

|| **DIVERSITY DIALOGUE**

1. Project Background and Vision

i *Diversity Dialogue* is an open forum to discuss diversity issues that affect the work and lives of Creighton University faculty and staff. It is a series of monthly dialogues focused on race relations, racism and bias, violence and mental health, climate of social environment, minority issues and other social problems.

The Health Sciences-Multicultural and Community Affairs (HS-MACA) initiated this program in 2011. It started out as a round table discussion among HS-MACA staff and later on it grew to include other diversity teams on campus. Today, a few faculty and staff mainly from the health science schools are participating in the discussion of various interests and current issues.

Looking forward, Diversity Dialogue is expected to be an institutional forum where faculty and staff can freely discuss legitimate issues professionally and cordially as a form of self-expression.

2. Project Scope and Deliverables

i *Diversity Dialogue* is primarily a forum of Creighton University leadership, faculty and staff. It aims to engage participation and meaningful conversation about the pressing issues in the community, both locally and nationally with the view of inculcating a positive and wholesome perception and views among participants and creating a space for them to reflect on their own and others' social location and group membership. Even though the conversation is structured, the expectation is that the participants may be able to express themselves from their own lived experiences.

3. Online Platform

- i** Due to the on-going Covid-19 pandemic and virus scare, *Diversity Dialogue* will be conducted online via zoom web conferencing. Each event will have a specific theme and link to register and/or copy of reference materials that will be distributed through emails to all invitees. The link may also be used to sign up to receive updates and reminders about upcoming dialogues.

4. Implementation Plan

- i** *Diversity Dialogue* welcomes staff, faculty and administrative leadership at Creighton University. Community partners and stakeholders of HS-MACA and other support organizations/offices/departments are also encouraged to participate in the discussion.

- Theme – Each month will have a specific theme or topic that will be discussed along with materials or links for reference purposes. However, materials presented should not limit the conversation. Other materials could also be used to reference discussions.
- Presenter/Facilitator – Each event will have presenter to initiate the conversation by putting on the table the summary or general idea of the topic/theme based on the materials recommended or approved by the organizer. The presenter also facilitates/moderates the open forum/dialogue proper, controls the discussion making sure that several participants/invitees would be able to share their thoughts in the conversation.
- Host/Organizer – starts and ends the dialogue, gives a brief of the dialogue, presents the theme/topic, presents the speaker and moderator and gives advance notice of the next dialogue and topic, does the announcement of the next session and prepare logistics needed to run the session. The speaker encourages others to have an input in the discussion. No minutes are taken of the gathering.
- Zoom link: this will be distributed along with the flyers every month and shared in the calendar invitations and online.
- The following is the proposed format:

*Overview and Welcome by Host and Introduction of the Guest
Speaker/Presenter/Facilitator/Moderator (5 minutes)*

Presentation – Resource Speaker/Presenter (20 minutes)

Open Discussion (55 minutes)

Summary and Closing Remarks (10 minutes)

5. Timeline/Schedule

i Diversity Dialogue is a 90-minute session on the last Wednesday of every month from 3:00- 4:30pm CST starting September 2021. Topics/Themed lined up for this year include Reluctancy with the Covid vaccine, Effects of Afghanistan on us, Racism and Racial Bias, Women’s Empowerment, Minority Health, Critical Race Theory White Fragility, Rural America outreach Police Brutality, The immigrant community in Omaha, among others.

6. Evaluation Plan

i Feedback Survey will be created and distributed to all participants and this will be gathered, summarized and analyzed to improve the programming activities.

Feedbacks will be gathered on real time and will be translated into useful information to continuously improve the program.

7. Organizing Committee

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1. *Sade Kosoko-Lasaki, MD, MSPH, MBA (Lead)*
 2. *Phebe Mercado Jungman, MBA*
 3. *Bryan Benson, MS*
 4. *Errik Ejike, MPH*