

Diversity Course Descriptions

Cultural Awareness Building Blocks (90-minutes)

Cultural Awareness Building Blocks provides the framework for gaining a nuanced understanding of the various meanings and the potential impact of, diversity in higher education and the workplace. The session explores the impact of identities in workplace interactions and relationships, and presents strategies and resources to better navigate and embrace cultural difference. Participants will become familiar with key concepts and learn strategies that contribute to an inclusive and welcoming environment.

Unconscious Bias (90-minutes)

Bias is a “personal, sometimes unreasoned judgement” that can provide unconscious and often erroneous information. Understanding how our personal and cultural biases influence our decision-making and interpersonal interactions is an important step to reducing unconscious bias. Participants will learn about common types of personal, cultural and social bias as well as learn promising practices that reduce bias and contribute to an inclusive and welcoming environment.

Safe Zone Training (2-hours)

The SafeZone program offers LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning) awareness training for all UAB faculty and staff. Participants will learn about identities, terminology, concepts of gender and sexuality, and ways to create a welcoming and inclusive campus. Participants may elect to receive a SafeZone trained sticker to communicate their LGBTQ friendliness, although this is not a requirement of the session.

Bystander Intervention (90-minutes)

Bystander behavior has been the focus of social psychological research for over four decades. Originally developed to reduce the incidence of sexual assault and sexual violence on college campuses, the bystander model is now also used for noticing and intervening with harassing behaviors related to microaggressions, bullying and discrimination of all kinds. Participants will learn about types of intervention and explore potential barriers to action.