

ABCs of Discrimination (three 2.5-hour sessions)

In past years, ABC News Exposes addressed the issues of racism, ageism, and discrimination based on gender, looks, and voice. Using the original films, this three-part series examines where we were “then” and explores what, if any, progress has been made to alleviate discrimination.

ABCs of Diversity (one 3-hour session)

Human diversity impacts each of us on a daily basis. Gaining an understanding of differences and similarities is essential for effective functioning in today’s work environments. This program focuses on the dimensions of diversity and illustrates how stereotypes and biases get in the way when creating a diverse and inclusive space for all employees. Participants develop ABC action plans for enhancing awareness of and appreciation for diversity.

BARNGA (one 2-hour session)

Barnga is a simulation activity that allows participants to explore and experience the challenges and communication barriers of life in a cross-cultural setting. Participants will recognize the subtlety of cultural differences, understand how cultural differences can create communication barriers, and discover and discuss ways to overcome communication barriers.

Communicating Across Cultures (one 3-hour session)

This workshop combines and summarizes key information from Open Heart Dialogue and More Than Mere Words. Please see the descriptions for these sessions.

Communication in the U.S. Workplace:**A Workshop for Native Spanish Speakers** (one 2-hour session)

This workshop, conducted in Spanish, focuses on common misunderstandings and concerns encountered by Native Spanish speakers who work at UCF. Further, the session helps participants develop an action plan to address specific issues.

Developing and Nurturing Inclusion: A Step-By-Step Approach to Creating Inclusive Spaces
(one 3-hour session)

President John C. Hitt of the University of Central Florida once stated that "the difference between diversity and inclusiveness is that diversity is a fact - we would be just as diverse if we all hated each other - it involves factual things like race, ethnicity, religion, gender, etc. But, inclusiveness is more of a subjective state of mind where people feel valued, respected, and appreciated. They have a sense of their own identity within the university and feel that the university is theirs. They are 'of it as well as in it.' There is a sense of belonging and ownership. Related to this is that learning can occur anywhere, but the real development of people occurs in a more nurturing environment."

DiSC Behavioral Styles Profile (one 3-hour session)*

The foundation of personal and professional success lies in understanding self, understanding others, and realizing the impact of personal behavior on the people around you. The DiSC Behavioral Styles Profile enhances interpersonal communication by providing a non-judgmental language for exploring behavioral issues across four primary dimensions: dominance, influence, steadiness, and conscientiousness. In this workshop, participants will identify their predominant styles and will learn ways to work well with all of the styles.

**This workshop requires an interdepartmental transfer or cash/check payment.*

Discrimination and the Law (three 1-hour sessions)

This series will offer a look at how the law interacts with LGBT status, ability status, and race, which persons are protected by the law, and the limitations of those protections. Each program will examine factual scenarios from actual cases.

- Program one: LGBTQ Discrimination: Legal? Maybe!
- Program two: Jumping Through Hoops: Disability Laws
- Program three: Race and the Law: How Many Slurs Equal Discrimination?

Diversity Certificate Series (certificate program – four 2-hour sessions)

The world looks different today than it has in the past, and as a consequence, new ways of interacting and communicating with others are required. This four-part program focuses on the legal, ethical, and practical issues organizations face in this dynamic new environment while demonstrating how we can use human diversity to maximize competence and performance.

Modules:

- “Diversity Includes All of Us - All the Time”
- Sex, Gender & Sexual Orientation Workplace Issues
- Race, Ethnicity, Language & Religion Workplace Issues
- Age and Physical Ability Workplace Issues

Diversity in Personal Learning Approaches (one 3-hour session)*

Learning is key in any academic setting. Yet, not all individuals learn in the same way. People learn information for different purposes, prefer the information to be structured in various ways, and have preferences for how active they wish to be in their own learning process. In this workshop, participants take, score, and interpret the Personal Learning Insights Profile so that they will better understand their own personal learning approaches. Recognition is given to the fact that differences in learning approaches is just another way in which human diversity manifests itself. **This workshop requires an interdepartmental transfer or cash/check payment.*

DOTS - Understanding Your “Hidden” Biases (one 2.5-hour session)

In order to appreciate, respect, and value others, it is important to recognize that our life experiences and the individuals in our lives have influenced our thoughts and feelings regarding the people present in our worlds. In this workshop, participants are guided through an activity that allows them to discover biases that may exist “in their heads.” Further, the session

facilitates understanding of how these views impact the ways in which we relate to one another.

