

# Equity-focused Dialogic Skills

*Workshop series*

Hosted by CECA, CIRES and MENV

Slide deck will be available on the CECA & MENV websites



University of Colorado **Boulder**

# Series Overview

**Equity** ~ *everyone has what they need to thrive*

**Diversity & Inclusion** ~ *purposefully including people of social difference in a particular space*

**Justice** ~ *fair treatment and equal opportunities for all people*

**Equity-focused dialogic skills**: the ability to effectively communicate one's advocacy for differentiated critical needs, bringing an open mind for expanding self-awareness and creative problem solving in a dialogue.

Example situations where you might use these skills:

- advisor/supervisor relationship
- working with peers on a team
- being a leader in community initiatives

# Series Overview

## Goals of this series

- Expand and develop communication skills to navigate power dynamics on research teams,
- Engage in equity-focused dialogues with community partners, and represent personal values and skill sets in interviews.
- Build community and foster collaboration across different departments on campus to support graduate students, post-docs and early career scientists.

**Open to all graduate students, postdocs and early career scientists!**

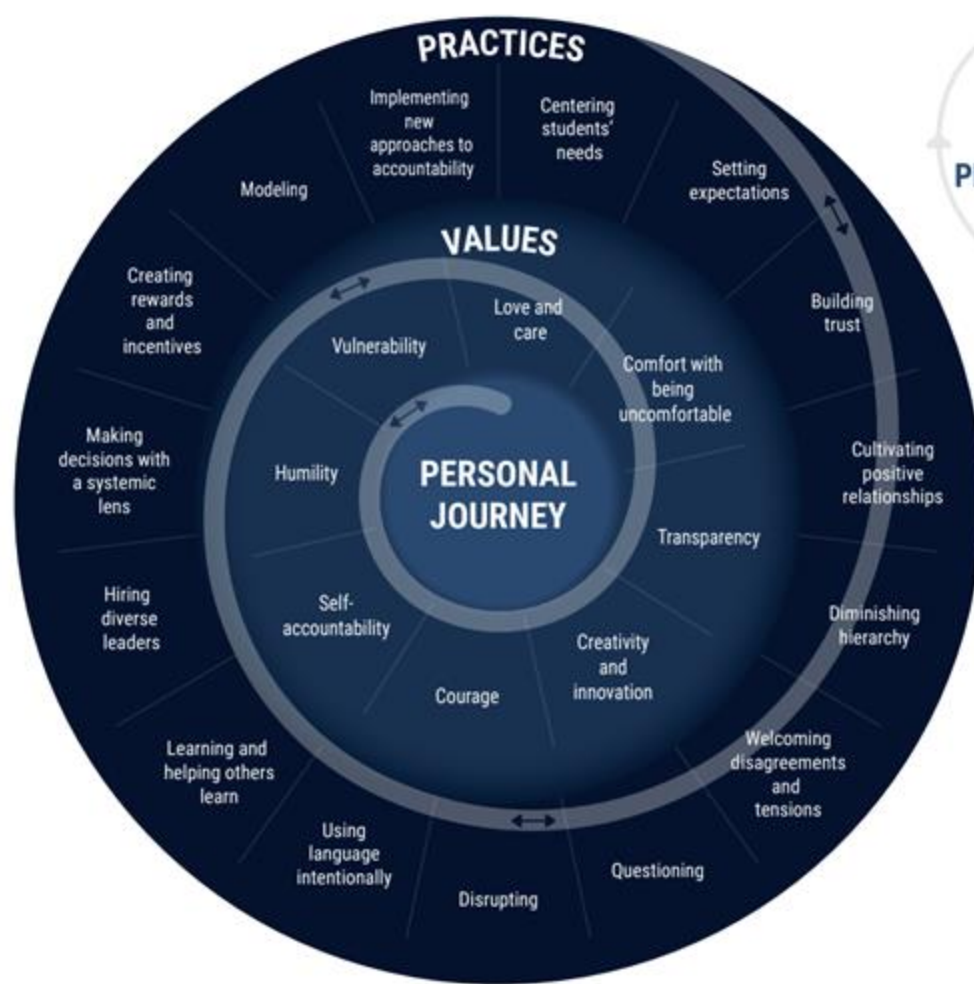
**Certificate of completion** will be given to those who attend all 4 workshops (offered twice from February - April, 2025) and complete a personal values statement (due May 1, 2025), including revision if needed.



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# Shared Equity Leadership Model

FIGURE 1: SHARED LEADERSHIP EQUITY MODEL



“Equity-mindedness is conceptualized as being evidence-based, race-conscious, institutionally focused, systematically aware, and equity advancing (Dowd and Bensimon 2015).

When practicing equity-mindedness, individuals question their own assumptions, recognize biases and stereotypes... and see closing racial and other gaps as their personal and institutional responsibility.”

# Workshops - offered twice, fully virtual, with community agreements

## Rooting yourself in your values to build collaborative relationships

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In this workshop, you will reflect on your personal values and how these impact the relationships you build with others. We will also cover concepts such as differences between debate and dialogue.

This work is informed by the [Shared Equity Leadership Model](#) from the Pullias Center for Higher Education

## Approaching your work with an asset-based lens

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In this workshop, we will cover concepts such as “Community Cultural Wealth Model” from Tara Yosso.

We will engage in work that reflects on how to approach collaboration and engagement from an asset-based lens.

We will continue discussing how to shift a debate into dialogue.

## Building skills to successfully navigate equity-focused dialogues

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In this workshop, we will learn about “Third Space” and “Ethical Space”.

We will cover power dynamics and privilege, how these play a role when interacting with others and later working with communities.

Using scenarios, we will practice how to use dialogic questions to create the third space.

## Fostering healthy and supportive workspaces and team dynamics

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In this workshop, we will cover building relationships with different communities and how to incorporate the concepts learned in the previous three workshops.

We will cover difficult conversations and utilize several scenarios to practice our skills.



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# Personal Values statement

To complete the certificate, all participants will submit a personal values statement. By naming our personal values in connection with our social identities, we will be able to clearly discover how our positionality frames our communication skills in dialogue.

We will be offering exercises and reflection questions during the workshops to help build the personal values statement. You will be allowed to submit artistic representations, as well as audio and video files to support your statement. We will be available for consultations to review and revise your personal statement. More information on the submission process and a rubric will be provided before the first workshop in March.



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# Examples from personal values statements

“In my current position, I have experienced both roles of participant and host in building an engaging communication environment. Both roles involve bridging the “fear” gap in different ways. As a participant, I work on myself. As a host, I focus on recognizing and understanding our differences and personalizing how each participant will engage. I have found that by honestly opening up, others can engage more easily.”

“Expressing gratitude towards the other person in a dialogue is also essential because it recognizes the humanity in that person and acknowledges that they are seen by you. This also helps build trust and shows that even if the dialogue gets a bit heated at times, you still appreciate hearing their perspective. The gratitude needs to be genuine, but if you can see the humanity in the other person, I believe it’s hard to not be genuine in your gratitude.”



# Registration

Please register, even if you just want to attend a workshop and don't intend to earn the certificate!

We will schedule the workshops based on those who register.

Registration link:

<https://forms.gle/ufifPDghza7n8J8B7>

