## Appendix C

### Professional Development Opportunities for Spring 2016

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<th>Date</th>
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| Feb 23, 2016  | **1. Unpacking Diversity and Inclusion in the Academy**  
Description: Professional Development Opportunity for staff and faculty. Small group discussions and workshops will be adapted for the needs of different groups across the Brown community. This introductory workshop will provide an overview of the language related to diversity and inclusion, including: Defining what we mean by “diversity” and “inclusion,” Recognition of the interconnectedness of “diversity” to “identity(ies),” Racism/racialized experiences, structural racism, Marginalization, Power and privilege, Bias – unconscious/implicit, Stereotypes/ stereotype threat, Micro-aggressions       |
| Spring 2016   | **2. University-wide Lectures**  
Implicit/Unconscious Bias (Mahzarin Banaji, Harvard University)  
Inclusive Classrooms (Shaun Harper, University of Pennsylvania)  
Stereotype Threat (Claude Steele, University of California Berkeley) |
| February – April, 2016 | **3. Professional Development Series:**  
**Inclusive Classrooms Series:** Intended for faculty, postdocs, and graduate students who serve as instructors, this series will be jointly offered by the Sheridan Center for Teaching and Learning and OIDI. It will include the following topics:  
- Inclusive Pedagogy (piloted on February 15, 2016 with Chairs/Directors and repeated on April 6, 2016)  
- Difficult Conversations across Diverse Perspectives in Classrooms (March 10, 2016)  
- Classroom Assessment Techniques and Assessing Diverse Learners (April 6, 2016)  

**Structural Racism Series:** The Center for the Study of Race and Ethnicity in America launched this series on December 2, 2015. CSREA will develop workshops/lectures on structural racism, will seek faculty and graduate student collaborators, and will create opportunities for students to engage in original research and programming on this important topic. |
| January 2016 (Pilot) | **Social Justice Education Series:** The Division of Campus Life and Student Services (CLSS) launched a series of modules that focus on social justice issues across through an intersectional framework. This series was piloted by CLSS staff in January 2016. |
| Series launch on February 23, 2016 | **Unconscious/Implicit Bias Series:** This series for staff and faculty will unpack the ways in which unconscious or implicit bias manifests in the daily selection and decision-making processes (in recruitment, hiring, selection, evaluation, etc.) that we engage in within the academy. |
| Summer series | **Careers in academe and understanding culture, race, and difference workshops:** These workshops will be offered throughout the summer in order to enhance awareness and the experience of our large population of summer pre-college students who represent the pipeline to undergraduate and graduate study in the future. |