Examining the Real Disability Barriers (one 1.5-hour session)

Led by Student Disability Services, this interactive workshop will explore some of the greatest disability barriers that exist in day-to-day activities. Everyone who attends will be able to identify at least one action-item take-away that they can use to contribute to a more accessible and inclusive environment for people with disabilities.

Framework for Understanding Poverty (one 3-hour session)*

Socioeconomic status or class is an often overlooked, but critically important, dimension of diversity. Since 1995, Dr. Ruby Payne's *A Framework for Understanding Poverty* has helped educators and other professionals understand individuals from all socioeconomic backgrounds - poverty, middle class, and wealth. This workshop provides an overview of Dr. Payne's work including the "hidden rules" among classes, the characteristics of generational poverty, and the significant role of available resources. **This workshop requires an interdepartmental transfer or cash/check payment.*

Gender Differences in Communication: Theories and Perspectives

(one 3-hour session)

Gender differences in communication have been a source of fascination for many years. Popular books and videos by authors such as Deborah Tannen (*He Said, She Said*) and Pat Heim (*Invisible Rules: Men, Women, and Teams*) have offered detailed portraits of how these differences may manifest themselves. Research looking at differences in brain structure and functioning between males and females indicates that many biological differences exist and have an impact on human behavior. Yet, other writers such as Mark Tripp suggest that these differences may be insignificant or nonexistent for some types of communication. This workshop explores some of the more popular views on "masculine" and "feminine" communication styles.

Inclusive Communication (one 3-hour session)

This workshop identifies some common mistakes made when communicating about age, class, disabilities, ethnicity, gender, language, looks, race, religion, and sexual orientation. It also highlights words, phrases, and behaviors that can enhance the process of communicating about and across various dimensions of difference.

Intersectionality (one 1-hour session)

The concept of "intersectionality" refers to the interactivity of social identity structures such as race, class, gender, and sexual orientation in fostering life experiences, especially experiences of privilege and oppression. This workshop will discuss the origins of intersectionality and explore this concept as it relates to issues of diversity.

Micro-Messages and Microaggressions: Impacts on Inclusion

(one 2.5-hour session)

Micro-messages are the signals that we send to one another through our actions and behaviors. Although these messages may be "small," their impact can be tremendous. Micro-messages are of two types: micro-inequities and micro-affirmations. Micro-inequities are the messages we send to other people that may cause them to feel devalued, offended, discouraged, or excluded. Micro-affirmations are the messages that we send to other people that may cause them to feel valued, appreciated, encouraged, and included. Microaggressions are brief exchanges that send denigrating messages to marginalized groups. In this session, the impacts of micro-messages and microaggressions on inclusion are considered.

More Than Mere Words (one 3-hour session)

A crucial component of any communication is the body language displayed by the parties involved in the interaction. This workshop focuses on cultural differences in expectations with respect to aspects of body language such as eye contact, posture, movement, gestures, facial expressions, and touch.

Multicultural Conflict Resolution (one 3-hour session)

Conflict is an inevitable part of life. Although many of us are uncomfortable in conflict situations, it can be a constructive process in which the very differences that give rise to the conflict also provide us with the unique perspectives and enhanced creativity that are needed in our complex world. This session explores general ways in which conflict is viewed in various cultures and specific ways in which we as individuals respond to conflict. It also emphasizes conflict resolution skills that are useful in relating to others who are different from us.

Open Heart Dialogue (one 3-hour session)

The ability to prevent cultural misunderstandings through effective cross-cultural communication is an important skill in today's world. This session introduces the three basic components of any communication. Further, it dramatically illustrates 12 common causes of misunderstandings across cultures including conventions for courtesy, degree of assertiveness, accents, and hot buttons.

"OUCH! That Stereotype Hurts" (one 2.5-hour session)

This workshop will allow you to explore in a powerful, unique way the impact of stereotypical comments in the workplace and why people don't speak up against stereotypes and other biased behaviors.

Why is this important? Staying silent in the face of demeaning comments, stereotypes, or bias allows these attitudes and behaviors to thrive. This undermines our ability to create an inclusive workplace where all employees are welcomed, treated with respect, and able to do their best work. Yet, most employees and leaders who want to speak up don't know how. So, they say nothing.

In this experiential session, you will build knowledge and skills for speaking up against stereotypes and other biased behaviors without blame or guilt.

Performance Standards for UCF’s Cultural Competencies – Online Module (Open to UCF only. One hour of credit is available)

This online module, details UCF’s “core” cultural competencies and related performance standards.

