

Welcome!

*The Division of Equity, Diversity and Global Outreach offers a variety of trainings available to the campus community to promote discussion and understanding of our diverse campus community, and community at large. Below is detailed information about various presentations offered at no cost to any NDSU class, department or organization. Please refer to the provided contact names for more information on programs that interest you.*

*To ensure a successful training, it is ideal for interested individuals to contact trainers well in advance; 8 weeks prior planning is ideal (and no later than 2 weeks), in order that we can schedule trainers and prepare materials for your event.*

*Faculty members, in lieu of cancelling class for occasions when you are not able to be on campus, we invite you to schedule an event that fits your class goals and curriculum. For such occasions, a Teaching Assistant familiar with the class should be present to aid a visiting presenter, as needed.*

*Thank you for your interest in Equity, Diversity and Global Outreach programming!*

## **COMMUNICATION AND INTERCULTURAL COMMUNICATION TOPICS**

### **OUCH! That Stereotype Hurts**

In a unique and powerful way, participants will experience the impact of stereotypical comments, explore why people don't speak up against stereotypes and other biased behaviors, and learn six techniques for speaking up without blame or guilt.

**Length:** 1-1.5 hour meeting or 2-2.5 hour workshop

**Number participants:** 5-200

**Learning Outcomes:** Participants will: understand the impact of stereotypes and biased statements, identify common reasons people sit silent in the face of bias and stereotypes, and enhance skills for speaking up against stereotypes without blame or guilt.

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** Small tables set for 4-6 participants, Computer and projector set up to play a DVD and PowerPoint.

Copies of handouts

**Materials supplied by presenter:** PowerPoint presentation and DVD

**Additional Notes:** English or Spanish subtitles are available on the DVD

**Contact:** Regina Ranney, Diversity Program Coordinator, Equity and Diversity Center

[regina.ranney@ndsu.edu](mailto:regina.ranney@ndsu.edu), <http://www.ndsu.edu/edcenter/>

### **Community of Respect**

The Community of Respect seminar teaches individual participants about cultural differences and to encourage them to think critically about the impact of their cultural values in their relationships with others. The curriculum consists of three modules with distinct learning outcomes outlined in each.

**Length:** Option 1: 6 hour training, with a working lunch.

Option 2: Divide seminar into three days, exploring one module each day for approximately 2 hours.

\*A shorter presentation is available, with a focus on identifying cultural values

**Number participants:** 12-50, ideal

**Learning Outcomes:**

- Participants will be able to identify their own culture
- articulate how their culture differs from others
- gain an understanding of how the values of their culture influence how they understand the behavior of others.
- identify verbal and nonverbal communications elements that may differ across cultures
- gain insight about culturally-based values and attitudes that influence behavior

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** Room setup with round tables, 5-6 participants per table, Computer/projector set up for PowerPoint use, Pens for participants, Copies of handouts, as needed

**Materials supplied by presenter:** Presentation on flash drive, materials for interactive activities

**Contact:** Regina Ranney, Diversity Program Coordinator, Equity and Diversity Center

[regina.ranney@ndsu.edu](mailto:regina.ranney@ndsu.edu), <http://www.ndsu.edu/edcenter/>

**Communicating Across Cultures**

This interactive presentation gives insight to the values and communication styles behind cultural behavior which participants will be able to apply to future intercultural interactions.

**Length:** 60-90 minutes

**Number participants:** 5-50

**Learning Outcomes:** Participants will be able to identify a variety of communication strategies and values embedded within cultures. Participants will learn strategies for effective communication, including how to avoid phrasal verbs and idiomatic language choices that often impede verbal communication. Participants will gain an awareness of the great influence that nonverbal cues have on intercultural communication.

**Target Audience:** Faculty, staff or students

**Materials needed from host group:**

Computer/ projector setup with internet access

**Materials supplied by presenter:** Presentation flash drive

**Contact:** Lisa Hauck, Director of Global Outreach, [lisa.hauck@ndsu.edu](mailto:lisa.hauck@ndsu.edu)

Alicia Kauffman, Director of International Student and Study Abroad Services

[alicia.kauffman@ndsu.edu](mailto:alicia.kauffman@ndsu.edu), <http://www.ndsu.edu/international/>

**Safe Zone Level 3: Becoming an Upstander**

The third of three available trainings for people to become Allies to the LGBTQ community, Level 3 provides strategies for people who want to learn how to confront prejudice and discrimination in an effective manner. Key topics include research findings on confrontation of prejudice, levels of involvement in prejudice, and strategies to effectively confront. Three scenarios are presented where small groups answer questions

regarding each scenario, then share with the larger group. There are opportunities to ask questions and share past experiences.

