

Van: secr-geschiedenis-fgw

Verzonden: donderdag 4 oktober 2018 10:16

Onderwerp: Diversiteit / Diversity training

Dear All,

As part of our research group's development we will be attending five sessions on diversity (race, class, sex). The program and its goals are described in the attached PDF, and some basic guidelines and details of the facilitators are provided below.

There are a handful of (free) places in this seminar we'd like to offer to fellow historians, so if you would like to join us, please let me know (XXXXXXXX@uva.nl). Ideally you would take part in all (or most) of the sessions rather than pick and choose.

Best, [XXX](#)

Diversity Training Seminar

Introduction

In this seminar, [XXXXXXXXXX](#) and [XXXXXXXXXX](#) will create a safe space and serve as guides for the group through the murky and challenging waters of race, racism and biases. Together, we will journey through the learning, unlearning, the listening and stumbling through necessary to fully recognize our privileges, empathize with marginalized people and become true allies.

Over the course of 5 sessions, we will cover: 1) Intersectionality 2) Biases and blind spots 3) Institutionalization of racial biases 4) Racism in academia and 5) Allyship. Each interactive session will entail a combination of media, lectures and discussions.

Because of the sensitive nature of these topics, the creation of an intentionally safe and trusting space is paramount. Thus we ask that participants only join if they can fully commit for the entirety of the program. This will ensure continuity and progressive trust building throughout.

Community Agreements: a set of collective agreements we make to each other in order to make the learning environment feel safe(r), compassionate and effective for everyone.

- We will trust each other
- We will respect each other's experiences (even if they aren't our own)
- We will respect each other's confidentiality
- We will be active listeners and stay present (even when it's hard)
- We will assume positive intent
- We will step up or step back as needed

A Note to Participants:

Talking about racism is difficult. It can be hard being confronted with our own biases, prejudices and privileges. During these sessions, you might experience feelings of discomfort, guilt, shame, anger or sadness. This is normal. The goal is not to run away from the discomfort but for us to move through it together.

That being said, we as facilitators will establish a safe space and closing exercises at the end of each session in order to release any tense energy that may have been created.

About our facilitators:

XXXXXXXXXXXXXXXXXXXX is the Lead UX Copywriter at XXXXXXXXXXXX. Originally from Brooklyn, New York, her professional experience exists at the intersection of communications, technology and social justice. She is the co-founder of

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX - a collective of diasporic black women. In her spare time, she enjoys reading, writing and slaying white supremacist patriarchal dragons.

██████████ is a professional writer and communications consultant. She spent most of her adult years in the San Francisco Bay Area, California where she worked with researchers at the University of California, San Francisco and Davis campuses to create safe spaces for underrepresented groups in academia. When she is not earning a living, she is likely pondering ways of understanding the human condition. To that end, she puts much of her energy into community building, space-making and celebrating the underrated superstars.