

**UNIVERSITY OF LOUISVILLE  
DISTINGUISHED LECTURE SERIES  
FOR SENIOR LEADERSHIP TEAM (SLT) AND  
COUNCIL OF ACADEMIC OFFICERS (CAO)**

**Tuesday, August 22, 2023 9:00 a.m. – 12:00 p.m.**

**University Club**

**Hot breakfast and networking begin at 8:15; program begins at 9:00**

**Facilitator: Dr. Damon A. Williams**



Dr. Damon A. Williams is a visionary leader and one of the nation's recognized experts in strategic diversity leadership, youth development, corporate responsibility, educational achievement, social impact, and organizational change.

He is a global thought leader having worked with more than 1,000 colleges and universities, Fortune 100 companies, foundations, and government agencies.

He received his Ph.D. from the University of Michigan Center for the Study of Higher and Post-Secondary Education where he specialized in the area of organizational behavior and management. He received his master's degree in educational leadership and his bachelor's degree in sociology and black world studies both from Miami University.

**INAUGURATION EVENT:**  
**President's Forum on Inclusive Excellence**

# **Dr. Steve Robbins**

## **GUEST SPEAKER**

***Your Brain is Good at Inclusion...  
Except When It's Not***

Join President Kim Schatzel and Vice President of Institutional Equity Lee Gill at this inauguration event. The 2023 President's Forum on Inclusive Excellence aims to bring together thought leaders in diversity, equity, and inclusion in higher education to explore and discuss the latest trends, topics, best practices, and advancements.

***This is a FREE event.  
Register online to attend:***  
**<https://bit.ly/3KwHnRi>**



**September 27, 2023  
1:00-3:00pm  
University of Louisville  
Belknap Campus, SAC Ballroom**



**UNIVERSITY OF  
LOUISVILLE.**  
**OFFICE OF INSTITUTIONAL EQUITY**

## Attachment A

# Your Brain is Good at Inclusion... Except When It's Not

### Overview

The *"Your Brain is Good at Inclusion... Except When It's Not"* workshop/presentation provides an innovative, neuroscience-based look at the benefits of creating inclusive workplaces. Using the fields of cognitive neuroscience, social-psychology, and communication (among others), Dr. Robbins explores the human, hard-wired need to belong – and what happens when that need is not met. He demonstrates how our brain has natural and developed tendencies (e.g. unconscious biases) that can help us achieve goals, but also lead to unintended consequences, like the exclusion of others who are different than us. He provides listeners with terms and a language that invite people into productive conversations about inclusion and diversity. In the end, Dr. Robbins shows that the key to battling bias and a cultivating a more inclusive organizational culture begins with a practical understanding of how the brain operates, but ultimately requires continuous and intentional practice of fundamental skills (i.e., open-mindedness and mindful engagement). With such skills, organizations have a strong foundation for creating and maintaining an environment that unleashes everyone's talents and skills.

The interactive workshop/presentation makes a compelling, neuroscience-grounded case for why addressing inclusion and diversity is not an option, but an organizational imperative for excelling in a dynamic, 21<sup>st</sup> century world. And as always, Dr. Robbins brings all this science-based content neatly packaged in real-world relevance, a good dose of storytelling and laugh-out-loud humor. Ultimately, listeners will walk away with 1) a greater motivation to engage the work of inclusion and diversity, 2) better understand what that work looks like, and 3) how such work will enhance individual and organizational performance.

### Workshop/Presentation Objectives

To help participants:

- Better understand the work of inclusion and diversity from the perspectives of human behavior and cognitive neuroscience
- Understand how the brain's natural functioning can lead to unintended consequences and prevent us from leveraging human differences
- Better grasp unconscious bias and how it operates and effects individuals and organizations
- Better understand the root of cause(s) of inclusion and diversity-related problems
- Obtain concepts, terms and language that invite people into more positive and productive conversations about inclusion and diversity
- Develop a practice strategy to acquire necessary and fundamental skills
- Walk away with a deeper commitment and simple, yet powerful actions to address issues of inclusion and diversity

# SAVE THE DATE

AUGUST 28, 2024

2:00 - 4:00 PM ET

## PRESIDENT'S FORUM ON INCLUSIVE EXCELLENCE



**Keynote Speaker**

**Geoffrey Canada**

President of Harlem Children's Zone

**BELKNAP CAMPUS  
STUDENT ACTIVITIES CENTER  
BALLROOM**

**UNIVERSITY OF LOUISVILLE.**

Hosted by Office of Institutional Equity