**Length:** 90 minutes

**Number participants:** 5-30

**Learning Outcomes:** Those who complete the training will have a basic knowledge of strategies to confront prejudice, as well as a basic knowledge of the differences between an oppressed group member confronting and a privileged group member confronting. After the training participants will have the opportunity to sign the Up stander Ally Pledge.

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** Each participant will need a pen. The Host Group should have sound capabilities with a projector and screen OR a television with VGA cable.

**Materials supplied by presenter:** Up stander pin if participants choose to sign the Pledge.

**Additional Notes:** Participation from attendees is necessary for this presentation.

**Contact:** Chad Pitts, NDSU Safe Zone Coordinator, [chad.pitts@ndsu.edu](mailto:chad.pitts@ndsu.edu), [www.ndsu.edu/safezone/](http://www.ndsu.edu/safezone/)

### **Intent vs. Impact: The Problem with Stereotyping**

The interactive lecture will show clips from media via YouTube to highlight assumptions and beliefs that have been heard about cultural or ethnic groups.

**Length:** 30-60 minutes

**Number participants:** 5-200

**Learning Outcomes:** Participants will be able to identify how stereotypes impact action. Participants will understand the difference between intent and impact. Participants will learn strategies for promoting inclusion and respect on campus. Participants will gain the ability to speak up against stereotypes and learn to “check” their stereotypes.

**Target Audience:** Faculty, staff or students

**Materials needed from host group:**

Computer/ projector setup with internet access and sound

**Materials supplied by presenter:** Presentation flash drive

**Contact:** Office of Multicultural Programs [ndsu.multicultural@ndsu.edu](mailto:ndsu.multicultural@ndsu.edu),  
<http://www.ndsu.edu/multicultural/>

## **LGBTQ TOPICS**

### **Safe Zone Level 1: Becoming an Ally**

The first of three available trainings for people to become Allies to the LGBTQ community, Level 1 focuses on key terms, coming out, and heterosexual privilege. A list of local, national, and online resources is presented. Two short video clips are included.

**Length:** 50 minutes to 90 minutes (90 minutes preferred)

**Number participants:** 5-200

**Learning Outcomes:** Those who complete the training will have a basic knowledge of key terms and the coming out process. They will also begin to understand the concept of privilege and how

heterosexual privilege is perpetuated systematically. After the training participants will have the opportunity to sign the Ally Pledge.

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** Each participant will need a pen. The Host Group should have sound capabilities with a projector and screen OR a television with VGA cable.

**Materials supplied by presenter:** Safe Zone Ally Handout, a 38 page reference guide that includes topics such as key terms, intersectionality, religion and sexual orientation, intersex, transgender, resources, and more. I will also provide the Ally Pledges and the Ally window cling for participants who choose to sign the Pledge.

**Additional Notes:** If your group would like the Handout as a PDF I can email it to you. If it is possible to distribute the Handout to your group before the presentation I prefer to deliver them early to reduce the amount of materials brought the day of. Participation from attendees is necessary for this presentation.

**Contact:** Chad Pitts, NDSU Safe Zone Coordinator, [chad.pitts@ndsu.edu](mailto:chad.pitts@ndsu.edu), [www.ndsu.edu/safezone/](http://www.ndsu.edu/safezone/)

### **Safe Zone Level 2: Gender Identity**

The second of three available trainings for people to become Allies to the LGBTQ community, Level 2 focuses on key terms, the Transgender Umbrella, being a trans-identified student, and cisgender privilege. A list of local, national, and online resources is presented. Two video clips from the documentary, "Transgeneration" are included.

**Length:** 90 minutes

**Number participants:** 5-30

**Learning Outcomes:** Those who complete the training will have a basic knowledge of key terms, the differences between sex and gender. They will also begin to understand the concept of privilege and how cisgender privilege is perpetuated systematically. After the training participants will have the opportunity to sign the Transgender Ally Pledge.

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** Each participant will need a pen. The Host Group should have sound capabilities with a projector and screen OR a television with VGA cable.

**Materials supplied by presenter:** I will provide the Level 2 Gender Identity Handout, a reference guide that includes topics such as key terms, the Transgender Umbrella, resources, and more. I will also provide the Transgender Ally Pledges and the Transgender Ally window cling for participants who choose to sign the Pledge.

**Additional Notes:** If your group would like the Handout as a PDF I can email it to you. If it is possible to distribute the Handout to your group before the presentation I prefer to deliver them early to reduce the amount of materials brought the day of. Participation from attendees is necessary for this presentation.

