing these costs through a lifetime we can begin to appreciate the true economic costs of sexual assault.
I. Veterans in the Workforce
David Hart
Speaker, Author, U.S. Army Ranger
September 21, 2015
9:00 – 10:30 a.m.
701 Clark Hall
Registration: http://tinyurl.com/IE-Academy-9-21-15

This session may be of special interest to Human Resources Professionals for City of Ithaca and Tompkins County; Supervisors, Managers, and Department Heads for City of Ithaca, and Tompkins County; City of Ithaca Common Council; and Diversity Consortium Members

Note: Program for Cornell University Staff and Administration

The passage of regulation 4212 and the increasing available number of military veterans provide an opportunity for Cornell to bolster its workforce by hiring this population. As important as increasing the representation of military veterans in the workforce, is fully engaging those we already have to ensure we are getting the full benefit of their experience. As Cornell’s diversity initiative focuses on the “lived experience of diversity” this year, learn, from a former Army Ranger, how we can develop strategies to fully engage our military veterans.

II. Micro-Inequities and Unconscious Bias
Are You Unconsciously Biasing Your Decisions?
Kam Wong
Vice President, Diversity & Inclusion Planning & Administration, Prudential Financial Inc.
October 8, 2015
9:00 – 10:30 a.m.
G10 Biotechnology Building
Registration: http://tinyurl.com/IE-Academy-10-8-15

This session may be of special interest to Human Resources Professionals for City of Ithaca and Tompkins County; Supervisors, Managers, and Department Heads for City of Ithaca, and Tompkins County; City of Ithaca Common Council; and Diversity Consortium Members

Note: Program for Cornell University Staff and Administration

As the nation continues to become more diverse, as reflected by the diversity of our own student body, it becomes increasingly important for Cornell to increase the diverse representation of its staff and administration. This makes all aspects of the selection process critical in identifying diverse candidates. Unconscious bias in the selection process can impact our ability to hire diverse candidates. In this workshop, learn how unconscious bias can impact our commitment to hiring diverse individuals and strategies to limit the impact of unconscious bias.
III. Best Practices for Recruiting and Hiring Veterans
James Schmeling, J. D.
Co-founder and Managing Director
Syracuse University Institute for Veterans and Military Families
October 20, 2015
9:00 – 10:30 a.m.
G10 Biotechnology Building
Registration: http://tinyurl.com/IE-Academy-10-20-15
This session may be of special interest to Human Resources Professionals for City of Ithaca and Tompkins County; Supervisors, Managers, and Department Heads for City of Ithaca, and Tompkins County; City of Ithaca Common Council; and Diversity Consortium Members

Note: Program for Cornell University Staff and Administration

Syracuse University Institute for Veterans and Military Families (IVMF) is the leading national university center leveraging higher education to advance social, economic, education and policy issues impacting veterans and their families post-service. In this program, IVMF co-founder James Schmeling will present a powerful business case for recruiting and hiring veterans in higher education. He will share successful strategies and best practices for building employment pipelines to military veterans and their dependents.

As the managing director of IVMF, James Schmeling is responsible for programming which includes transition, employment, entrepreneurship, and training programs such as the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV); Entrepreneurship Bootcamp for Veterans-Families (EBV-F); Veterans Career Transition Program (VCTP); Transition Assistance Program: Boots to Business and B2B:Reboot Programs; Veteran Women Igniting the Spirit of Entrepreneurship (VWISE); and, VetNet. IVMF’s programming reaches over 20,000 veterans and family members annually. Schmeling sits on the Veterans Employment Advisory Committee for the U.S. Chamber of Commerce’s Hiring Our Heroes initiative. He is IVMF’s liaison with the U.S. Business Leadership Network.

IV. Workplace Bullying’s Impact on Engagement and Inclusion
Dr. Leah Hollis, Speaker/Trainer/Researcher, Founder and President of Patricia Berkly, LLC, a diversity training and consulting group
April 28, 2016
10:00 – 11:00 a.m.
Bailey Hall
Registration: http://tinyurl.com/IE-Academy-4-28-16-am
This session may be of special interest to Human Resources Professionals for City of Ithaca and Tompkins County; Supervisors, Managers, and Department Heads for City of Ithaca, and Tompkins County; City of Ithaca Common Council; and Diversity Consortium Members

Note: Program for Cornell University Staff and Administration

According to Dr. Leah Hollis, the rates of workplace bullying in higher education are alarming; 62% of higher education administrators endure workplace bullying, which is 58% higher than in private industry. In addition, workplace bullying in higher education impacts a commitment to diversity and
inclusion because it disproportionately affects women, individuals of color, and the LBGT community. This presentation will outline the behaviors that constitute workplace bullying, how it impacts our commitment to diversity, and strategies for overcoming it.

2015-16 TND Diversity Professional Development Programs (partial list):

The following programs can be scheduled “in house” by colleges/administrative units who design a 2015-16 Toward New Destinations (TND) initiative with a professional development component. Please note that presenters have limited availability!

Pre- and Post-Surveys to measure impact of program will be available to colleges and units utilizing the following programs.

