

CHI 298: UNDERSTANDING DIVERSITY AND ALLY DEVELOPMENT
Certification Workshop Series
University of California, Davis
Fall 2013

Instructor: Adela de la Torre, Ph.D
Hosted by: Graduate Ally Coalition
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CRN: 26964

Register Online @ <http://tinyurl.com/GAC-UDAD>

Units: 1

COURSE DESCRIPTION

‘Understanding Diversity and Ally Development’ is a certification workshop series, an initiative taken by the Graduate Ally Coalition (GAC) at UC Davis. At UCD, 40% of grad students belong to underrepresented communities. This course prepares graduate students to undertake the crucial work of making diversity meaningful and active in the everydayness of their professional lives, and starting from wherever they are. The course provides the tools to analyze multiple forms of oppression and the historical knowledge to make sense of the maintenance of oppression in the contemporary US. It supports graduate students to develop a set of interactive, pedagogic, and experiential principles that will allow them to make more conscious choices about their actions, to exercise self-critique, and to participate in educational communities with a more sophisticated understanding of equity and of the changes they can undertake to work for research and learning environments.

Designed as a 4-tier series, the first 2 workshops will focus on the conceptual foundations necessary to understand diversity and systemic oppressions in meaningful and relevant ways. They also examine everyday practices that translate the diverse community and on how to implement ‘*Principles of Community*’ document into action. The second half of this workshop series will focus on increasing awareness of social justice training, defined as the understanding of the dynamics and social inequality that result in some groups having privilege, status and access whereas other groups are disadvantaged, oppressed and denied access. Group participants will expand their understanding of the effects of social group memberships on their own experiences of disadvantage and privilege. They will learn how to become an ally in an action- and change-oriented series of participatory and interactive exercises that we aim to share during Social Justice, Ally Development and Bystander Intervention workshops.

LEARNING OBJECTIVES

- 1) To enhance awareness of graduate students to the facets of being part of a diverse community and on social justice.
- 2) To provide graduate students the tools to serve as better allies to their peers and to share best practices in Ally Development
- 3) Examine bystander dynamics, develop strategies for intervention, and examine leadership traits of an ally

COURSE REQUIREMENTS

Attendance

Attendance in all the workshops is mandatory. Students are expected to attend all the workshops and to have read the materials assigned by the facilitators prior to the workshop. Please notify Amandeep Kaur at ackaur@ucdavis.edu in advance if you know you are going to be late or absent. Students who have attended Fall Ally Training in the previous years are not required to participate in it on 10/05/2013 this year.

Participation

Students are expected to keep up with readings, and participate in workshop class discussions in section. Student participation is the key to grasp all the best practices which will be shared by our facilitators during the workshops. For this seminar, learning is experiential; only through analysis and interpretation of our concrete experiences, does “*experiential learning*” becomes meaningful. For that reason, participation in the “*process*” and the interaction of experience with self-reflection is core to the learning in this seminar.

FINAL GRADE AND CERTIFICATION

This is a P/NP Class. Students who complete all the workshops will receive would be able to get a PASS and obtain a certificate in diversity training from GAC.

CHI 298 SCHEDULE – FALL 2013

Saturday October 5th- 9:00 am-4:00 pm

Introductory Fall Ally Diversity & Sensitivity Training Module A

The Fall Ally Diversity & Sensitivity Training will serve as an introduction to our next 3 comprehensive trainings in the Fall quarter.

Facilitators: GAC Core partners

Location: SCC Rooms D & E

Friday October 18th- 1 pm-5 pm

Understanding Diversity and Cultural Competency Development Module B

Using the *UC Davis Principles of Community* as a jumping off point, this session explores diversity within the context of creating inclusive environments. This session will offer participants with an in-depth opportunity to examine the many differences that exist in our campus community and to gain a deeper understanding of our respective roles in creating a more welcoming and more inclusive institution. The session will also provide participants with information on cultural competency development with the objective of increasing knowledge on how to effectively interact across diverse cultural lines.

