

**Profile of the
Multicultural Awareness Program
University of Wisconsin Colleges and University of Wisconsin-Extension
2010 Regents Diversity Award – Team Category**

Synopsis

- The Multicultural Awareness Program (MAP) began in the mid-1990s with a series of four-day UW-Extension Diversity Leadership workshops led by VISIONS, Inc. These workshops helped participants understand how race and culture influence their perspectives, interpersonal relationships, and decision-making in personal and professional settings. During the next five years, it became increasingly clear that UW-Extension would not be able to support a four-day workshop for the entire workforce.
- Upon recommendation by the Diversity Council and approval of the Chancellor, UW-Extension began a train-the-trainer program with VISIONS, Inc. as part of an institutional change initiative that intended to involve every employee. In 2005, 20 employees were selected for the train-the-trainer program through a competitive application process; over the course of two years, they completed 19 days of training, observation and co-facilitation with VISIONS, Inc. before being certified.
- In May 2006, the initiative expanded to UW Colleges.
- MAP facilitators began leading workshops independently in early 2007. In teams of four, they have facilitated 46 workshops across the state. More than 900 UW Colleges and UW-Extension employees have now participated in workshops.
- In August 2009, a second cohort of facilitators began the MAP Train-the-Trainer program. Their completion of the training process in 2011 will significantly strengthen and expand internal capacity.
- Each facilitator co-leads two to three workshops each year. The entire group of facilitators meets several times a year for continued development; additionally, each facilitator is expected to do personal professional development such as participating in workshops, reading, diversity circles, conferences, community service, etc. Most importantly, being a facilitator means being an institutional change agent and an ally for colleagues.

Collaboration Toward Institutional Transformation

- The MAP facilitator team has committed to a process of multicultural change and to guiding their colleagues as they also begin that process.
- The team has become a learning community devoted to personal, interpersonal and institutional transformation and continues on a steady journey toward those ends.

- The team embodies collaboration by their representation of the varied divisions, units and campuses of UW Colleges and UW-Extension, and by bringing staff of both institutions together in workshops.
- The volunteer facilitators span the gamut of professional functions in both institutions. They are diverse in race, culture, ethnicity, gender, age, sexual orientation and religion.
- Participant evaluations speak to the effectiveness of the program and the facilitators. On a scale of 1 to 5, with 1=not at all valuable and 5=extremely valuable, participants rate the overall experience (value, applicability) of the workshop to themselves personally at an average of 4.19. They rate the overall experience (value, applicability) of the workshop to their organization at an average of 4.18.

Fostering an Inclusive Organizational Culture

- The Multicultural Awareness Program is designed to provide a framework for participants to know and reflect on interactions with people who are different from themselves. The goals for the two-day workshop are: 1) to surface and understand diversity issues; 2) to introduce a common language and concepts for internal communication about diversity issues; and 3) to stimulate interest in working on diversity issues.
- Workshop content and activities focus on the individual and aid participants in exploring personal belief systems around diversity.

In the Words of Participants

- "MAP has become a mirror for me to reflect on who I am. It has helped me better understand how others might view me and the white privilege that I carry with me. I'm applying the MAP principles as I change and grow."
- "As a result of this experience, I will change the way I look at the outside world and my personal world . . . the way I look at myself."
- "I will change my thoughts and feelings about being 'color blind' vs. being multicultural, and my understanding about different cultures and what each has to offer."

In the Words of Administrators

- "Whether faculty, academic staff, or classified staff, we all have an important role in making our working environment and our student body more inclusive and pluralistic. The Multicultural Awareness Training lays the foundation for this ongoing and essential cause."
—David Schejbal, Dean, Continuing Education, Outreach and E-Learning, UW-Extension
- "Many of my colleagues at the UW Colleges have participated in the Multicultural Awareness Program. While we share a common experience, we also share a common language and understanding of diversity issues and challenges within our organization. This is one of the numerous positive outcomes of the program. I believe the program is having a positive impact on UW Colleges employees who participate in the workshop. Consequently, the culture of the UW Colleges is slowly being impacted by this program one person at a time as we work to make our institution a more inclusive organization."
—Greg Lampe, Provost and Vice Chancellor, UW Colleges