Race the Power of an Illusion (certificate program – three 2-hour sessions)

The division of the world’s peoples into distinct groups has become so deeply imbedded in our psyches, so widely accepted, many would promptly dismiss as crazy any suggestion of its falsity. Yet, that’s exactly what this provocative three-part series by California Newsreel claims. Race - The Power of an Illusion questions the very idea of race as biology, suggesting that a belief in race is no more sound than believing that the sun revolves around the earth.

Yet race still matters. Just because race doesn’t exist in biology doesn’t mean it isn’t very real, helping shape life chances and opportunities.

- Part 1 - 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 their physical traits.
- Part 2 - 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.”
- Part 3 - The House We Live In asks the question: 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.

The Rise and Fall of Jim Crow (certificate program - four 2-hour sessions)

Based on the four-part DVD series, The Rise and Fall of Jim Crow, this workshop offers a comprehensive look at race relations in the United States between the Civil War and the Civil Rights Movement. This workshop documents the context in which the laws of segregation known as the “Jim Crow” system originated and developed. Programs in the series include:

- Program One: Promises Betrayed (1865-1896)
- Program Two: Fighting Back (1896-1917)
- Program Three: Don’t Shout Too Soon (1917-1940)
- Program Four: Terror and Triumph (1940—1954)

Safe Zone LGBTQ+101 (Formerly Allies Advance) (one 3-hour session)

The LGBTQ+101 training session is the first in the series and is designed for all levels of knowledge on LGBTQ+ issues. In this 3-hour training session, participants will be presented with general information about individual and societal concerns related to LGBTQ+ identity, including developmental experiences, relationships, civil rights, and stigma.

Secular and Religious Minority Awareness (one 1.5-hour session)

Open promotion of respect for people of all faith and non-faith perspectives is essential for an inclusive environment. The Secular and Religious Minority Awareness (SRMA) workshop, which includes the national Secular Safe Zone Allies component, generates positive dialogue to help increase our understanding of the diverse religious perspectives around us, focusing on the rapid growth of secular Americans.

There are 13 million (6%) self-described atheists and agnostics, and 33 million (14%) who say they have no religious affiliation. Secularism is the fastest growing religious demographic in America, and though it is largely an invisible diversity, secular Americans are among our students, friends, family, teammates, social groups, and colleagues. Nearly 30% of college-age individuals identify as non-religious. Many are silent about their personal world-view because of the prejudice, discrimination, and mythology that cause fear of coming "out."

A study by the Tanenbaum Center reports that about 50% of individuals, including Christians, report experiencing or witnessing religious bias in the workplace. The SRMA workshop promotes an open dialogue about respecting all faith and non-faith perspectives.

Stereotypes: Impacts on a Diverse and Inclusive Work Environment

(one 3-hour session)

To truly respect and value diversity, it is essential that we recognize that our life experiences and the people in our lives have influenced our thoughts and feelings about others. In this interactive workshop, participants are guided through two activities that are designed to uncover biases that may exist "in our heads" and that may negatively impact those around us. Further, ways to effectively deal with stereotyping in the workplace are discussed. Note: This workshop contains activities from DOTS - Understanding Your "Hidden" Biases, and consequently, it is partially redundant to attend both sessions.

Understanding Power and Privilege (one 3-hour session)

This session looks at the concepts of power and privilege in detail and describes actions that can be adopted to mitigate the effects of social injustice.

Women of the Movement: "Honoring the Dream"(one 3-hour session)

Women played a key role in the Civil Rights Movement, and many risk their lives to help see the dream realized. What is this dream we speak of? This year is the 50th Anniversary of the Civil Rights Act of 1964, and history often has overlooked the contributions and sacrifices of women who risk their freedom, safety and ultimately their lives to fight for equal rights and justice for all. This presentation will examine the movement and the contributions of the known and many unknown women who played a key role in helping to pass the Civil Rights Act of 1964. The presentation also will allow participants an opportunity to explore some of the civil rights issues of the 21st Century. We stand on the shoulders of giants, the backbone of the civil rights movement!

Peace Film Series

12 Years A Slave (one 3-hour session)

12 Years a Slave is based on an incredible true story of one man's fight for survival and freedom. In the pre-Civil War United States, Solomon Northup, a free black man from upstate New York, is abducted and sold into slavery. Facing cruelty at the hands of a malevolent slave owner, as well as unexpected kindnesses, Solomon struggles not only to stay alive, but to retain his dignity. In the twelfth year of his unforgettable odyssey, Solomon's chance meeting with a Canadian abolitionist forever alters his life.

