



Multicultural Awareness Program

The University of Wisconsin-Extension's Multicultural Awareness Program will enhance the institution's effectiveness and relevance in an increasingly diverse society. Its success is central to ensuring that "all Wisconsin people can access university resources and engage in lifelong learning, wherever they live and work."

The program builds upon previous UW-Extension diversity training, including work with VISIONS, Inc and the Michigan State University's application of VISIONS, Inc.'s work in addressing diversity programming in that state's Cooperative Extension.

In this context, multiculturalism is the process of recognizing, understanding, and appreciating one's own culture, as well as the cultures of others.

What are the Intended Outcomes?

- Increased diversity of educational programs, the participants in those programs and our institutional partnerships.
- Enhanced ability to apply multicultural concepts and practices in our work environment and our educational programs.
- Improved ability to recruit and retain a diverse work force while valuing and building on the strengths and abilities of all our staff.
- A changed organization.

How will the Program Work?

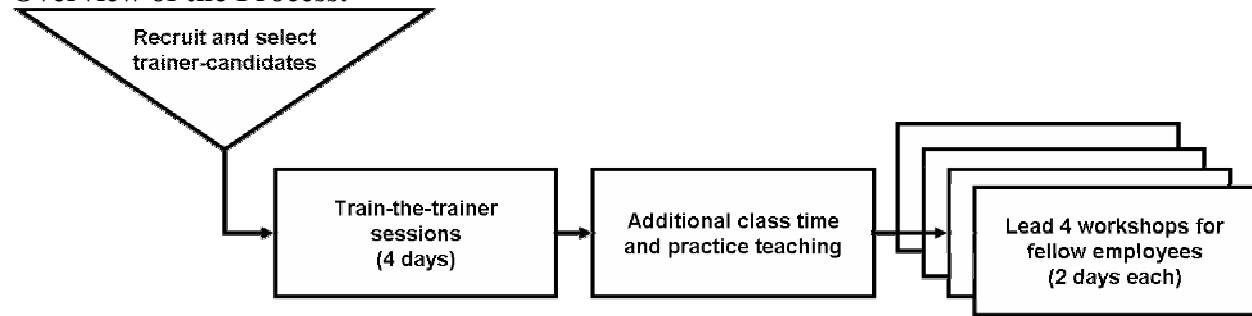
Using a "train-the-trainer" model, a number of individuals will be selected and taught to facilitate peer-to-peer workshops across the institution. Selected trainer-candidates will begin with a four-day orientation on May 31 - June 3, 2005.

In this four-day orientation, trainer-candidates will learn about multicultural concepts. This approach emphasizes how human interactions are impacted by differences in: race, gender, class, age, sexual/affectional orientation, religion, military experience and abilities/disabilities.

Trainer-candidates will learn to understand the personal, interpersonal, institutional and cultural effects of systematic oppression, racism, sexism and ageism. Candidates will identify personal prejudices, explore ways to change dysfunctional behaviors and to develop strategies for applying this new information in the workplace.

Following the four-day orientation, trainer-candidates will receive additional mentoring and use practice-teaching sessions to prepare for leading two-day workshops with fellow UW-Extension employees. Once certified as Multicultural Awareness Program trainers, these individuals will be expected to lead at least four workshops in the subsequent year. Later, an additional group of trainer-candidates will be recruited with the same expectations. As this continues in each successive year, UW-Extension will acquire the capacity to reach larger numbers of employees across the institution.

Overview of the Process:



How will Trainers be Selected?

To become a trainer, individuals must complete an application (see attached). Applications will be reviewed by a Recruitment and Selection Committee consisting of Fariba Pendleton, Denny Roark, Dan Peterson, Pa Vang, Illeana Rodriguez, and David Prucha. Recommendations from the committee will be made to the Chancellor for final approval.

Our goal is to have a diverse group of trainers who can work across the institution. Therefore, the selection criteria will include such considerations as:

- Prior participation in workshops, seminars and other professional development about multiculturalism and inclusion.
- Relevant professional or volunteer experience in the areas of multiculturalism and/or inclusion.
- Professional or volunteer work around organizational change.
- Prior experience as a facilitator and/or leader of training experiences.
- Knowledge of the language and concepts relating to diversity, multiculturalism and inclusion.
- Contribution to the diversity of the trainers in terms of type of appointment, race/ethnic background, gender, sexual orientation, religion, nationality, age, etc..
- Considerations of divisional and geographic representation.

Please note that given the amount of time commitment and effort involved, if you are interested in becoming trainers in the Multicultural Awareness Program, you must have the advance approval of your supervisor and your dean or director.

Timeline

- Applications due January 18, 2005.
- Applications selected by April 30, 2005.
- Selected trainer-candidates complete a four-day workshop on May 31 - June 3, 2005
- Skill-building training and mentoring continues through summer of 2005.
- First two-day workshops conducted by the new trainers begin in the fall of 2005.