**Contact:** Chad Pitts, NDSU Safe Zone Coordinator, [chad.pitts@ndsu.edu](mailto:chad.pitts@ndsu.edu), [www.ndsu.edu/safezone/](http://www.ndsu.edu/safezone/)

### **Safe Zone Level 3: Becoming an Upstander**

The third of three available trainings for people to become Allies to the LGBTQ community, Level 3 provides strategies for people who want to learn how to confront prejudice and discrimination in an effective manner. Key topics include research findings on confrontation of prejudice, levels of involvement in prejudice, and strategies to effectively confront. Three scenarios are presented where small groups answer questions regarding each scenario, then share with the larger group. There are opportunities to ask questions and share past experiences.

**Length:** 90 minutes

**Number participants:** 5-30

**Learning Outcomes:** Those who complete the training will have a basic knowledge of strategies to confront prejudice, as well as a basic knowledge of the differences between an oppressed group member confronting and a privileged group member confronting. After the training participants will have the opportunity to sign the Up stander Ally Pledge.

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** Each participant will need a pen. The Host Group should have sound capabilities with a projector and screen OR a television with VGA cable.

**Materials supplied by presenter:** Up stander pin if participants choose to sign the Pledge.

**Additional Notes:** Participation from attendees is necessary for this presentation.

**Contact:** Chad Pitts, NDSU Safe Zone Coordinator, [chad.pitts@ndsu.edu](mailto:chad.pitts@ndsu.edu), [www.ndsu.edu/safezone/](http://www.ndsu.edu/safezone/)

### **Homophobia in the Classroom**

This presentation focuses on the manifestations of homophobia in the classroom and how influential it can be in students' academic and professional lives. There are opportunities to ask questions and share past experiences. A discussion for implementation strategies ends the presentation.

**Length:** 90 minutes

**Number participants:** 5-30

**Learning Outcomes:** Those who complete the training will have a basic knowledge of key terms, who homophobia in the classroom affects, ways to identify homophobia, and of strategies for challenging homophobia.

**Target Audience:** Students, Staff, and Faculty

**List of Materials needed from host group:** Each participant will need a pen. The Host Group should have sound capabilities with a projector and screen OR a television with VGA cable.

**Materials supplied by presenter:** n/a

**Additional Notes:** Participation from attendees is necessary for this presentation.

**Contact:** Chad Pitts, NDSU Safe Zone Coordinator, [chad.pitts@ndsu.edu](mailto:chad.pitts@ndsu.edu), [www.ndsu.edu/safezone/](http://www.ndsu.edu/safezone/)

### **LGBTQ Health**

This presentation focuses on the barriers to health care for LGBTQ people as well as heterosexual and cisgender privilege in the health care system. A working list of resources is provided.

**Length:** 90 minutes

**Number participants:** 5-30

**Learning Outcomes:** Those who complete the training will have a basic knowledge of increased health risks experienced by LGBTQ people, will be able to identify privileges they experience in health care, as well as know resources for mental and physical health options at the local and national level.

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** The Host Group should have sound capabilities with a projector and screen OR a television with VGA cable.

**Materials supplied by presenter:** Resource list

**Additional Notes:** Participation from attendees is necessary for this presentation.

**Contact:** Chad Pitts, NDSU Safe Zone Coordinator, [chad.pitts@ndsu.edu](mailto:chad.pitts@ndsu.edu), [www.ndsu.edu/safezone/](http://www.ndsu.edu/safezone/)

### **The Bible and LGBTQ**

This presentation focuses on the 7 verses from the Bible frequently used when discussing Christianity and sexual orientation. The presentation uses the 60 minute documentary, *Fish Out of Water* which interviews both affirming and non-affirming theologians on their knowledge regarding the Bible and its teachings. After each verse there is opportunity to discuss the implications of each verse. Participants are able to share their experiences. The purpose of this training is *not* to change any person's religious or spiritual beliefs, but rather to provide a variety of expert opinions on a topic.

**Outcomes/Goals:** Those who complete the training will have a basic knowledge of how each verse can be interpreted as well as the historical uses for several terms used in the Bible. Participants can use this information when speaking as an Ally or for personal use.

**Length:** 2 hours

**Number participants:** 5-30

**Learning Outcomes:**

**Target Audience:** Students, Staff, and Faculty

**Materials needed from host group:** The Host Group should have sound capabilities with a projector and screen OR a television with VGA cable.

**Materials supplied by presenter:** Handout downloaded from the *Fish Out of Water* website

**Additional Notes:** Participation from attendees is necessary for this presentation. NDSU has purchased copyright information from *Fish Out of Water*.

**Contact:** Chad Pitts, NDSU Safe Zone Coordinator, [chad.pitts@ndsu.edu](mailto:chad.pitts@ndsu.edu), [www.ndsu.edu/safezone/](http://www.ndsu.edu/safezone/)