

Attending any of the following courses satisfies the training requirement of Inclusion Matters 2020: Building a Sense of Community. Clicking on the course number will take you to the online enrollment page (Class Schedule page). Here you can find more information about the session: date, time, objective. You may need to login with your Services User Name and Password.

[FN000657/CR](#) **Cultural Empowerment Series: Black History Month** - Chicago Sinfonietta's esteemed Project Inclusion Ensemble explores the impact and influence of the most inspirational black composers and musicians across genres and generations.

[FN000658/CR](#) **EEOC Training Institute: Respect in the Workplace** - The training program focuses on respect, acceptable workplace conduct, and the types of behaviors that contribute to a respectful and inclusive, and therefore ultimately more productive workplace. Course objectives include a section for reviewing Fermilab's own harassment prevention policies and procedures.

[FN000659/CR](#) **LGBTQ+ Safe Zones Workshop 2020** - What is a Safe Zone?

A safe zone or a safe space is a confidential place where all people can bring their authentic selves and feel safe, welcome and included. It may be a classroom, a car or an entire agency. Creating safe zones or safe spaces is a proactive step that schools, agencies and corporations can take to create welcoming, inclusive spaces so that all people are empowered to reach their full potential.

[FN000660/CR](#) **Cultural Empowerment Series: Women's History Month** - A tribute to the legacy of Black composers - and beyond. An inspiration look at gender equity in classical music. Support and celebrate the women who continue to shape the musical and social landscape with an inspiring look at the composers who have championed gender representation in the concert hall and beyond.

[FN000661/CR](#) **A Chat with Millennials** - Discussion / Q&A with the Fermilab Young Professionals (FYP) LRG.

[FN000662/CR](#) **Managing the Multi-Generational Workforce** - Improving workforce interaction and preparing the laboratory for the future of the multi-generational workforce.

[FN000663/CR](#) **Person-First Language Workshop** – "Billy's autistic"; "Billy has a diagnosis of Autism"; "Can you hear the difference?"

This is an example of Person First Language. As a society we must first acknowledge that people with disabilities are people first, they are not their disability. Person first language recognizes that ALL people have many different characteristics, skills, strengths, challenges and interests; having a disability should not define who you are or the way you are viewed by others.

[FN000664/CR](#) **Allyship + Bystander Intervention Workshop** - Defining the meaning of allyship from a Diversity, Equity & Inclusion (DEI) perspective in order to act as an effective ally; while understand the complex dynamics and "what can be done" in terms of bystander intervention. Roundtable scenarios will allow participants to work on situations that may require allyship or bystander intervention. Ultimately, the objective for the workshop is for participants to develop a plan for how they will practice allyship skills in the workplace.

[FN000665/CR](#) **Safety Leadership: Building Commitment by Caring** - An interactive session reviewing the following topics:

- * Safety leadership principles
- * Fundamentals of a Just Culture
- * Understanding human error and influences on risk-taking
- * A proven approach for an effective safety conversation

[FN000666/CR](#) **Overcoming Imposter Syndrome Workshop** - Imposter syndrome is something that many high achieving people experience, and it can lead to stress and impede people from reaching their full potential. Imposter syndrome can be particularly difficult for people from underrepresented groups who are working in a predominantly white and predominantly male STEM environment. This experiential workshop will provide a supportive space for Fermilab employees from underrepresented groups to discuss their experiences related to imposter syndrome, engage in a visioning exercise, and learn and begin to practice strategies to overcome imposter syndrome.

[FN000667/CR](#) **What's Next** - Discussion of 2019 Climate Survey, 2020 Organizational Effective Actions, and 2019/2020 InclusionMatters series. Where are our gaps? What do we need to address? What's next?