

## Q1. Professional Development Narratives – North Central Region

Subject Area #4: Cultural Competency

Training on cultural competency, diversity, equity, and inclusion (DEI) helps our staff advance a diverse, equitable and inclusive community and workplace. This training helps staff understand the roles of power, privilege, oppression, and social identities within our communities and organizations, and broadens understanding of historical and current barriers that impact the lives of constituents and colleagues at personal, interpersonal, institutional and culture levels. Training in DEI and cultural competency helps staff to understand their own culture, socialization and social identities and to recognize and appropriately respond and adapt to cultural similarities and differences.

Q2. Which state do you represent?

- Illinois
- Indiana
- Iowa
- Kansas
- Michigan
- Minnesota
- Missouri
- Nebraska
- North Dakota
- Ohio
- South Dakota
- Wisconsin
- Other:

Q3. Please provide your name.

First Name

Last Name

Q4. Please provide your email address

Q5. Provide a brief description of the professional development program that addresses Cultural Competency. [Less than 250 words.]

\*If you do not offer training on Cultural Competency, please state that here, and return the survey.

ADVANCE is a National Science Foundation program designed to develop systemic approaches to increase the representation and advancement of women in academic science, technology, engineering and mathematics (STEM) careers, thereby contributing to the development of a more diverse science and engineering workforce. ADVANCE-Purdue is an institutional transformation project that targets recruitment, retention, and advancement of women STEM faculty at Purdue University.

Q6. Please provide a title (or short one-sentence description) that can be used to identify the training.

ADVANCE-Purdue and the Center for Faculty Success

Q7. Describe the intended audience for this training (e.g., is it part of on-boarding for all Extension staff, does it focus on staff with a certain level of experience, is it for specific program areas, are their elements designed for unique aspect of community/county-based educators versus state specialists, etc.). [Less than 100 words.]

Purdue faculty

Q8. What are the core skills this training will instill in the audience? [Less than 250 words, and bulleted examples are encouraged.]

Our three guiding goals are: \* To increase the number of women of color in STEM tenure-track faculty positions \* To improve the success of all women STEM tenure-track faculty \* To engage all faculty in transforming the institution.

Q9. Please check ALL key words that apply to this professional development opportunity.

- communication skills (personal/educator)
- communication skills (delivery programs)
- conflict (management/resolution)
- digital program delivery
- digital learning principles
- Diversity, Equity, Inclusion (DEI)
- evaluation
- facilitation
- goal setting
- leadership
- marketing

- mentorship
- needs assessments
- onboarding (included in general onboarding)
- orientation to CES (included in general onboarding)
- partners
- risk management
- reaching new audiences
- teaching skills/techniques
- volunteers (in delivering programs and teaching roles)
- volunteer (overall management and coordination)
- volunteer - systems
- other: [explain]

Q10. How is this training offered? [Check all that apply]

- Face-to-face / in person
- Live/interactive zoom/webinar (internet based, time-fixed, with the instructor)
- Asynchronous learning
- Other: Please describe:

Q11. Is this training open to other states/institutions?

- No
- Yes - How do other states/institutions access the training and describe any permissions that need to be obtained to utilize this training:

Q12. Is there a registration/tuition/fee to participants?

- No (please continue the survey)

Yes - Please describe the cost per person and if there are differences for out-of-state participants.

Q13. Provide a website for additional information, if applicable.

<https://www.purdue.edu/advance-purdue/>

Q14. Provide a name and contact information of someone who can answer questions about this training.

<https://www.purdue.edu/advance-purdue/contact-us/index.html>

#### Location Data

**Location:** [\(40.4444, -86.9256\)](#)

**Source:** GeoIP Estimation