Programs are listed by topic area:

LGBTQ+
Note: On April 8, 2015, Executive Order 13672, Affirmative Action Sexual Orientation and Gender Identity became law. As a federal contractor, it is important that Cornellians understand the regulations regarding sexual orientation and gender identity in the workplace, so that we can remain in compliance with the new law. The following workshops also provide an opportunity to expand our commitment to diversity based on sexual orientation, gender identity, and gender expression.

The following two workshops are available (in either 90-minute or 3-hour format) to three college/unit groups in 2015-16. Pre- and post-tests, which can be used to measure the impact of the program on participants’ knowledge, understanding, and attitudes, are currently being developed and will be available for use with this program. First come, first served. To schedule a college/unit program, contact Brian Patchcoski, Associate Dean/Director LGBT Resource Center, bjp86@cornell.edu.

Safer People: Safer Places LGBTQA Support Network
Registration limited to 30 participants
The Safer People/Safer Places network seeks to create a safer and more inclusive environment for all members of the campus community by reducing heterosexism, homophobia, biphobia, transphobia, and queerphobia. After completing this program, participants will be able to:
- Define common concepts and language relating to sexuality and gender identity
- Explore the experience of homophobia, heterosexism and genderism
- Identify specific actions to create welcoming, affirming and inclusive space for people marginalized by their sexuality and/or gender identity

Trans* 101
Registration limited to 30 participants
This workshop explores basic terminology associated with the transgender and/or gender non-conforming community, engages participants in a discussion around gender non-conforming issues, processes, and highlights some of the challenges encountered by these community members.
**Race**

**Race, the Power of an Illusion**
This series of 3 one hour-long videos produced by PBS is best viewed as three separate programs, guided by a trained facilitator. Pre- and post-tests, which can be used to measure the impact of the program on participants’ knowledge, understanding, and attitudes regarding race, are available for use with this program.

Series Overview: The division of people into distinct categories—“white,” “black,” “yellow,” “red” peoples—has become so widely accepted and so deeply rooted in our psyches that most people would not think to question its veracity. This documentary tackles the theory of race by subverting the idea of race as biology, tracing the idea back to its origin in the 19th century.

- Video One: The Difference Between Us examines the contemporary science - including genetics - that challenges our common sense assumptions that human beings can be bundled into three or four fundamentally different groups according to physical traits.
- Video Two: The Story We Tell uncovers the roots of the race concept in North America, the 19th century science that legitimated it, and how it came to be held so fiercely in the western imagination. The episode is an eye-opening tale of how race served to rationalize, even justify, American social inequalities as "natural."
- Video Three: The House We Live In asks, If race is not biology, what is it? This episode uncovers how race resides not in nature but in politics, economics and culture. It reveals how our social institutions "make" race by disproportionately channeling resources, power, status and wealth to white people.

Contact Vivian Relta at ver1@cornell.edu or Liz Field at lizfield@cornell.edu.

**Race and Gender Dynamics**
This one hour program provides an introduction to how our assumptions are often influenced by stereotypes and unconscious bias. Participants view a four minute video, followed by a facilitated discussion about stereotypes and assumptions, and an introduction to the concept of unconscious bias. Pre- and post-tests, which can be used to measure the impact of the program on participants’ knowledge, understanding, and attitudes regarding unconscious bias, are available for use with this program.

Maximum audience: 50. This program will be available to a limited number of college/unit groups in 2015-16. First come, first served.

Contact Vivian Relta at ver1@cornell.edu.

**Disability**
A group of disability specialists on campus is currently interested in collaborating with colleges/units to develop TND professional development focused on disability issues and customized for faculty, staff, or students. If you are interested in incorporating professional development in this area, please contact Ruth Katz (rk563@cornell.edu / 5-7006).
Making the Strategic Case for Disability in the Workplace  
(eCornell program)

This course provides the necessary tools to enable leaders to build a case within their organization on how inclusion of people with disabilities can add a significant advantage to the organization’s strategic plan.

Topics Covered:
- Why individuals with disabilities should be part of a human capital strategy
- Myths and misconceptions about people with disabilities
- How to successfully recruit this talent pool
- Aligning these efforts with an organizational strategy and global imperatives
- How to get implementation in your organization

Who Should Enroll:
This course is designed for human resource practitioners, managers, business partners, communications managers, or other professionals responsible for hiring and retaining talent. Eligible for one contact hour of credit from the Commission on Rehabilitation Counselor Certification (CRC) and/or one contact hour of credit from the HR Certification Institute (HRCI).


Cornell Interactive Theatre Ensemble Programs

Colleges/administrative units can also contract directly with CITE to schedule an “in house” program. During 2015-16, CITE will provide programs to colleges and units who have scheduled them as part of their TND initiatives to colleges/units at a reduced rate. Contact danecruz@cornell.edu for more information and to schedule programs.

Your Story, My Story

The purpose of this theatrical program is to provide an opportunity for administrators and staff to hear, explore, and experience each other in a way that illuminates their similarities rather than their differences.