42 (one 3-hour session)

The film "42" tells the life story of Jackie Robinson and his history-making signing with the Brooklyn Dodgers under the guidance of team executive Branch Rickey.

A Day Without a Mexican (one 3-hour session)

How do you make the invisible, visible? You take it away. One morning the state of California wakes up to find that one third of its population has disappeared. A thick fog surrounds the state, and communication outside its boundaries is completely cut off. We soon discover that the 14 million people who have disappeared are all of Hispanic origin. The state is in shock. The economic, political, and social implications of this disaster threaten the Golden State's way of life. Misunderstandings and humorous situations abound, making this a comedic satire... a modern fable, lesson included.

Babel (one 3-hour session)

In Morocco, a troubled married couple is on vacation trying to work out their differences. Meanwhile, a Moroccan herder buys a rifle for his sons so they can keep the jackals away from his herd. A girl in Japan coping with rejection, the death of her mother, the emotional distance of her father, her own self-consciousness, and a disability struggles with modern life in the enormous metropolis of Tokyo, Japan. Then, on the opposite side of the world, the husband and wife's Mexican nanny takes the couple's two children with her to her son's wedding in Mexico, only to come into trouble on the return trip. Combined, it provides a powerful story and an equally powerful looking glass into the lives of seemingly random people around the world, and it shows just how connected we really are.

Body Image and the Race for Perfection (one 3-hour session)

Have our views of physical beauty changed over the past decade? Are we, as a culture, more aware of the hazards of excessive thinness and the sometimes overwhelming desire to be flawless? Killing Us Softly 3, The Strength to Resist, and Beauty Mark each provide a unique glimpse of how women's views of body weight and physical perfection have been impacted over the last ten years through exposure to mass media and advertising, significant family relationships and reinforced values, and the drive for fitness. All three films will be shown with follow-up.

Chocolate City (one 1.5-hour session)

In 2003, over 400 families from the Arthur Capper's Housing Project in Southeast Washington D.C. were forced from their homes as part of a massive nation-wide redevelopment program. One group of women from Arthur Capper's began to build relationships with artists to find ways to tell their stories. This film explores the experiences of these women and weaves in the work of playwright Anu Yadav, whose one-woman show bears witness to the human rights violations that have occurred since the redevelopment program began.

Crash (one 3-hour session)

Issues of race and gender cause a group of strangers in Los Angeles to physically, and emotionally, collide in this drama revolving around the stories of a collection of interrelated characters, including a police detective with a drugged-out mother and a thieving younger brother, two car thieves who are constantly theorizing on society and race, the white district attorney and his irritated and pampered wife, a racist white veteran cop (caring for a sick father at home) who disgusts his more idealistic younger partner, a successful Hollywood director and his wife who must deal with the racist cop, a Persian-immigrant father who buys a gun to protect his shop, a Hispanic locksmith and his young daughter who is afraid of bullets, and more. Crash provides a powerful glimpse at the costs of prejudice, bigotry, and intolerance.

Freedom Writers (one 3-hour session)

Assigned the thankless task of teaching freshman English at a gang-infested Long Beach, CA high school, a 23-year old teacher, Erin Gruwell, resorts to unconventional means to break through to her hardened students. Her students had been written off, and her chances of succeeding scoffed at, but Gruwell wasn't about to go down without a fight. This film, based on a true story, provides a unique perspective on the dynamics of power and privilege as both students and teacher learn to rely on each other to expand the realm of possibilities.

Frida (one 3-hour session)

Frida chronicles the life of Frida Kahlo shared unflinchingly and openly with Diego Rivera, as the young couple took the art world by storm. From her complex and enduring relationship with her mentor and husband to her controversial affairs, Frida Kahlo lived a bold and uncompromising life as a political and artistic revolutionary.

Glory (one 3-hour session)

Robert Gould Shaw leads the Civil War's first all-black volunteer company, fighting the prejudices of both his own Union army and the Confederates.

Iron Jawed Angels (one 3-hour session)

Taking a fresh and contemporary look at a pivotal event in American history, Iron Jawed Angels tells the true story of how defiant and brilliant young activists Alice Paul and Lucy Burns took the women's suffrage movement by storm, putting their lives at risk to help American women win the right to vote.

