The Organizational Development & Engagement (ODE) area of Human Resources provides learning and development opportunities to promote employee engagement. ODE staff aim to help create a productive and successful organization that uses best practices to attract, develop and retain employees.

Upcoming Live Sessions via Zoom

There is no time like the present to participate in professional development! ODE offers a variety of virtual professional development options such as the Live Training Via Zoom. Our live Zoom training gives you an opportunity to interact with the presenter and participants in real time. Please see our upcoming Live Trainings Via Zoom below:

**Productive Work Habits**  
*When*: Wednesday, June 17, 2020 • 2:00 PM – 3:30 PM

**How to Handle Change**  
*When*: Tuesday, June 23, 2020 • 10:30 AM – 12:00 PM

**Customer Service Principles: Problem Solving**  
*When*: Tuesday, June 30, 2020 • 2:30 PM – 4:00 PM

**Emotional Intelligence**  
*When*: Thursday, July 2, 2020 • 10:00 AM – 11:30 AM

**De-escalation Techniques: How to Communicate Effectively With Upset People**  
*When*: Wednesday, July 8, 2020 • 10:00 AM – 11:30 AM
Communicating with Confidence
When: Friday, July 10, 2020 • 1:00 PM – 2:30 PM

Featured Webinar of the Week

Attitude: A Little Thing that Makes a Big Difference
Attitude is everything. In this session, we will equip you with the skills needed to maintain a positive attitude when in the workplace. You don’t want to miss this engaging session.

This session creates a collaborative learning environment for participants to equip themselves with tools for projecting a positive attitude in the workplace.

Our goals during this session are to:

1. Define elements of self-awareness
2. Recognize the types/impact of attitudes
3. List techniques for projecting a positive attitude in the workplace

Featured LinkedIn Learning Course

Cindy Cantu, HR Generalist, Recommends:

I recommend "How to Slow Down and Be More Productive". This session will teach you some time management and personal development skills. Although slowing down may sound counterintuitive when pressing deadlines are knocking at your door or there’s a need to make a quick decision, this video provides insight as to why it works when you
follow some basic tactics to your daily working routine. The end result - a more creative, relaxed and productive day.

Professional Book Recommendation

WHITE FRAGILITY
“The author, an academic who has been involved in anti-racism training, writes about the ways in which whites absolve themselves from improving racism in our society by using defensive strategies that allow them to maintain the status quo. These strategies include statements, beliefs, and assumptions that the author groups under the term "white fragility." She shows the reader what these assumptions are and how to change these assumptions to tackle racism more effectively.”


ODE encourages departments and teams to read this book to provide structure around the discussion of becoming an Anti-Racist. There are many discussion guides available online if you google “White Fragility Book Discussion Guides.” By UNT World employees becoming Anti-Racists, they ultimately contribute to a more just and inclusive community.

Engagement Encouragement

Black Grads Least Likely to Report Respectful Treatment by Faculty, Staff
Marken, S. (2020, May 20). **Half of U.S. Grads Treated With Respect by Fellow Students.**

Gallup analyzed data collected through the Gallup Alumni Survey which was conducted October to November 2019 with a random sample of 19,925 U.S adults, aged 18 and older, living in all 50 U.S. states and District of Columbia, with a bachelor’s degree or higher who graduated between 2010-2019. Participants of the Alumni Survey were asked if they were treated with respect by faculty and/or staff.

While about half of white, Hispanic and Asian graduates strongly agree that they were treated with respect by faculty members, only about a third of black graduates (36%) say the same. Black graduates are slightly more positive about their interactions with staff members -- 47% strongly agree that staff members treated them with respect -- but they are still less likely than their peers to report being treated with respect by staff.

Respect is an essential component of creating an inclusive campus culture -- Gallup research shows that feeling respected is one of three critical elements for inclusivity to take hold. Unfortunately, black graduates report experiencing less respect from their fellow students and from faculty and staff members. And while these data represent recent graduates, the trend is unlikely to improve given the increasing rate of hate crimes reported at college campuses nationwide.

Being treated with respect by faculty, staff and fellow students is also critical to student retention, which has never been more important for colleges nationally amid concerns that the COVID-19 pandemic may curtail fall enrollment of current and prospective students.

ODE has teamed with UNT Diversity and Inclusion to offer all UNT World access to training and teletalks that promote respect and inclusivity. Educating one’s self about diversity and inclusion is a first step to supporting our students.

Click here for: [UNT Diversity & Inclusion Resources](#)

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**Diversity & Inclusion Featured Training**
Confronting Bias

We're all biased. Our experiences shape who we are, and our race, ethnicity, gender, height, weight, sexual orientation, place of birth, and other factors impact the lens with which we view the world. In this course, diversity expert Stacey Gordon helps you recognize and acknowledge your own biases so that you can identify them when making decisions, and prevent yourself from making calls based on a biased viewpoint. Stacey explains some of the most common forms that a bias takes: affinity bias, halo bias, perception bias, and confirmation bias. She helps you recognize the negative effects of bias within your organization, as well as the benefits to be realized by uncovering bias in decision-making processes. Finally, she outlines strategies for overcoming personal and organizational bias.