

WHAT IS DIVERSITY TRAINING?

Numerous movements have requested (or demanded) diversity training for faculty and staff. "Diversity training" is a broad category with many different approaches and delivery methods. AU has repeatedly recognized this need and made similar recommendations (see timeline). Here's some things you might not know...

SUMMER OFF?

You might not know that since 2002, over 70 faculty and staff have completed a week-long 40-hour **Curriculum Transformation** program during their summer. This program led by Dr. Anita Saunders and Bob Amico examines the role of privilege in our society and in the classroom. This program is funded through the Provost's Office.

2002	2009
Lou Lichtman - Psychology	Julia Overton-Healy - Women's Leadership Center
David Toot - Physics	Wakoh Shannon Hickey - Religious Studies
Cheryl Emmons - Biology	Amanda Lienau-Purnell - School Counseling
	Christopher Foster - Music
2003	Lori Hollenbeck - College of Business
Becky Prophet - Theater Arts	Cindy Voce - School Psychology
Jo Jankowski - Education	Craig Arno - Student Affairs
Susan Morehouse - Women's Studies	
Vicki Westacott - Linguistics	2010
Lisa Flick - Biology	Steve Pilgrim - Engineering
Anita Saunders - Counseling School Psychology	Alexis Clare - Engineering - Glass science
	Yung Chi Chen - School Psychology
2004	Xihong Du - Mathematics
Steve Crosby - Performing Arts	Jenny/Yuzhen Zhang - Chinese Language
Luanne Crosby - Performing Arts	
Michele Hluchy - Environmental Studies	2011
Jean Cardinale - Biology	John D'Angelo - Chemistry
Garrett McGowan - Chemistry	Heather Zimble-DeLorenzo - Biology
Kathryn Kohel - Biology	Zing (Shirley) Zhu - Confucius Inst.
Pamela Hawkins - Fine Arts	Andy Eklund - Chemistry
	Yang Lin - Confucius Ctr.
2005	2012
Laurie McFadden - Librarian	Bethany Johnson - Psychology
Mark McFadden - Career Counseling	Zhongbei (Daisy) Wu - Confucius Institute
Otto Muller - Geology	Kevin Curtin - Counseling/School Psychology
Sandra Singer - Modern Language (German)	Jiahua Zhou - Business
Dan Napolitano - Student Life	Huiyang Li - Chinese Language
Bob Myers - Anthropology	Georgina Kendall - Physics
Anna Arroyo - Student Life	Pamela Schu - Asst. Dir. Res. Life
2006	2013
Ezra Shales - Art History	Antonio Causarano - Education
Lise Lemeland - Art & Design	Steve Byrne - Counseling/School Psychology
Gerar Edizel - Art History	Danielle Yearwood - Counseling/School Psychology
Nancy Evangelista - School Psychology	
Brett Wellman - Asst. Dir. Res. Life	2014
Emrys Westacott - Philosophy	Stacy Bender - Counseling & School Psychology
	Kasie Lee - Counseling & School Psychology
2007	Lydia McCarthy - Photography
Kathy Woughter - VP Student Life	Patricia Debertolis, Assistant Dean New Student Programs
Hannah Young - Rural Justice Inst.	Mariann Walsh - Career Development Center
Lynn O'Connell - School Psychology	Corey Fecteau, Career Development Center
2008	2015
Jessamyn Tracy - Criminal Justice	Alix Clare - Engineering (Glass Science)
Karen Porter - Sociology	Amy Button - Psychology
Cris Lauback - School Psychology	Antonio Williams Asst. Dean, Coll. of Professional Studies
Dale Inglet - Art	Mary McGee - Religion
Danielle Gagne - Psychology	Hope Marie Childers - Art History
Bridget Reagan - School Psychology	Eva Sclipa - Assistant Art Librarian
	Jeff Sluyter-Beltrao - Political Science

78

ALSO, 65

Since 2014, 65 faculty & staff (and 20+ students) have become SAFE ZONE trained -better understanding the issues facing LGBTQ+ students.

FEEDBACK...

Here's what AU faculty and staff say about this program...

