**Academic Affairs Diversity Workshops**  
**January 11-12, 2011**

With the help of outside facilitators who are experienced trainers in multicultural competence and equity issues in academic settings, the Office of the Provost and the Academic Affairs Diversity Task Force are sponsoring two types of workshops for faculty and staff in the division this year. These will be held in 3.25 hour sessions on two days: January 11th and 12th.

**Workshop Presenters/Facilitators**

Sherwood Smith, Director, Center for Cultural Pluralism, University of Vermont  
Clare Ginger, Associate Professor, University of Vermont  

Dr. Barbara Silver in the Schmidt Labor Research Center and former Director of URI’s ADVANCE Project is assisting in the preparation and follow-up to the workshops.

**College-Specific Workshops**

Offered in three sessions, these 3.25 hour workshops will be delivered to faculty and staff in each of three colleges: Human Science and Services, Pharmacy, and Nursing. In order to prepare relevant and useful workshops, each college has compiled information that has been shared with the facilitators:

1. Mission of the college, as well as a specific mission regarding diversity and equity (if it exists)  
2. Strategic goals and plans on diversity (if they exist)  
3. Demographic diversity of faculty and staff in the college  
4. Demographic diversity of students who are majoring in programs in the college  
5. Curriculum that specifically focuses on diversity  
6. Any other information that the dean believed might be relevant to this training

These sessions are designed to give faculty an introduction to concepts and strategies for developing a multicultural and inclusive campus environment. Attendees will:

- Explore key concepts for diversity: participation, privilege, and power;  
- Consider connections between individual identities and institutional issues;  
- Assess the implications and opportunities for engaging in positive change at URI by promoting a more multicultural and inclusive environment; and  
- Explore resources related to diversity.

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1 The other colleges will participate in similar workshops at later times in 2011. The next round of training is planned for May 2011 with three or four more colleges.
The goal of the college-specific workshop is to begin developing awareness and knowledge of diversity, multiculturalism, equity, and community within the context of each college’s mission, mostly with regard to teaching and learning, but also as they may pertain to service and research. At the end of each workshop, workshop participants will develop at least one action item for the college to work on during the year to advance these issues.

**Diversity Committee Members Workshop**

On the afternoon of January 12, we will hold the second type of workshop that is targeted to members of college diversity committees, inviting chairs and two or three members of each committee. The workshop will assist committees in setting goals and plans for actions within each of their respective colleges. The goal of the diversity committee workshop is to help diversity committees in the various colleges develop and share ideas for actions to take to advance diversity, multiculturalism, equity, and community within the unit.

Offered as one session of 3.25 hours, this session is designed to provide participants with strategies and tools that they can bring back to their college diversity committees for further development. Participants will:

- Consider connections between individual identities and institutional issues;
- Identify and examine areas of focus and activities;
- Explore opportunities for ongoing action and learning;
- Consider approaches for assessing progress and outcomes, and
- Identify next steps for action and resources.

**Tentative Schedule**

January 11, 2011, Memorial Union Atria

8:00-8:30: Welcome
8:30-11:45: Workshop for HHS faculty and staff (approximately 20-25 people)
12-1:00: Lunch for both morning and afternoon attendees
1:15-4:30: Workshop for Nursing faculty and staff (approximately 20-25 people)

January 12, 2011, Memorial Union Atria

8:00-8:30: Welcome
8:30-11:45: Workshop for Pharmacy faculty and staff (approximately 20-25 people)
12-1:00: Lunch for both morning and afternoon attendees
1:15-4:30: Workshop for College Diversity Committees (approximately 20-25 people, with about three from each unit).
URI Diversity Workshops Facilitators

Clare Ginger is Associate Professor and Chair of the Natural Resources Curriculum in the Rubenstei School of Environment and Natural Resources at the University of Vermont. In 1995, she received her Ph.D. in Urban, Technological, and Environmental Planning from the University of Michigan. In her position at the University of Vermont, she focuses on environmental policy and planning, interdisciplinary processes, and race and culture in natural resources. In this latter arena, she has served on the Rubenstei School Diversity Task Force since 1994 and contributes to efforts to infuse diversity and social justice into the school’s curricula. She incorporates themes of environmental justice into some of her courses and is currently the lead instructor for an introductory, required course, Race and Culture in Natural Resources. She contributed to the development of additional courses, including a senior course, Power and Privilege in Life and Work, and a graduate course, Multicultural Perspectives in Natural Resources. She also has participated in successful grant writing to support fellowships for students from underrepresented groups. In this context she serves as advisor and mentor for some of the students who come to the school as multicultural scholars. She has been a member of the University of Vermont President’s Commission on Racial Diversity since 2005, and served a two-year term as chair. As chair, she promoted the development of recommendations for actions to increase recruitment and retention of individuals from underrepresented groups into faculty positions at the university, and recommendations for recruitment of students to graduate programs. In addition to her work on campus, she has conducted research and workshops in the Philippines in support of integrated programming in population, health and environment. In 2009, she conducted a process evaluation of Diversity Week for the University of Rhode Island Multicultural Center. She presented the results of the evaluation in a report and presentation in December 2009 and January 2010.

Sherwood Smith was raised on the East coast of the USA. He moved West for six years, which included a B.S. in Zoology from Washington State University. His love for travel have taken him to work in Antarctica, as a Peace Corps in Tanzania, and as an Academic Director for the School for International Training program in Kenya. Working with students has been a large part of his life with experience in student affairs administration at Washington State University, Cornell University and finally at Penn State University as the Assistant Director for residence Life. Sherwood came to the University of Vermont (UVM) in 1995 on a Doctoral fellowship. He received his doctorate in education in 1996 from Ball State University in adult and community education. At UVM he was the Assistant Director for the ALANA Student Center, directed the Race & Culture Program and currently has appointments as a lecturer and Director of the Center for Cultural Pluralism at the University of Vermont. His work involves community diversity work with schools and businesses, faculty development training with AAC&U, conducting research and teaching graduate course in Educational Foundations and undergraduate courses in Human Development. Most recently he co-edit a two part series titled: Our Stories: The Experience of Black Professionals on Predominantly White Campuses (http://www.johndobryan.org/).