

Diversity Education and Bias Prevention Opportunities

Build Your Capacity to Lead and Support Institutional Change



RUTGERS

Division of Diversity, Inclusion,
and Community Engagement
TYLER CLEMENTI CENTER FOR DIVERSITY
EDUCATION AND BIAS PREVENTION

Getting to know the Tyler Clementi Center for Diversity Education and Bias Prevention

The Tyler Clementi Center for Diversity Education and Bias Prevention (TCC) was established to honor the life and legacy of Tyler who was a first year student in the Fall of 2010.

Tyler, a gifted musician, was committed to strengthening his sense of self, spending the summer prior to starting Rutgers sharing with certain family members that he was gay and planning to live an authentic life. That September, Tyler asked his roommate for privacy to host a date.

His roommate obliged in word, but without Tyler's knowledge or consent, he livestreamed Tyler's time with his date, violating Tyler and his date's privacy, autonomy, and trust.

The roommate, and those who watched online, mocked, ridiculed, and harassed Tyler online and via social media because of his sexuality. Tyler learned of this betrayal via social media. A few days later, Tyler died by suicide. Tyler's death sparked local and national conversations about sexuality, cyber-harassment, safety, and inclusion within and beyond college campuses.

The TCC honors Tyler's life by serving as a campus resource that promotes understanding and engagement on issues related to diversity and bias prevention, increasing the capacity of the campus community to engage across differences, focusing on faculty and staff. This unique center is dedicated to diversity education and advocacy for bias prevention. Check out the educational opportunities available.



Equity, Diversity, and Inclusion Capacity-Building Areas

Rutgers University Equity, Diversity, and Inclusion Capacity-Building Framework is an adaptation of the American College Personnel Association (ACPA) and National Association of Student Personnel Administrators' (NASPA) Professional Competency Rubric for Social Justice and Inclusion (2015) and the University of Michigan's Lifelong DEI Lifelong Learning Model. This framework can help you identify programming designed to expand your EDI capacity and articulates the individual, interpersonal and institutional work required to transform the University into a beloved community.



Growing self-awareness/ understanding of self to systems



Self-directed learning/exhibits cross-cultural responsiveness



Promotes inclusive relationships



Listens inclusively and seeks feedback from multiple perspectives



Resolves conflict



Aligns to institutional commitments



Challenges/ dismantles systemic EDI barriers

Rutgers-New Brunswick

Tyler Clementi Center for Diversity
Education and Bias Prevention

Equity Fundamentals Workshop

An introduction to the concepts of diversity, inclusion, intersectionality, equity and social justice with the goal of developing shared understanding of foundational EDI terms and apply these concepts to our professional and personal lives.



EDI Facilitator Training

A four-hour introduction to facilitating EDI dialogues. Participants learn about their own bias as facilitators and how to mitigate this bias, the responsibilities of facilitators, and strategies for overcoming potential challenges during facilitation. Participants also learn about the CLARA method of communication to de-escalate tense conversation and grow empathy for differing perspectives.



Centering Respect: Creating New Norms

Showcasing how respect (and disrespect) show up in our workspaces and impact departmental/school climate. Participants co-construct potential ground rules for engagement during meetings. Participants will begin the process of establishing collective meeting norms to build a workplace that holds everyone accountable for strengthening communications.



Introduction to CLARA: Navigating Contentious Conversations

The CLARA method is a communications framework designed to help one model empathetic listening and communication to de-escalate tense conversations, which has been used in conflict zones globally to protect citizens. Participants will have the opportunity to practice each step and practice the full method.





Equity Mindset

Modeled after the AACU’s Understanding Equity-Mindedness this workshop illustrates the distinction between practitioners who use a deficit-minded framework—and those who use an equity-minded framework—where the responsibility for student success is intrinsically tied to the power of the institution, holistic support for students, and our faculty and staff to effect change.



IDEA Innovation Grant Program-New Brunswick

Housed in the Division of Diversity, Inclusion, and Community Engagement and administered by the Tyler Clementi Center for Diversity Education and Bias Prevention this grant program supports grassroots projects that enable students, faculty, and staff across Rutgers-New Brunswick to take an active role in building an inclusive community. Projects should be collaborative, have a campuswide impact, and outcomes should be clear and measurable.