The goal for the theatrical piece is to bring to life accessible characters who are fully human, both credible and fallible. The theatrical piece will introduce eight characters who share their own stories about the following topics:
- Assumptions around age
- Sexual orientation
- Biracial and multiracial families
• Local versus external hires
• Status and hierarchies
• Communication style
• Family challenges around health and illness
• Conservative perspective in a liberal environment

The primary objective is to stimulate discussion about the opportunities for greater understanding of diversity and inclusion. Listening to the stories of the characters in the theatrical piece will provide an opportunity for learning about:

• Experiences of exclusion and inclusion in the workplace
• Experiencing empathy for and identification with all of the characters
• Seeing the commonality of our human experience that flows underneath all the stories.
• Our own unconscious bias

Proposed Program Timeframe: 2 hours for up to 125 participants

Understanding Unconscious Bias and Micro-Inequities

This program may be used as a follow up program to “Your Story My Story” or as a stand-alone program. The goal for this program is to bring to life the stories of two characters from “Your Story, My Story” who experience challenging interactions that make them feel judged or stereotyped. The audience can experience and understand each character to more fully understand how unconscious bias and micro-inequities impact the workplace.

Learning objectives of the program are designed to stimulate discussion about opportunities for greater understanding of diversity and inclusion, including:

• Understanding “unconscious bias”
• Providing a definition of micro-inequities/unconscious bias that people can relate to
• Recognizing behaviors related to micro-inequities and discussing how we might limit those behaviors
• Identifying strategies of what can be done on personal, interpersonal and group levels
• Identifying skills that are useful in creating a climate of respect: Listening for understanding, especially when we think we are different from one another

Program
Two scenes followed by brief monologues depict how characters experience being stereotyped followed by discussion, PowerPoint on unconscious bias and micro-inequities and small group work using case studies that give examples of micro-inequities.

Proposed Program Timeframe: 2 hours for up to 50 participants
“It Depends On the Lens: Addressing Unconscious Bias in the Staff Search Process”

The Cornell Interactive Theater Ensemble and the Cornell University Recruitment and Employment Center worked very closely to develop this interactive scenario on unconscious bias in the staff search process.

In this workshop for hiring managers, supervisors and search committee members, participants watch a filmed scenario of a search committee meeting, as five staff members begin to articulate their opinions about candidates for the short list. Following the scenario, the participants have an opportunity to ask two of the characters questions about the meeting. The CITE facilitator conducts a guided discussion of the participants responses to the scenario and the characters. This discussion is followed by a research talk on unconscious bias, describing the studies used to develop the interactions depicted in the scenario. The session concludes with a discussion of best practices for combating unconscious bias in searches.

Objectives:
The objective of this scenario is to depict a complex, realistic, group interaction in order to stimulate group discussion about:

- the behaviors, perspectives, emotions, assumptions and biases of the members of the staff search committee as they evaluate applicants during a discussion of materials submitted for review
- unconscious bias which undermines fairness in the search process because of the tendency to evaluate applicants in a way that puts ‘minorities’ at a disadvantage
- the onus of responsibility for recognizing racial, gender and other forms of bias in the evaluation of applicants and for challenging our implicit hypotheses about applicants

Proposed Program Timeframe: 2 hours for up to 125 participants

Social Identity Profile

Theme: to more fully understand “how we think about how we think” about identity, inclusion, exclusion, and moving towards accomplishing our goals for enhancing the work place climate that is inclusive of all its members.

Background
This program will use and build upon the institutional experience and extensive research from University of Michigan’s Intergroup Dialogue Program (IDP) that is now part of Cornell as of fall 2012. The IDP model is used in conjunction with the Cornell’s former program, the Human Relations Training Program (later known as Peer Educators in Human Relations) that informs the core curriculum. This program will feature 2 teaching models from both programs that address the identified training theme.

Proposed Program Timeframe: 2-2 ½ hours
*A 3 hour version of this program would include an exercise that examines inclusion and exclusion from the participant’s life experiences.

First model: Social Identity Profile

Objectives:
- To help participants begin to understand the concept of social group identities and multiple identities
- To practice and further enhance dialogue skills (listening, restating or summarizing)

The purpose of defining social identity groups is to allow participants to explore their own group memberships and the various roles multiple memberships play in our lives. The concept of group membership and multiple identities may be new to some participants and the focus will be on developing common ground on which to relate while understanding the complexities and fluidity of social group categories.

Second model: Cycle of Socialization

Objectives:
- To provide a common language to name, analyze and discuss how we are socialized about our multiple identities
- To provide participants an opportunity to listen to and share with others stories about their own personal, interpersonal and group identities while using the Cornell Skills for Success

The purpose of using this cycle is to examine our socialization into identities that accord more or less privilege (for example, being white, affluent, heterosexual, being Asian, an immigrant, low income). This model can be used to begin a dialogue in which we consider our individual story of socialization on any identity we identified in the social identity profile. This structured interaction will involve participants from different backgrounds in active learning as we consider how socialization has shaped us.

Contact Information:
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Diversity and Inclusion are a part of Cornell University’s heritage. We’re an employer and educator recognized for valuing AA/EEO, Protected Veterans, and Individuals with Disabilities.