

## **About the Diversity Professional Development Funds Program**

The administration of FPG and the RACE Committee would like to support SPA employees and EPA non-faculty/non investigators who do not receive any professional development (PD) funds by offering professional development funds for courses or workshops aimed at expanding or refreshing participant's professional expertise in areas that support cultural diversity. FPG and the RACE Committee have approved the following priority areas for PDFP program:

### **Priority Areas**

#### *- Diversity Awareness*

Awareness about individual differences (e.g. personality, language, learning styles and life experiences) and group-social differences (e.g. race, ethnicity, class, gender, gender identity, sexual orientation, sexual identity, country of origin and ability status, as well as cultural, political, religious or other affiliations) that can be engaged in the service of learning.

(Association of American Colleges and Universities. Making Excellence Inclusive Core Principles. Retrieved from: <https://www.aacu.org/programs-partnerships/making-excellence-inclusive>)

#### *- Cultural Humility*

A process that requires humility as individuals continually engage in self-reflection and self-critique as lifelong learners and reflective researchers, it requires humility in how researchers bring into check the power imbalances that exist in the dynamics of researcher-subject communication by using subject/participant-focused interviewing and it is a process that requires humility to develop and maintain mutually respectful and dynamic partnerships with communities.

(Adapted from Tervalon, M. and Garcia-Murray, J. (1998). "Cultural Humility versus Cultural Competence: A Critical Distinction in Defining Physician Training Outcomes in Multicultural Education". *Journal of Health Care for the Poor and Underserved* 9 (2): 117–125

#### *- Racial Equity*

“Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.”

(Center for Assessment and Policy Development, as quoted in the NASW publication Social Work Policy Institute (2014). *Achieving Racial Equity: Calling the Social Work Profession to Action*. Washington, DC: National Association of Social Workers.)

## **Eligibility**

- SPA employees working full time (.75 FTE)
- EPA non –faculty non-investigators who do not have any PD funds.
- Funds are limited to \$300 per person/per year and will be available on a first come first serve basis.

## **Starting date and duration of scholarships**

The dates are indicated in the training announcements. Funds are granted for the duration of the training.

## **Benefits:**

- Diversity Professional Development Funds consist of up to \$300 that could be used for training registration.

## **Deadline for Applications:**

The deadline for applications differs by training announcements. Applications should be presented at least 45 days in advance with all the required documentation to the RACE Committee. After the committee approves it, the RACE committee will recommend to Dr. Sam Odom, who will approve the use of the funds.

## **Application Guidelines:**

- Complete the Online Application by following the link below
- FPG recognizes the importance of and encourages employees to participate in trainings related to diversity awareness, cultural competence, and racial equity by providing flexibility in work schedules. Time away from project to participate in such trainings must be requested in advance and may not be used without the supervisor's approval. The supervisor may require that the training be completed at a time other than requested, based on operational needs of the project.

## **Announcement of Funds:**

Applicants will be informed directly of the application results.

## **Funds Disbursement**

Funds for the Diversity-PD approved activities will be managed by Marie Huff. Staff can either pay out of pocket for the training and request reimbursement with appropriate documentation of their attendance at the training event, or can request a travel advance to cover the cost of the training event including mileage and per diem for meals (up to \$300). It should be noted, however, that 2-3 months advance notice may be needed to process a travel advance.

## Responsibilities of the Funds Recipient

Successful candidates will participate in the evaluation of the effectiveness of the Diversity Professional Development training by completing an evaluation form, which must be completed and submitted within 2 weeks of completion of the training.

## Additional Funds

Additional funds from other sponsors can be combined to fund trainings that exceed scholarship amount of \$300.

## Approved Trainings

A list of eligible trainings can be found in the table below. If the training you would like to attend is not on this list, please submit it to the RACE Committee for approval.

<b>Training</b>	<b>Location</b>	<b>Cost/ Length</b>	<b>Description</b>
<b>Racial Equity Institute (REI)</b>	Chapel Hill, Durham, Raleigh, Greensboro, Charlotte	\$275pp \$175-students  2 days (Fri & Sat.)	<i>PDSP Priority Area: Racial Equity</i> Moving the focus from individual bigotry and bias, the REI Phase I workshop presents a historical, cultural, structural and institutional analysis. REI believes that organizations often work for equity with multiple understandings of racism that rely more on personal feelings and popular opinion. The lack of a common analysis creates complications to the goal of eliminating racial and ethnic disparities and producing equitable outcomes. With a clear understanding of how institutions and systems are producing unjust and inequitable outcomes, participants in Phase I are able to begin a journey to work toward social transformation and racial justice. Sponsored by: Organizing Against Racism <a href="http://www.oarnc.org/workshops/">http://www.oarnc.org/workshops/</a>
<b>Dismantling Racism Works</b>	Chapel Hill, Raleigh, Durham	\$100-\$250pp  2 days (Fri & Sat.)	<i>PDSP Priority Area: Racial Equity</i> This workshop includes storytelling based on our life experience, a look at personal, institutional, and cultural racism, a history of the race construct, white privilege, internalized racial superiority and inferiority, caucusing, visioning, and moving from analysis to action. <a href="http://dismantlingracism.org/Dismantling_Racism/tRainings_workshops.html">http://dismantlingracism.org/Dismantling_Racism/tRainings_workshops.html</a>

<b>Opening Doors: A Personal and Professional Journey”</b>	Greensboro	Free  3 days (W,Th,Fr)	<i>PDSP Priority Area: Cultural Humility &amp; Diversity Awareness</i> Three-day, overnight, retreat that provides a foundation for personal and organizational growth. Through this workshop participants explore a framework that deepens their awareness about diversity and enhances their ability to create inclusive organizations. To register for the Opening Doors workshop, contact Sheilah Clayton at 962-6559. Sponsored by: UNC School of Medicine <a href="https://www.med.unc.edu/hr/news/2015">https://www.med.unc.edu/hr/news/2015</a> <i>Additional thoughts: Most beneficial for people just starting journey toward being more culturally sensitive and inclusive.</i>
<b>Beyond Diversity I &amp;II</b>	<i>*See website</i>	<i>*See website</i>	Powerful, personally transforming two-day seminar designed to help teachers, students, parents, and administrators understand the impact of race on student learning and investigate the role that racism plays in institutionalizing academic achievement disparities. Sponsored by: Pacific Education Group <a href="http://www.pacifieducationalgroup.com/pages/services">http://www.pacifieducationalgroup.com/pages/services</a> <i>Additional thoughts: Gives a great framework for personal investigation of race and its impact on teaching and learning as well as a really useful framework for engaging in racial dialog, does not have explicit organizational/research focus.</i>

\* The PDFP covers registration costs up to \$300.