

Facilitators

Brenda Alston-Mills serves as the Associate Dean and Director for the Office of Diversity and Pluralism at Michigan State University. She lectures and has published on the topic of underrepresented groups and women in science. At NCSU with others, she examined curriculum transformation as it relates to diversity. She holds a Ph.D. in Zoology and is a Professor of Animal Science.

Harvey Lineberry, II serves as the Assistant Dean for the School of Medicine Human Resources at UNC at Chapel Hill. Harvey formerly served as the Assistant Dean for CALS Personnel at NCSU. He holds a B.S. in Business, an M.B.A. and a Ph.D. in Leadership Studies focusing on diversity as a leadership development tool at the CEO level.

Robin Roper serves as an Extension Associate in the Dept. of 4-H Youth Dev. & FCS focusing in Leadership, Volunteer and Community Development. Her interests are in the Asian-American cultural experience, women's issues, and Native American cultures. She holds a B.S. and a M.S. in Child Development and Family Relations and a M.A.Ed. in Community Agency Counseling.

Bill Swallow is a Professor Emeritus in the Dept. of Statistics. He is an ally and advocate for women, people of color, and has provided visible leadership for the gay, lesbian, bisexual, and transgender (GLBT) community on campus. He has an A.B. in Social Relations (a combination of psychology and sociology), an M.S. in Fishery Biology, and a Ph.D. in Biological Statistics.

Opening Doors Workshop

CALS Sponsored Workshop Fees: (March and September Workshops)

| | |
|----------------------------|-------|
| NC State CALS Employee | \$0 |
| Non-Profit Employees | \$500 |
| Private Industry Employees | \$700 |

Note: A few slots will be held for NC State employees to attend the March and September workshops for free.

University Sponsored Workshop Fees: (May Workshop)

| | |
|-----------------------|-------|
| NC State Employee | \$0 |
| Non-NC State Employee | \$700 |

No fee will be charged for any NCSU employee.

Please make checks payable to NC State University. Partial Refund (50%) will only be granted for cancellations made within two weeks of workshop. Substitutions are allowable. No full refunds will be made.

Please let us know if you have any accessibility or dietary needs.

Registration covers the cost of lodging, meals, training, materials, and use of the meeting facility.

NC State Employees Please Register at:

<http://www.cals.ncsu.edu/openingdoorsworkshop>

Non NC State Employees:

Please contact:

Ms. LaTosha Bradley (919-513-0739)

to register and for payment details.

CALS Office of Diversity Affairs:

Lisa A. Guion, Ed.D.

Assistant Dean- Diversity, Outreach & Engagement

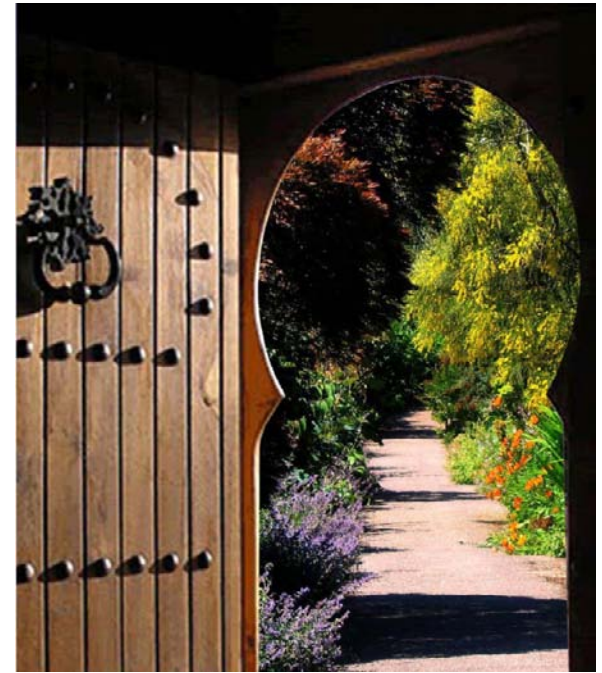
Professor of Agricultural and Extension Education

College of Agriculture and Life Sciences

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NC STATE UNIVERSITY

Opening Doors: A Personal and Professional Journey



Sponsored by:

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AGRICULTURE & LIFE SCIENCES
ACADEMICS • RESEARCH • EXTENSION

Co Sponsored by:
Office of Diversity and Inclusion
NC State University

What is Opening Doors?

Opening Doors is an overnight three-day retreat that lays the foundation for personal and organizational growth. Through this workshop participants explore a framework that deepens their diversity awareness and enhances their ability to create inclusive organizations. This workshop addresses personal and professional change as part of an understanding differences initiative of multicultural organizational development.

In the Opening Doors workshop participants will:

- Increase understanding of diversity by identifying and learning more about our own identity groups;
- Identify personal feelings and experiences related to cultural and other differences among people;
- Examine how practices of institutions, as well as our own personal practices, maintain inequalities among people and prevent us all from reaching our potential;
- Develop a framework and common language in order to facilitate change collectively;
- Identify practical strategies for implementing and supporting change;
- Build alliances and networks

Who Can Participate?

Everyone in the NC State University organization! *Opening Doors* is beneficial to all employees including faculty, para-professionals, team leaders, support personnel, and administrators. Workshop participants represent a mixture of our organization. This combination of professionals adds a dimension of diversity that brings much richness to the process.

Quotes from Past Participants:

"From the moment of arrival to the hugs at departure, this workshop invited and equipped all participants to engage in discussions around a multitude of sensitive issues in our workplace and our culture. I came away feeling empowered to be an ally to and advocate for those who have been marginalized, ignored, mistreated, or misunderstood." Jon Brandt, Head, Department of Agricultural and Resource Economics

"In listening and sharing our lives, our spirits, we came to realize, in many ways, we are not so different from one another." Carolyn McNeil, Environmental and Molecular Toxicology, Office Assistant IV

"Despite my years of working with university and federal diversity and equal opportunity programs, this program helped me put human faces on the many issues that still exist, and it opened my eyes to specific needs that exist on our campus." Robert Brown, Dean, College of Natural Resources

"The workshop was ... a life-changing experience. I attended the workshop with an open mind to learn more about diversity and the willingness to make changes... I learned how my behavior affected others, many times hurting them without realizing it." Vicky Merritt, North Central District, Administrative Associate

"Opening Doors is one of the best workshops that I've ever attended. It is an opportunity to openly share and feel in a safe environment, what identities we have, and baggage we carry." Jim Cowden, Rowan County Extension Director

"Your program is instantly optimistic- when you look at social institutions as "constructs," then right away there is the hope that that we can have an impact. If we can build it, we can tear it down." Rebecca Zuvich, CALS Personnel, Campus Employment Manager

Retreat Dates:

Spring Opening Doors
February 22-24, 2012
Eastern 4H Center
Columbia, NC

University Sponsored Opening Doors
May 23-25, 2012
Eastern 4H Center
Columbia, NC

Fall Opening Doors
September 19-21, 2012
Eastern 4H Center
Columbia, NC

Workshop Location Address:
Eastern 4H Center
Environmental Education Conference Center
100 N. Clover Way
Columbia, NC 27925

Retreat Schedule:

Opening Doors begins at 10 a.m. on Wednesday and concludes at 3 p.m. on Friday. Participants are expected to attend and stay overnight for the full workshop. Please call LaTosha Bradley (919-513-0739) if you have any questions.