Search Allies Workshop Outcomes:

Participants will increase their understanding of the biases, myths, assumptions, and “cognitive errors” that create barriers to increasing faculty diversity, AND

Become more skilled at diffusing counter-productive discussions.

Participants:

Participants are faculty and staff who would like to be more qualified, strengthen their alliances, and be safe and confident in engaging in difficult conversations around diversity and inclusion.

Pre-workshop preparation:

Assignments will have to do with: reviewing cognitive errors; reflecting on how we have engaged/not engaged bias and cognitive errors, or increasing faculty diversity; reflecting on why participants are involved in this work.

Small groups will follow simple round-table discussion rules including:

- Provide roughly equal time for all participants to speak at the table.
- Avoid speaking twice before everyone has spoken once.
- Respect different “wait time” for speakers to think prior to speaking.
- Listen respectfully and openly.

Assignments will be available for participants two weeks ahead.