

Diversity Training Proposal: SHIFT

To see students and faculty from every corner of every campus reached, it is essential that every InterVarsity employee be equipped to both articulate a value for and demonstrate skillfulness in multiple dimensions of diversity. SHIFT is a skill-based training experience that is powerful, honest, and transformative for individuals and teams. While originally intended to be experienced in person, the Diversity Department is launching this training digitally for groups of up to 25 individuals beginning this Fall.

SHIFT equips staff to...

- Articulate the Biblical value for recognizing and honoring multiple categories of difference (gender, race/ethnicity, ability, nationality, sexuality, etc.)
- Assess areas for growth in multiple categories of diversity and establish a learning plan.
- Recognize the impact of dominant group identity and privilege to increase self-awareness and group impact.
- Practice skills to partner effectively with diverse students, faculty, volunteers, and colleagues.

Details:

- Three day training (15 hours total, 5 hrs per day)
- Sessions will include lectures, group discussions, videos, and individual activities
- To ensure a quality online learning experience, we are accepting no more than 25 participants
- Regions will cover the cost of shipping learning materials and occasionally an external trainer
- Includes "25 days of Shifting the Work" post-training material



Feedback from staff who have been trained in SHIFT:

"I think this was one of the BEST InterVarsity trainings I've ever received. The team did a great job of addressing our own formation as well as giving us skills to take home and work on." - Area Ministry Director

"Run, don't walk to sign up for Shift Training as a department or region!! This will, without adding more things to juggle to your already full plate, shift what you're already doing to improve the quality and depth of relationships and systems-related thinking and engagement for you, your department and the Movement - I really can't recommend it enough!!" - Regional Leader