Miss Representation (one 3-hour session)

Miss Representation explores the under-representation of women in positions of power and influence in America, and challenges the media's limited portrayal of what it means to be a powerful woman.

People Like Us: Social Class in America (one 3-hour session)

This film discusses the impact that social class has on Americans and how it plays a role in all of our lives. The documentary follows the lives of Americans ranging from all walks of life and how they see social class in America.

Red Tails (one 3-hour session)

To help win World War II, the Pentagon has no choice but to consider the untested African-American pilots of the experimental Tuskegee training program. Just as the young Tuskegee men are about to be shut down and shipped back home, they are given the ultimate chance to show their courage. These intrepid young aviators take to the skies to fight for their country - and the fate of the free world.

Slumdog Millionaire (one 3-hour session)

Slumdog Millionaire is the story of Jamal Malik, an 18 year-old orphan from the slums of Mumbai, who is about to experience the biggest day of his life. With the whole nation watching, he is just one question away from winning a staggering 20 million rupees on India's "Who Wants To Be A Millionaire?" But when the show breaks for the night, police arrest him on suspicion of cheating; how could a street kid know so much? Desperate to prove his innocence, Jamal tells the story of his life and his many dangerous adventures in the slum where he and his brother grew up. Each chapter of his story reveals the key to the answer to one of the show's questions and what this young man with no apparent desire for riches is really doing on the game show. When the new day dawns and Jamal returns to answer the final question, the Inspector and sixty million viewers are about to find out.

Temple Grandin - "Different Not Less" (One 3-hour session)

Based on a true story, Temple Grandin paints a picture of a young woman's perseverance and determination while struggling with the challenges of autism at a time when it was still quite unknown. The film chronicles Temple's early diagnosis, her turbulent growth and development during her school years, the enduring support she received from her mother and her science teacher, and her emergence as a woman with an innate sensitivity and understanding of animal behavior. The workshop includes a discussion of Autism Spectrum Disorder.

The Help (one 3-hour session)

The Help is the story of three ordinary women, Skeeter, Aibileen, and Minny, set in Mississippi in 1962. Twenty-two-year-old Skeeter has just returned home after graduating from Ole Miss. She may have a degree, but her mother will not be happy until Skeeter has a ring on her finger. Aibileen is a black maid, a wise, regal woman raising her seventeenth white child. Something has shifted inside her after the loss of her own son who died while his bosses looked the other way. She is devoted to the little girl she looks after, although she knows both their hearts may

be broken. Minny, Aibileen's best friend, is short, fat, and perhaps the sassiest woman in Mississippi. She can cook like nobody's business, but she can't mind her tongue, so she's lost yet another job. Minny finally finds a position working for someone too new to town to know her reputation, but her new boss has secrets of her own. Seemingly as different from one another as can be, these women will nonetheless come together for a clandestine project that will put them all at risk. *The Help* is a timeless and universal story about the lines we abide by, and the ones we don't.

The Normal Heart (one 3-hour session)

The Normal Heart is the story of the onset of the HIV-AIDS crisis in New York City in the early 1980s, taking an unflinching look at the nation's sexual politics as gay activists and their allies in the medical community fight to expose the truth about the burgeoning epidemic to a city and nation in denial.

The Purity Myth: The Virginité Movement's War Against Women (one 1.5-hour session)

In the video, *The Purity Myth*, Jessica Valenti, the "poster girl for third-wave feminism," explores the myth that the worth of a woman depends on what she does - or does not do - sexually. Through facilitated discussion, this workshop examines Valenti's assertions and arguments.

Tough Guise 2 (one 3-hour session)

In this highly anticipated update of the influential and widely acclaimed *Tough Guise*, pioneering anti-violence educator and cultural theorist Jackson Katz argues that the ongoing epidemic of men's violence in America is rooted in our inability as a society to move beyond outmoded ideals of manhood. In a sweeping analysis that cuts across racial, ethnic, and class lines, Katz examines mass shootings, day-to-day gun violence, violence against women, bullying, gay-bashing, and American militarism against the backdrop of a culture that has normalized violent and aggressive forms of masculinity in the face of challenges to traditional male power and authority. Along the way, the film provides a stunning look at the violent, sexist, and homophobic messages boys and young men routinely receive from virtually every corner of the culture, from television, movies, video games, and advertising to pornography, the sports culture, and US political culture. *Tough Guise 2* stands to empower a new generation of young men - and women - to challenge the myth that being a real man means putting up a false front and engaging in violent and self-destructive behavior.