

Course Title: Culturally Responsive Individuals and Orgs: Recognizing Bias, Inequity & Moving to Cultural Fluency

Instructor: Javier Cervantes

1 day course

Course Description:

This interactive workshop will allow participants the opportunity to delve into complex issues that affect the workforce and organizations by understanding the intersections within the area of race, power, justice, free expression, intellectual diversity and justice. The session will broach the beginning processes of a transformative experience that will require continued effort of those that participate.

Course Objectives:

Participants will:

- Examine personal role and beliefs about race, power, advantage & justice, and how these issues impact you, organizations and/or institutions.
- Promote an understanding of the term “institutional racism” and how it differs from individual racism utilizing historical markers.
- Learn about concepts of thought diversity, freedom of expression, and ideological difference.
- Identify opportunities to recognize and productively interrupt institutional racism within policies, practices and procedures.

Instructor Bio:

Javier Cervantes was appointed the Director of the Department of Institutional Equity & Student Engagement at Linn-Benton Community College in 2012. Previously he served as the Associate Dean of Student/Director of the Department of Student Diversity and Multicultural Affairs at Loyola University Chicago. He also has worked at Oregon State University and Portland State University. His career has been dedicated to the development of students and professionals seeking understanding while exploring their own identity while navigating a very complex and diverse world.

His passion is his work on transformational initiative geared at increasing cultural fluency, equity-awareness, social justice, and diversity. Outside of his work, Javier is an active member of local and state-wide efforts to bring people together while impacting systems to make them equitably responsive to all people. He serves as the Chair of the City of Albany Human Relations Commission as well as the Co-chair of the Inclusion and Diversity Consortium of Oregon Community Colleges.

2018 Summer Institute Courses

The son of Mexican immigrants in search of better opportunities, Javier is the first in his family to graduate from high school and college and is a native of Cornelius, Oregon.

Javier has degrees from East Los Angeles College in Journalism; the University of Oregon in Political Science; Portland State University in Public Administration; and has substantial doctorate level credits at Oregon State University focusing on community college leadership.

Target Audience:

Early Intervention Specialists, Early Childcare Providers, Teachers, Administrators