Seminar Title: Code Switching - Exploring the Delicate Balance of Language, Culture, Values and Professionalism

Speaker(s):
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Learning Objectives:
Session attendees will explore and gain a better understanding of the concept “code-switching,” along with examining its theoretical history, how it plays out in the current professional landscape, and implications it has on work environments - especially intercollegiate athletics, within sports programs, and higher education environments.

Key Points:
Definition: The practice of changing one’s language, dialect or speaking style to better fit one’s environment. [i]

1. Establishing a working definition of code-switching
   a. Why do we have to code switch? [functional application]
2. Defining:” professional talk” - why is this the standard? 
   Explore how code-switching manifests in a professional environment
   a. What is race, ethnicity, and culture and privilege, and how do those concepts play a role in code-switching?
3. Take-aways for participants
   - Tangible strategies for creating a more inclusive environment regarding language, dialect, and speaking style.


Conclusion:
“Code-switching” is a very real thing that people use to navigate various environments. It is a concept that plays itself out in our day to day lives including our professional work spaces. Race, Culture, and privilege all play a historical role in code switching; and as professionals working with increasingly diverse populations, it behooves us to unpack the concept such that we are able to create more inclusive working environments.