
2008-2009 STUDENT AND CAMPUS LIFE DIVERSITY SERIES CURRICULUM

A Journey Toward Creating a Multiculturally Inclusive, Affirming, and Competent Community

10/12/08

OUR VISION & VALUES

As members of the Student Affairs community in the Division of Student and Campus Life at the University of Vermont (UVM), we celebrate and promote safe and healthy community life for people of all races, religions, national origins, socio-economic classes, gender identities and expressions, sexual orientations, physical and learning abilities, and ages by modeling behavior and articulating expectations that we live and work together in one community, bound together by our commitment to learning and our respect for one another.

The Student Affairs units at UVM remain committed to advancing our diversity efforts within the larger University and especially within the corresponding departments that strongly influence campus programs and student experiences. We have a deep understanding of and commitment to the fact that to be an outstanding division and an excellent University we must be multiculturally competent in all aspects of our work. It is critical that we communicate our values and expectations clearly.

As members of a higher education institution that values life-long learning, all staff within our Student Affairs departments are hired, trained, and supported in their work to achieve the following expectations. We will:

- Adhere to affirmative hiring practices;
- Model an inclusive multicultural work environment;
- Increase our individual multicultural awareness, knowledge, and skills; and
- Strive to be a multiculturally competent organization with socially just systems and structures.

OUR COMMITMENT

We share our values, expectations, and progress as an acknowledgement of our commitment. We are fully aware that as we progress, we will make mistakes and experience conflict. We recognize that in our work together there may be times when our impact on others may not match our intent. Acknowledging this reality, we will act compassionately and responsibly when our actions hurt others.

Though becoming a more multiculturally inclusive, affirming, and competent community is challenging, we do not wish to remain comfortable, for comfort will not move us forward. We intend to make progress.

GOALS OF THE SCL DIVERSITY SERIES

The SCL Diversity series is one component of a comprehensive effort within our division to create a community that is multiculturally inclusive, affirming, and competent. The SCL Diversity Series is intended to complement and augment efforts that are occurring at the divisional level (e.g., MCET, annual Diversity Dialogues with the Dean of Students Office) and departmental levels (e.g., staff meetings, retreats, strategic planning and goal setting). The goals of the SCL Diversity Series are:

- To develop an understanding of core diversity concepts as a community. Concepts include, but are not limited to:
 - Diverse Community Foundations
 - Power and Privilege
 - Cycle of Oppression and Breaking the Cycle
 - Tracking
 - Path to Competence
 - Multicultural Change Process (i.e., awareness, knowledge, skills, and action)
 - Breadth of Awareness (i.e., individual, group, systems/organizational dynamics)
- To develop content awareness and knowledge on selected topics (e.g., race, class, gender, ability, religious diversity, intersecting identities)
- To complement departmental efforts to create multiculturally inclusive, affirming, and competent environments
- To utilize our division's internal capacity, University expertise, and outside facilitators to execute the diversity series.
- To reflect and act on our learning.

EXPECTATIONS

Your participation and being fully present during diversity sessions is critical to creating a meaningful learning experience for all who come. Because of the strong focus on creating a community-centered learning environment, attendance is expected for the full day with your cohort group during session days. Attendance sheets will be circulated during series sessions.

Lunch will be provided for full day sessions as well as morning beverages.

As a way of honoring and celebrating the learning in our community, at the conclusion of the series, the Division of Student and Campus Life will present the *Courage and Outstanding Contribution Award* to those who significantly contribute to the learning of those in the diversity series through their extraordinary participation, leadership, and commitment.

LEARNING GROUPS

To facilitate the development of a cohesive and supportive learning community, the exploration of series content will occur in a variety of participant groupings including:

- Four *cohort groups* of approximately 50 staff across departments, identities, and staffing groups;
- *Affinity groups* based on identity to allow for participants to engage in conversations with those who share similar identities; and
- *Study Circles* of approximately 10-12 staff who are subsets of the cohort groups to allow more in depth sharing.

ACCOMMODATIONS

Please let Lacretia.Johnson@uvm.edu know in advance of a session if you need accommodations (e.g., ASL interpreter, mobility/physical access needs) to be able to fully participate in the series.

FEEDBACK AND COMMENTS

Though we will offer formal opportunities for feedback through evaluations, if you have questions, ideas, and concerns about the Division's diversity series that you would like to share, we encourage you to contact Lacretia.Johnson@uvm.edu (phone 656-4643) or Dennis.DePaul@uvm.edu (phone 656-4634).

Schedule for the 2008-2009 SCL Diversity Series

Please note that this schedule is subject to change.

Timing	Focus	Format	Facilitator(s)
September 24	Understanding Our Differences: Introduction to the SCL Diversity Series	For New Staff	Stacey Miller and Kathy Cook
October 14-17	Grounding Our Learning Community	Cohort Groups A = Oct 14 B = Oct 15 C = Oct 16 D = Oct 17	Jamie Washington
November	Study Circle Meeting Assignment : Diversity Learning Experience	Study Circle Groups (2 hour meeting)	Study Circle Facilitator
December 8-11	Exploring Class Part 1	Cohort Groups A = Dec 9 B = Dec 10 C = Dec 11 D = Dec 8	Class Action
December	Facilitator Meeting <i>Participation is by invitation</i>	Training Session	TBD
January	Facilitator Meeting <i>Participation is by invitation</i>	Training Session	TBD
January	Study Circle Meeting	Study Circle Groups	Study Circle Facilitator
February 9-12	Exploring Class Part 2	Cohort Groups A = Feb 10 B = Feb 11 C = Feb 12 D = Feb 9	Class Action
February	Affinity Groups	Affinity Groups	TBD
March	Study Circle Meeting	Study Circle Groups	Study Circle Facilitator
April	Affinity Groups	Affinity Groups	TBD
April	Closing Session: Looking Ahead	On 2 days (2 cohort groups for each day)	Jamie Washington

Diversity Learning Experience (November Assignment for Study Circle Groups)

Series participants are expected to engage in one diversity-related learning experiences of your own choosing. Your diversity learning experience should be based on your interests, curiosity, and/or areas that you believe you have room to learn and grow. Examples may include, but are not limited to: reading a book or article, viewing a film, attending a lecture or program, having an immersion experience with those from a background different than your own, participating in additional diversity-related training. Following your diversity learning experience, you should engage in conversation with at least one other person *from your study group* about what you did or what you learned.

CAMPUS RESOURCES FOR DIVERSITY LEARNING EXPERIENCES

Please note that there are many resources and venues within and outside of UVM for engaging in your DLE. The following is just a small sample of resources.

UVM's Bored Website of Campus Events and Programs

Though this is geared toward students, there are many things listed that can be experienced by all.

<http://www.uvm.edu/~bored/calendar.php>

Diversity at UVM Website

This website contains a link to a calendar for multicultural events

<http://www.uvm.edu/~diversit/>

Diversity Video Library in the Dean of Students Office at UVM

2nd Floor Nicholson House. 41 South Prospect Street

Webpage on Working Together for a Socially Just Community (from UVM's Office of Student and Community Relations)

<http://www.uvm.edu/~stdcmrel/?Page=sociallyjust.html>

Peace and Justice Center and Store

<http://www.pjcv.org/center.htm>

21 Church Street in Downtown Burlington