Diversity and Inclusion Professional Development
"Conversation Starters" Program Model

Diversity and Inclusion "Conversation Starters" is a format for professional development programming that <u>replaces</u> TND "Snippets" programming offered in 2013-2015. "Conversation Starters" developed as a result of conducting and evaluating the impact of "Snippets" programming over the course of three semesters, building on best practices and making revisions to less successful components of the "Snippets" program.

Both "Conversation Starters" and "Snippets" were designed as a way to introduce an individual areas of diversity and inclusion through a short one-session program format. "Snippets" programming centered on a short video clip (snippet) which was used to launch a facilitated discussion. Although some "Conversation Starters" may employ videos, not all do so.

"Conversation Starters" diversity and inclusion professional development programs:
- Take the form of a short (one to two hour) program session
- Are focused on a specific topic area (e.g. LGBTQ+ awareness, disability inclusion, etc.)
- Employ a skilled facilitator with content-area expertise
- Are developed and/or customized jointly by the "client" college/unit/department and program facilitator, based on the goals for the program and the knowledge level, needs, and preferred delivery methods for the specific group
- Utilize surveys to measure program impact
- Are designed to <u>begin</u> a conversation which should continue to develop after the program has concluded. Individuals/diversity councils planning to utilize "Conversation Starters" should develop and implement specific plans (e.g. facilitated brown bag discussion sessions for all participants interested in continuing the conversation) for incorporating "Conversation Starters" as part of a broader exploration of a topic area

Best practices for incorporating "Conversation Starters" into TND initiatives and/or other programming:
1. Determine what area of diversity and inclusion you want to focus on. "Conversation Starters" programming is most effective when it focuses on one specific topic area.
2. Find a skilled facilitator with subject area expertise. Contact the Department of Inclusion and Workforce Diversity if you need assistance in finding a facilitator.
3. Convene key players (diversity council members and/or others within your college/unit/department) and <u>meet with the program facilitator prior to developing your program,</u> to ensure the program is a good fit based on your goals and your audience
4. Develop a means of evaluating the effectiveness of your programming. Contact the Department of Inclusion and Workforce Diversity if you need assistance in designing a program evaluation strategy.