

Equity-focused Dialogic Skills

Workshop series

Hosted by CECA, CIRES and MENV

Slide deck will be available on the CECA & MENV websites

Agenda for today

- Introductions
 - Participants can add information in the chat window
 - Facilitator and administrator introductions
 - Survey and slides link in the chat
- Program Overview
 - Goals of the series
 - Offered seminars and workshops
 - Personal Values statement and Padlet
- Q&A
 - Time to complete survey
 - Feel free to leave if you don't have questions!

Rename yourself

To change your name on Zoom:

Hover over your name in the “Participants” window.

Click on “More”, and then click “Rename”.

Please change to your **first name** (and last name if you would like), **pronoun(s)** if you would like, and **your unit** (department, program, lab team, etc.)

EXAMPLES

He, him, his

She, her, hers

They, them, theirs

Ve, ver, vis

Xi, xir, xirs

<https://www.colorado.edu/hr/what-you-need-know-about-pronouns>

Facilitator Introductions

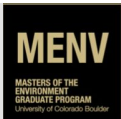
Garima Malhotra is a researcher studying Space Weather at CIRES. She is the post-doc Chair of the [CECA](#) (CIRES Early Career Assembly).

Jesse Rush is a graduate student in EBIO and is the graduate student Chair of the [CECA](#) (CIRES Early Career Assembly).

[Michelle Cadena](#) is the Assistant Director of Diversity Affairs & Student Success for the [Masters of the Environment Graduate Program](#).

[Becca Ciancanelli](#) is the Diversity, Equity and Inclusion Director for CIRES.

CIRES = Cooperative Institute for Research in Environmental Science



University of Colorado **Boulder**

Administrator Introductions

[Christine Wiedinmyer](#) is the Associate Director for Science at CIRES, overseeing the science portfolio of CU Boulder's largest research institute with a focus on managing our research in service to NOAA, our primary partner.

[William Shutkin](#) is a Teaching Associate Professor and Interim Faculty Director in the Masters of the Environment program. He leads the Urban Resilience and Sustainability specialization for this program.

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

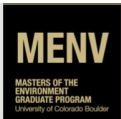
Series Overview

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.
- Create a repository of shared resources for this community, with ongoing access and development.

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

Certificate of completion will be given to those who attend 1 seminar, 2 workshops and complete a personal values statement, including revision if needed.



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Seminars

Utilizing Cultural Intelligence to advance Tribal engagement and partnerships



CIRES Tribal Advisor, James Rattling Leaf, Sr. is offering this hybrid seminar during his visit to Boulder, which will provide recommendations for working with Tribal communities based on the knowledge that long-term relationship-building with these communities is the foundation upon which educational programs, research collaborations, and other initiatives must be co-created. Sharing the Cultural Intelligence framework will define effective practices in building relationships and clarify a process for establishing and maintaining effective collaborations with Tribal communities that respect sovereignty and self-determination.

January 24th, 3-4 pm (CIRES auditorium, [Youtube link](#)); reception from 4-5pm in the CIRES Atrium

January 25th, 1-2 pm (DSRC, GC402, NOAA affiliates only in-person, [Google Meet link](#)). Q&A to follow until 2:30pm

Seminars

Sustainability as a form of Resistance conversation



[Maricruz Carrillo](#), founder of Menos Waste, will lead this workshop, in which we'll dive deep into how we can use sustainability and indigenous wisdom to fight back against a system that was not built for environmental conservation. We will talk about who really is responsible, why we should care, and most importantly, what we can do about it! After this workshop, you will feel empowered, and you will be equipped with the tools necessary to make a difference in your own community.

Website: menoswaste.com, Instagram: @_menoswaste_, Linked in: [Menos Waste](#)

February 7, 2:30p - 3:30p, SEEC Auditorium for in person, [Zoom link](#)

Workshops

Building skills to successfully navigate equity-focused dialogues

In this highly interactive workshops, participants will explore ideas and themes from the two seminars that address how power dynamics affect equity-focused dialogues. In the second workshop we will bring a particular focus on wellness and setting boundaries. We will create a personal equity-focused values statement and add to a repository of shared resources for this community.

Workshop #1

March 5, 2:30-3:45 pm, hybrid, CTL Office, Room E390

Workshop #2

May 8, 3:00-4:15 pm, hybrid, CTL Office, Room E390

[Zoom link](#) for virtual attendance at both workshops

Climate Café

Talking about our complex emotions and reactions to climate change is essential for fostering community and sustainable collective action. This interactive workshop, hosted by Stacy Gerberich and Matt Tomatz from CU Boulder's Counseling and Psychiatric Services, will provide participants a space to slow down, share, and listen to each other's thoughts, feelings, and experiences. By gathering, connecting, and supporting one another, we will practice the fundamentals of building community bonds, and nourishing connective hope.

***Registration is required and limited for small group, in-person facilitation**

April 10, 1:00-2:30 pm, CTL Office, Room E390, [Zoom link](#)

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.

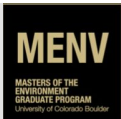
Positionality refers to how differences in social position and power shape identities and access in society. It is important to note that all parts of our identities are shaped by socially constructed positions and memberships to which we belong, which are embedded in our society as a system.

Misawa, M. (2010). Queer Race Pedagogy for Educators in Higher Education: Dealing with Power Dynamics and Positionality of LGBTQ Students of Color. International Journal of Critical Pedagogy, 3 (1), 26-35.

“Few things are more difficult than to see outside the bounds of your own perspective—to be able to identify assumptions that you take as universal truths but which, instead, have been crafted by your own unique identity and experiences in the world. We live much of our lives in our own heads, in a reconfirming dialogue with ourselves. Even when we discuss crucial issues with others, much of the dialogue is not dialogue: it is monologue where we work to convince others to understand us or to adopt our view.”

Takacs, D. (Summer, 2003). How Does Your Positionality Bias Your Epistemology? Thought & Action, 27-38.

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.



University of Colorado **Boulder**

Padlet for our repository

<https://padlet.com/menvdei/equity-focused-dialogic-skills-series-84a0ml01z62ml39d>

Certificate registration

Please use the link below to sign up for the certificate of completion.

Certificate registration link:

<https://forms.gle/R3KzQbQWoiHLRqGr9>