

Multicultural Awareness Facilitator Training Program



The University of Wisconsin Colleges and University of Wisconsin-Extension's Multicultural Awareness Program will enhance our institutions' 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 of the Multicultural Awareness Program?

- Increased diversity of educational programs, the students and 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.
- Changed organizations.

How does the Multicultural Awareness train-the-trainer program work?

Using a “train-the-trainer” model, twenty individuals were selected in 2005 for Multicultural Awareness Training (MAT) I, and over the course of two years they learned to facilitate peer-to-peer workshops across UW Colleges and UW-Extension. In August, 2009, 16 individuals will begin a similar process – the MAT II train-the-trainer program.

MAT II facilitator-candidates will begin their training with a four-day orientation, learning 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.

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

Following the four-day orientation, MAT II facilitator-candidates will receive additional mentoring and participate in practice-teaching sessions. Once certified as Multicultural Awareness Program facilitators in 2011, they will join MAT I facilitators in leading workshops across the state.

How are facilitator-candidates selected?

To become a facilitator, individuals must complete an application http://www.uwex.uwc.edu/multicultural-awareness/documents/MAT_II_FacilitatorApplication.doc Applications will be reviewed by a Recruitment and Selection Committee; candidates will then be interviewed by an Interview Committee. Recommendations from the committee will be made to the Chancellor for final approval.

Our goal is to have a diverse group of facilitators who can work across the institutions. 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 institutional and geographic representation.

Timeline and Overview of Facilitator Training

2009	<p>May 15</p> <p>July 1</p> <p>August 18-21</p> <p>September 29-30 October 13-14 November 17-18</p> <p>December 3-4</p>	<p>Applications for MAT II train-the-trainer Program due</p> <p>MAT II facilitator-candidates selected and notified</p> <p>4-day VISIONS workshop for MAT II facilitator-candidates</p> <p>MAT II facilitator-candidates participate/observe <u>one</u> of these 2-day MAT workshops led by MAT I facilitators</p> <p>MAT II facilitator-candidates attend a 2-day VISIONS training for co-facilitation preparation</p>
2010	<p>March 10-11 April 13-14 June 15-16</p> <p>July (dates to be determined)</p> <p>August (dates to be determined)</p>	<p>MAT II facilitator-candidates co-facilitate <u>one</u> of these 2-day MAT workshops with MAT I facilitators, supervised/observed by VISIONS consultant.</p> <p>4-day VISIONS workshop for MAT II facilitator-candidates</p> <p>2-day VISIONS training for facilitator-candidates, preparing for Supervision/Observation Phase</p>
2011	<p>September, 2010-February, 2011 (dates to be determined)</p> <p>March (dates to be determined)</p> <p>April (dates to be determined)</p>	<p>MAT II facilitator-candidates facilitate <u>one</u> 2-day MAT workshop, supervised by VISIONS consultant and MAT I facilitators</p> <p>2-day VISIONS Certification Training</p> <p>MAT II facilitators begin independent workshop facilitation of 2-day workshops with MAT I facilitators</p>

Please note: Given the amount of time commitment and effort involved, if you are interested in becoming a facilitator in the Multicultural Awareness Program, you must have the advance approval of your supervisor and your Dean or Director.

If you have questions or would like additional information, please contact:

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