|  |  |
| --- | --- |
|  |  |

**CIRES D&I April 2020**

**Recommended Events & Resources**

# April-May 2020 Resources

***CIRES D&I Mission: To attract and support prospective students, partners and employees from all walks of life and backgrounds, and to build a culture of inclusion where all individuals are able to thrive in their chosen careers.***

This list contains D&I resources of interest to CIRES employees as of April 21, 2020.

Additions to this list? Email ciresdiversity@colorado.edu with suggestions.

# Time-sensitive opportunities and events

**May 6-15**

**CIRES Workshops: Difficult Conversations (Virtual)**

***What to Say and How to Say it: Skills for Difficult Conversations***

This is a skills-based session for learning how to effectively address concerning behaviors, comments and disagreements. It introduces a framework for approaching difficult conversations and ways to set the stage for more productive interactions. Participants explore and practice how to apply these skills to their everyday environments.

Participants will learn to:

* Identify their purpose for having a difficult conversation
* Recognize their emotional triggers and barriers to listening
* Incorporate ways of staying grounded during a difficult conversation
* Practice how to articulate their own perspective in order to be heard

Pt 1: [Pick one of three one-hour sessions](https://www.eventbrite.ca/e/102983969826) May 6,7,12

Pt 2: [(Optional) Pick one of two one-hour sessions](https://www.eventbrite.ca/e/cires-virtual-difficult-conversations-workshop-pt2-tickets-102988535482) May 13, 15

**April 22**

**Out Boulder Resources and Survey**

[Survey](https://www.outboulder.org/covid19/#survey) regarding COVID-19 impacts (through 4/22)

[Webpage](https://www.outboulder.org/covid19) with resources for the LGBTQ community

**May 30**

**Support for Asians, Asian-Americans and Pacific Islanders**

Training Events: [Hollaback Bystander Intervention to support Asians and Asian-Americans](https://www.ihollaback.org/bystanderintervention/?link_id=2&can_id=54cb9e3a9b5c887cf4d29d1b6f7d5ae2&source=email-over-1680-of-you-showed-up&email_referrer=email_773894&email_subject=over-1680-of-you-showed-up) (free training events through May 30, 2020)

Hollaback! [Free guide on bystander intervention techniques](https://actionnetwork.org/forms/receive-a-new-tactic-every-day-for-the-next-5-days?source=email&)

# CIRES Support

For help with emergency leave due to COVID-19 sickness, caretaking or remote work difficulties, see the flowchart and leave request form under Administrative News at [InsideCIRES](https://insidecires.colorado.edu) or contact CIRES HR.

For a one on one consult with Susan Sullivan regarding D&I concerns, [schedule a time here](https://calendly.com/susan-sullivan/information-interview). Any time available at this link is available to you.

# CU COVID-19 D&I Resources

**Comprehensive resources list from CU Boulder**

[Includes resources](https://www.colorado.edu/today/2018/09/28/campus-support-resources) for those experiencing domestic violence, in recovery, counseling, reporting, mental and emotional health supports.

**CU Boulder support for people with disabilities**

The CU ADA office facilitates online meeting captioning, ASL interpreters, transcripts or other support for people with deafness or who are hard of hearing.

According to the CU ADA office, people with disabilities who require other accommodations to work from home should request administrative leave. Supervisors have been asked to support work schedule flexibility.

To request help, contact your supervisor or request help from the ADA office [here](https://cuboulder.qualtrics.com/jfe/form/SV_bHF9yTvNQPk7GER) .

# From the Community

**AGU Inclusive remote meetings**

A [guide](https://ethicsandequitycenter.org/wp-content/uploads/2020/04/Best_Practices_for_Inclusive_Remote_Meetings.pdf) for running inclusive meetings, even while remote.

**Support for Asians, Asian-Americans and Pacific Islanders**

Hollaback! [Free guide on bystander intervention techniques](https://actionnetwork.org/forms/receive-a-new-tactic-every-day-for-the-next-5-days?source=email&)

**OutBoulder COVID-19 resources**

[Webpage](https://www.outboulder.org/covid19) with resources for the LGBTQ community

# CU D&I Professional Development

All CIRES employees have access to LinkedIn Learning and Skillsoft through their CU Boulder my.cu.edu account. Go to “CU Resources” then “Training” to access LinkedIn Learning and Skillsoft.

**LinkedIn Learning**

Search “diversity”

[Diversity and Inclusion collection](https://www.linkedin.com/learning/collections/enterprise/1~AAAAAAKFEgE%3D867315?u=42275329)

[Become an Inclusive Leader](https://www.linkedin.com/learning/paths/become-an-inclusive-leader?u=42275329)

**CU Skillsoft**

Within the skillsoft platform, search “diversity” then explore courses, ILT, resources, etc. You must be logged in to Skillsoft to start the course.

Recommended

[CU: Faculty Diversity Search and Hiring Committee Guidance](https://www.cu.edu/node/75385#search) (useful for all job codes)

[CU: Search Committee Training, Recruiting Diverse Talent to the University](https://www.cu.edu/node/75385#searchcom)

[CU: Discrimination and Sexual Misconduct, CU Boulder and System](https://www.cu.edu/node/75385#discub)

[Facing the Management Challenges of Difficult Behavior and Diverse Teams](https://universityofcolorado.skillport.com/skillportfe/main.action#summary/COURSES/CDE$113913:_ss_cca:amg_02_a03_bs_enus)

[UCB: Wait Your Turn: Recognizing and Interrupting Sexism](https://universityofcolorado.skillport.com/skillportfe/main.action)

[UCB: Recognizing and Interrupting Racism](https://universityofcolorado.skillport.com/skillportfe/main.action)

[Virtual Crucial Conversations](https://calendar.colorado.edu/event/crucial_conversations?utm_campaign=widget&utm_medium=widget&utm_source=University+of+Colorado+Boulder#.Xph4WJlMHD4) 2-Day

To request professional development support for Crucial Conversations or other paid CU offerings, contact CIRES HR to request funds.