Research2Practice Program

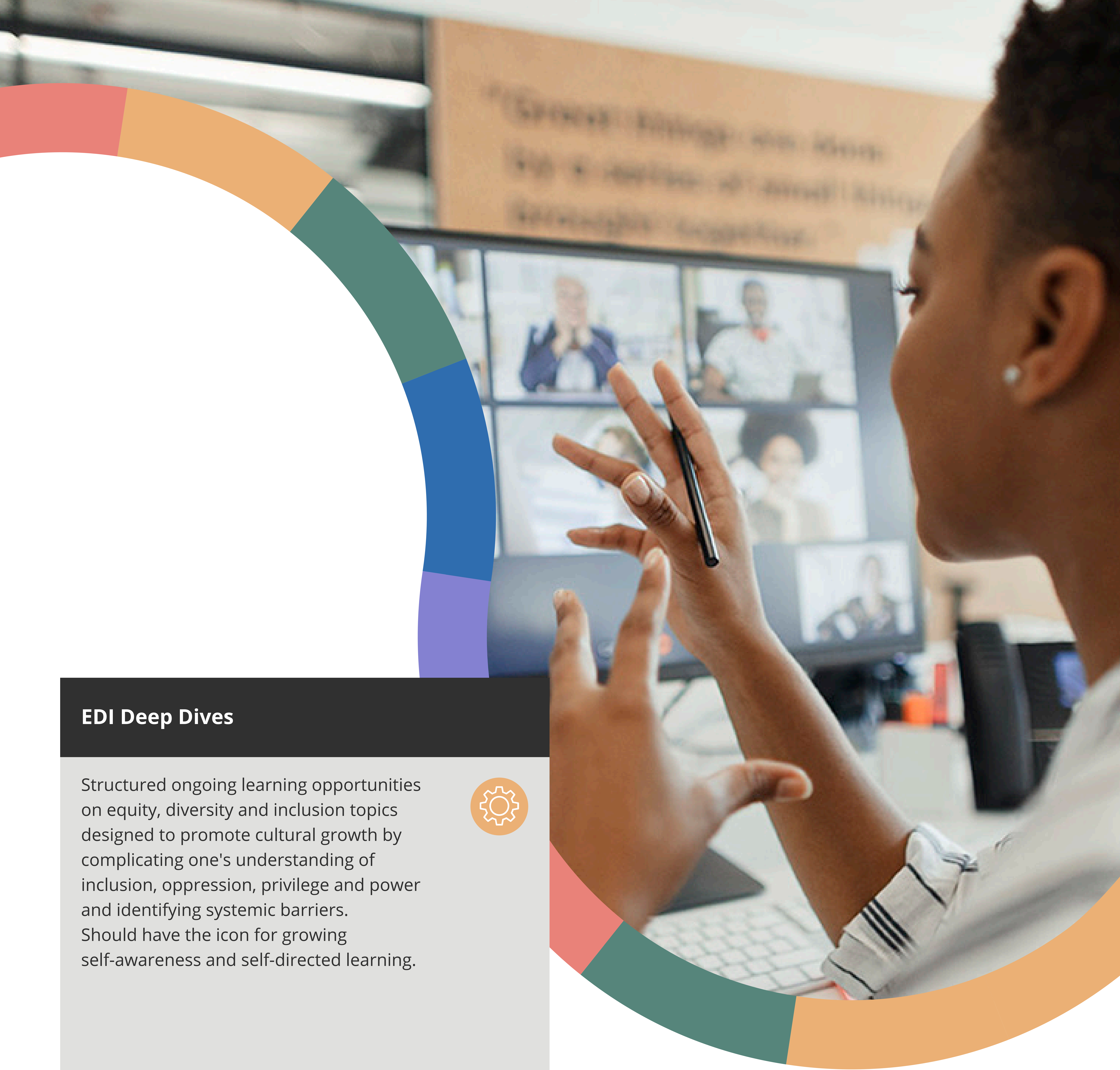
This opportunity is for New Brunswick-affiliated researchers (faculty, postdocs, and graduate students) who are interested in broadening the impact of their research through the development of an educational resource. Research2Practice will provide support and structured opportunities to build capacity for publicly engaged scholarship and provide resources for the Rutgers community.



Community Conversations

Community conversations focus on skill building around respectful dialogue, to allow Rutgers-NB faculty, students, staff and postdocs to better engage one another. Attendees will learn about the CLARA (center, listen, affirm, respond, add) and will then practice CLARA using case studies.





EDI Deep Dives

Structured ongoing learning opportunities on equity, diversity and inclusion topics designed to promote cultural growth by complicating one's understanding of inclusion, oppression, privilege and power and identifying systemic barriers. Should have the icon for growing self-awareness and self-directed learning.



Inclusion Summit

This one-day capacity building event occurs each fall and is hosted by the TCC. The opportunity is for staff, faculty, and students to learn and demonstrate several key equity and inclusion skills including developing greater cross-cultural responsiveness, resolving conflict inherent to differences within beloved communities, challenging systemic barriers.





What We Believe

- The values of diversity, equity, and inclusion should be integrated into all aspects of Rutgers University
- We must collectively move from ideals to actions to build an inclusive community
- We must commit to fostering a sense of community and belonging that offers respect in words and actions

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