



Division of
Equity and Inclusion

SHOWCASE
OREGON

ACTIVATING

THE
IDEAL
FRAMEWORK

Implicit Bias Professional Development

MEMBERS:

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CHARGE:

- Consider the current trainings at UO
- Identify target training audience, training formats per audience group
- Asses capacity, cost, and impact of trainings
- Identify opportunities of operationalization and routinization

RECOMMENDATIONS:

1. A suite of additional multi-modal training modules on equity and inclusion, tailored to personnel or student groups to improve training efficacy.
2. Increased capacity, in the form of additional expert training staff and a train-the-trainers model.
3. A broader recommendation for who in the University community should receive training. The committee feels that implicit bias training would benefit all University members, but until capacity is available, training should be prioritized for:
 - a. Administrators and unit heads
 - b. Supervisors
 - c. Those with student-facing responsibilities (inclusive of service, teaching, and other supervision)
 - d. Graduate students in their first year
 - e. Students in leadership positions within ASUO and ASUO-recognized groups, or otherwise defined by Student Life