"The impact on my personal and professional life has been tremendous. I learned to examine my experiences, assumptions, and opportunities in a new light. The transformation was not of the curriculum but of the self." - Nancy Evangelista

"This program provides the opportunity to consider the power and privilege that are, for some people, merely the water in their personal fishbowl, but even more, provides the support and information necessary for that consideration of diversity of perspective to mature into empathy and responsibility as educators." - Beth Johnson

"I came away from the experience knowing that as enlightened as we all feel we are, every one of us has hot-button issues that we aren't quite so calm in discussing. That's where it gets real. We have to deal with our own biases before we can educate and lead our students in how to work through theirs." - Kathy Woughter

"The Curriculum Transformation Program is an amazing way to become more aware of our own views of the world and the views of others in order to address the needs of all students in the classroom. I really enjoyed the seminar as it reinforced my teaching philosophy, but also reminded me that there is always more that can be done. I have made adaptations to my courses that are truly benefiting students this semester." - Amy Button

"We have tried mandatory Diversity Training which is interpreted as a punishment by some. This causes the audience to come in with a defensive and critical mindset from the first moment. Curriculum Transformation is an invitation - to take a vacation from your own personal mindset and truly empathize in a safe and non-hostile environment." - Dan Napolitano

"It is important for faculty to be reminded that students come to the classroom with different experiences of the world, different external influences - positive and negative- that impact their goals and their learning. It is at least as important for faculty to recognize in themselves these same stresses and to keep both in mind when working with students." - David Toot

The program made me think about issues I had not honestly thought about before and, I think, increased my sensitivity to those issues. I sometimes find myself pausing and thinking about these things when I am teaching or preparing classes." - Michele Hluchy

"The Curriculum Transformation program was literally that - transformational. It provided me with a shocking awareness of the full depth and complexity of bigotry and bias, as well as a selection of tools I can use to change things, even if that change is just a little bit day by day." - Eva Sclipa

"I became even more adamant about having an increasingly diverse population of engineers for a number of reasons, and will continue to advocate for that." - Alix Clare

"Coursework such as ours (counseling and psychology grad) challenges students to broaden their awareness and understanding of culture, identity, ethnicity, race, gender, and other aspects of diversity play in the counseling process; to learn culturally-competent counseling practices; to practice self-reflection; and to gain professional skills necessary to work with a diverse clientele." - Kevin Curtin

"Many do not understand that learning is NEVER over. You continue to listen, explore, and seek new perspectives your entire life and those that think they cannot benefit from diversity training content are truly lost the desire for self-discovery" - Tricia Debertolis

"As I have had limited exposure to racial diversity in my background, I appreciated the opportunity to become more educated in a safe and nurturing environment; I am also deeply grateful to the people who had the patience to teach me without judgment, as they realized that my ignorance was coming from a place of naiveté, not malice." - Dani Gagne

"Even if you think you have a pretty good handle on issues connected with privilege, discrimination and diversity, you find many opportunities to learn and grow in this workshop, because it makes you think about them in ways that are new, actively engaging, and thought-provoking." - Jeff Sluyter-Beltrao

"...I week also deepen my sense of empathy. The workshop lessons and discussions helped me connect with lived experiences outside my own, and realize the emotional cost of discrimination in higher education." - Corey Fecteau

"Everyone can grow and benefit from such a structured and safe workshop, and from the opportunity to examine a range of types of privilege. The more we consider privilege in relation to our social systems, the more we understand and empathize with each other." - Dale Inglett

"The Curriculum Transformation Program helped me to understand many aspects of white privilege (back in 2002), long before that term was popular and widely understood." - Lou Lichtman

"The course in Curriculum Transformation also transformed me. This course was extremely helpful-- I found and practiced with much greater ease identifying and confronting unfair treatment, bullying, or exclusion, by design or by ignorance." - Becky Prophet

KEEP IT UP!

THE ICU COMMENDS THOSE INVESTING TIME TO UNDERSTAND ALL OF OUR STUDENTS. WE HOPE OTHER PROFESSIONALS WILL REALIZE THE VALUE. WE HAVE PROVIDED AN INTEREST SHEET SO WE MAY SHARE INFORMATION ABOUT THESE TRAINING PROGRAMS.