

ALP EQUITY STATEMENT and Resources

EDUCATIONAL **M**ETHODODOLOGY, **P**OLICY, & **L**EADERSHIP DEPT.
COLLEGE OF EDUCATION
UNIVERSITY OF OREGON



Preliminary Administrator Licensure - PreAL



ALP Equity Statement

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The University of Oregon (UO) and the Administrator Licensure Program (ALP) in the Educational Methodology, Policy, and Leadership (EMPL) Department affirms and actively promotes the right of all individuals to equal opportunity in education without regard to any protected basis, including race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity and gender expression or any other consideration not directly and substantively related to effective performance.

The UO and the ALP is committed to providing a respectful environment for all members / students of the campus community. Prohibited discrimination and discriminatory harassment, including any form of sexual harassment, which subvert the mission of the university and jeopardize the educational or employment experience of students, faculty, and staff, will not be tolerated.

Any harassment or discrimination on the basis of race, color, sex, national origin, age, religion, marital status, disability, veteran status, sexual orientation, gender identity or gender expression is prohibited by university policy and federal and state law. Students and employees with questions, or concerns about any type of discrimination or harassment, including any form of sexual harassment, are encouraged to bring these issues to the attention of the University of Oregon Office of Investigations and Civil Rights Compliance (AAEO) or their supervisor.



ALP Equity Resources

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In *Skills for Inclusive Conversations*, https://www.linkedin.com/learning/skills-for-inclusive-conversations?upsellOrderOrigin=default_guest_learning there are three modules. The first module covers *Stepping into Inclusive Conversations*.

1. Stepping into Inclusive Conversations

- ▶ The need for inclusive conversations
1m 21s
- ▶ Diversity topics can be polarizing
3m 48s
- ▶ Thriving with inclusive dialogue
4m 28s



ALP Equity Resources

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In *Skills for Inclusive Conversations*, https://www.linkedin.com/learning/skills-for-inclusive-conversations?upsellOrderOrigin=default_guest_learning the second module covers *Inclusive Conversation Skills*.

2. Inclusive Conversation Skills ^

- ▷ **Six steps to inclusive conversations**
3m 40s
- ▷ **Know yourself and others**
3m 55s
- ▷ **Inclusive conversations readiness**
3m 59s
- ▷ **Prepare for the conversation**
3m 46s
- ▷ **Getting to shared meaning**
3m 57s
- ▷ **Honing skills for shared meaning**
4m 8s
- ▷ **Strive for reciprocal empathy**
3m 43s



ALP Equity Resources

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In *Skills for Inclusive Conversations*, https://www.linkedin.com/learning/skills-for-inclusive-conversations?upsellOrderOrigin=default_guest_learning, the third module covers *Inclusive Conversation in Practice*.

3. Inclusive Conversations in Practice

- ▷ Talking about race
3m 48s
- ▷ Talking about religion
4m 20s
- ▷ Talking about gender
4m 54s



ALP Equity Resources

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In *How to Engage Meaningfully in Allyship and Anti-Racism*, <https://www.linkedin.com/learning/paths/how-to-engage-meaningfully-in-allyship-and-anti-racism>, you are provided five courses. While all five modules are great, we suggest you start with the *Confronting Bias: Thriving Across Our Differences* module.

How to Engage Meaningfully in Allyship and Anti-Racism

5 courses · 2 hours of content

[Start my 1-month free trial](#)


Most of us are learning about allyship and anti-racism for the first time. In this learning path, experts Dereca Blackmon and Kwame Christian teach you the foundational skills—mindset, communication, and advocacy—you need to be an effective ally and champion for anti-racism in your organization.


Identify bias, prejudice, discrimination, and oppression.


Apply a framework to spark constructive dialogue about race.


Advocate for a more inclusive environment.


Courses

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Confronting Bias: Thriving Across Our Differences
By: Vernā Myers
Continue your Thrive journey and discover how to interact with others across differences.
397,800 viewers · Released May 11, 2018
- 

Inclusive Mindset for Committed Allies
By: Dereca Blackmon
Become a better ally. Discover how to develop an inclusive mindset, put marginalized voices first, and be the change you want to see in the world.
40,744 viewers · Released Jul 30, 2020
- 

Advocating for Change in Your Organization
By: Dereca Blackmon
Become an advocate for change. Discover how to develop an inclusive mindset and implement a plan for real and lasting change at any size organization.
17,832 viewers · Released Aug 5, 2020
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Difficult Conversations: Talking about Race at Work
By: Kwame Christian
Talking about race in the workplace can be challenging. Learn how to apply a useful framework to open up effective dialogue and facilitate understanding.
208,538 viewers · Released Jul 31, 2020
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Driving Change and Anti-Racism
By: Kwame Christian
Make real change happen by increasing equity and access in your organization. Learn how to drive change and anti-racism on a company-wide level.
27,508 viewers · Released Aug 20, 2020



ALP Equity Resources

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The ***Confronting Bias: Thriving Across Our Differences***,

<https://www.linkedin.com/learning/confronting-bias-thriving-across-our-differences>, contains a Welcome and nine modules.

1. Interacting with Others Across Differences

- ▷ **Welcome**
1m 49s
- ▷ **We're all in it together**
1m 44s
- ▷ **What is inclusion?**
2m 5s
- ▷ **Why do people say and do the wrong things?**
5m 9s
- ▷ **Understanding cultural lens as a tool for avoiding mistakes**
4m 26s
- ▷ **Exploring unconscious bias**
5m 26s
- ▷ **How to counter unconscious bias**
6m 48s
- ▷ **What can you do even if you say or do the wrong thing?**
2m 51s
- ▷ **How can you prevent yourself from saying the wrong thing?**
4m 40s
- ▷ **Conclusion and call to action**
2m 41s