



PRESIDENT'S COUNCIL ON DIVERSITY, EQUITY, AND INCLUSION

GUSTAVUS ADOLPHUS COLLEGE

Spring 2021 Gustavus DEI Education

Gustavus expects all faculty, staff, and students to participate in formal Diversity, Equity, and Inclusion education by Friday, May 7, 2021. The PCDEI and its partners, the Diversity, Equity, and Inclusion Committee (DEIC) of the faculty, Human Resources, and Center for Inclusive Excellence (CIE), will be encouraging and tracking participation for faculty, staff, and students, respectively, so that we can meet this important institutional goal.

Please choose from the following options:

Option 1 - DiversityEdu Course

- Course content includes: defining diversity and inclusion, engaging with difference, monitoring assumptions, looking for similarities; anticipating impact of behavior, choice, and language, identity terminology, defining microaggressions and knowing their effects, power dynamics of microaggressions, responding as sender, recipient and bystander; faculty/staff course also includes recognizing unconscious bias, underlying myths about women, people of color, people with disabilities, and LGBTQ people.
- Fully online with closed captioning and accessible anytime from a computer with internet connectivity.
- Student course takes about 1.5 hours to complete. Faculty/staff course takes about 3 hours to complete. You can start, stop, and restart the course at times that work for you.
- The course is housed in Moodle. Log in to your Gustavus gmail account and then navigate to <https://moodle.gac.edu/>. You will see a DEI Education course in your Dashboard. Click on the course and follow the instructions there to complete the DiversityEdu course. If you do not see the DiversityEdu course in your Moodle account, please contact the GTS helpline: GTS helpline - Phone: 507-933-6111 or Email: helpline@gustavus.edu.

DiversityEdu is a diverse, woman-owned company with a team that has expertise in psychology, law, education, instructional design, public policy, and technical design. Their online diversity learning and management tools help schools build inclusive culture.

Option 2 - Team Dynamics Workshop Series

- In this series, led by Tyrai Bronson-Pruitt and Levi Weinhagen of Team Dynamics, we will work together to disentangle the specific patterns and behaviors that make up our unique college and workplace cultures. We will review the particular “differences making a difference” in the U.S. and ground ourselves in the current reality of predictable and enormous inequities. And we will share tools and ideas on how to co-create new patterns and ways of making the world the one we envision by:
 - Deepening our understanding of the “differences that are making a difference” at our college and workplace
 - Unpacking key distinctions between Diversity, Equity, & Inclusion
 - Increasing our ability to effectively navigate power dynamics
 - Refining communication + conflict skills
 - Increasing self-awareness to understand how our experiences of race, gender and more inform the choices we make in pursuit of our personal and collective goals
- This is a 4-part workshop series where the content builds from one session to the next and there are opportunities for conversation and live interaction with the facilitators and fellow participants. You **must commit to attending 3 of the 4** Zoom workshop sessions live at the dates and times below. If one date does not work for you, you can catch up by watching the recording and completing the homework.
 - Part 1: Thurs., Feb 25 1:30-3 pm. Register [here](#) to get the link for this session.
 - Part 2: Thurs., March 11 1:30-3 pm. Register [here](#) to get the link for this session.
 - Part 3: Thurs., March 25 1:30-3 pm. Register [here](#) to get the link for this session.
 - Part 4: Thurs., April 8 1:30-3 pm. Register [here](#) to get the link for this session.
- You must register with Team Dynamics by Feb. 22 to participate in this option. Please register for each session using the links above.

[Team Dynamics](#) is a people of color, woman, and LGBTQ+ owned national strategy firm based in Minneapolis, MN. Their focus is on organizational culture and transformative change at the intersection of racial and gender equity in U.S. workplaces and its colonies.

Tyrai Bronson-Pruitt

Tyrai is a passionate, energetic leader and facilitator who strives to empower others to recognize and celebrate differences in order to create change in the individual and their communities. Born and raised in Minneapolis, also spending time in Omaha, Nebraska for college, Tyrai is committed to making life in the Midwest better for herself, her wife, and their four children. Prior to her work at Team Dynamics, Tyrai served as a K-12 educator and as the Diversity & Inclusion Manager for Reading and Math Inc. Tyrai has developed a variety of diversity and inclusion trainings and activities on the topics of race, age, gender and other facets of diversity. Tyrai demonstrates her passion for social justice in her personal and professional life by seeking out and sharing the necessary tools and resources to create equitable and inclusive spaces for all people.

Levi Weinhagen

Levi has spent the past 20 years developing and deploying deep skill in education, community engagement, communication, and intercultural growth. A straight white man, embedded in media organizations and nonprofits throughout his entire career, Levi experienced, first hand, how organizational cultures have always been informed by identity. Both a theater maker and the father of a teenage girl, Levi is invested in our clients having embodied, transformative experiences when engaging in race and gender equity work. In addition to his work at Team Dynamics, Levi is a teaching artist with COMPAS and produces and hosts a podcast called 'Not About You' that is a serious yet entertaining look at social justice issues in America. He also founded a project called Justice Chickens that brings together groups of comedy creators and justice-focused organizations to use the tools of comedy to look for creative approaches to the work of making change

Option 3 - An alternative choice. Must get approval.

- The College strongly prefers that you participate in one or both of the above 2 options so that we can create a shared language and understanding from which to deepen our campus DEI education in the coming years.
- However, we recognize that some of you have already completed extensive formal DEI education since June 2020. If you would like to seek approval for a third option, please contact the appropriate person below:
 - **Faculty:** Marie Walker mwalker@gustavus.edu, chair of the Diversity, Equity, and Inclusion Committee of the faculty.
 - **Staff:** Ann Johnson ajohns13@gustavus.edu, in Human Resources. Staff are strongly encouraged to complete option 1 or 2. For approval of an alternative option, please submit [this form](#).
 - **Students:** Tom Flunker tflunker@gustavus.edu in the Center for Inclusive Excellence. (Students are strongly encouraged to complete option 1 or 2. Alternatives are unlikely to be approved except in rare circumstances. For approval, please submit [this form](#).)