Facilitators: Vickie Gomez, Diversity Program Coordinator and Mikael Villalobos, Administrator of Diversity Education, Office of Campus Community Relations

Location: International House

Friday November 1st – 1pm-5 pm

Frameworks for Social Justice in Education: Examining Privileges and Ally Development Module C

Drawing on practices and principles of feminist and social justice pedagogies, the goal of this workshop is to provide an opportunity for participants to deepen their understanding of the effects of social group

membership on their experience of privilege and disadvantage. We will also introduce the concepts of being an ally and empowerment and aim to equip students with the necessary skills and self-knowledge to being an effective ally in their day to day interactions at UC Davis. The program will encourage a space of open dialog for students in order to create an inclusive community. With a goal oriented towards developing a network of allies for social justice and personal support, this workshop will focus in helping students to determine what they are an ally *for and to*. Students will also be encouraged to think critically about plans for acting as allies in their professional and institutional contexts and to assess their own skill and knowledge level on issues of social justice that they want to be an ally for.

Facilitator: Elizabeth Constable, Associate Professor , in Women and Gender Studies

Location: International House

READINGS:

Lipsitz, G., “The Possessive Investment in Whiteness,” *The Possessive Investment in Whiteness: How White People Profit from Identity Politics*, Philadelphia: Temple University Press, 1998:

Onwuachi-Willig, Angela, “Silence of the Lambs,” *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, eds. Gabriella Gutiérrez y Muhs, Yolanda Flores Niemann, Carmen G. González, Angela Harris, Boulder: University Press of Colorado, 2012: 142 - 151,

Shields, Stephanie, “Waking up to Privilege: Intersectionality and Opportunity” in *Presumed Incompetent*: 29 - 39

Friday November 15th- 1pm-5 pm- Final Class & End of Quarter Certification

Bystander Intervention for Graduate Student Leaders and Allies *Module D*

This interactive module will focus on exploring bystander dynamics and strategies for intervention in potentially harmful situations. Students will participate in a facilitated discussion regarding definitions of bystander intervention, develop intervention skills, and practice intervention strategies with the support of scenarios designed by other students and support staff.

Facilitators: Sarah A. Meredith, Education and Outreach Coordinator, Campus Violence Prevention Program & Leilani Kupo, Director of Women Resources and Research Center & Lisa Brodkey, Director of the Harassment and Discrimination Assistance and Prevention Program

Location: International House

READINGS

- Banyard, V. L., Moynihan, M. M., & Plante, E. G. (2007). “Sexual violence prevention through bystander education: An experimental evaluation.”. *Journal of Community Psychology*, 35, 463-481.
- Banyard, V. L., Moynihan, M. M., & Crossman, M. T. (2009). “Reducing sexual violence on campus: The role of student leaders as empowered bystanders.”. *Journal of College Student Development*, 50, 446-457.

INTRODUCTION TO FALL QUARTER ALLY TRAINING CERTIFICATION SERIES

Saturday, October 5, 2013

8:00-9:00am Guest Registration & Continental Breakfast

Leads : Sarah Meredith, Amandeep Kaur & Rosalyn Earl

9:00-9:15am GAC & Guests Introductions & Mission Statement

Facilitator: Amandeep Kaur, GSADC

9:15-9:30am Community Agreements

Facilitators: Sheri Atkinson, Executive Director of Community Resource Centers
& Liz Constable, Associate Professor, in Women and Gender Studies

9:30-10:00am Topics of Today & Why

Facilitators: Le Phan, SRRC GSR, GAAAP Director & Elena Atanasiu, GSA Vice
Chair

10:00-11:00am Social Justice & Equity Within Our Communities

Facilitators: Sheri Atkinson, Executive Director of Community Resource Centers
& Liz Constable, Associate Professor in Women and Gender Studies

11:00am Break

11:10am-12:10pm Examining Privilege

Facilitators: Leilano Kupo, WRRRC Director & Whitney Mollenhauer, WRRRC GSR

****12:10-1:00pm Lunch & Community Ally Faire****

1:00-2:00pm Community Ally Development

Facilitators: Elizabeth Cote, LGBTRC Interim Director & Elisa Ocegüera, LGBTRC
GSR

2:00pm Break

2:10-3:30pm What is Bystander Intervention for Grad Students?

Facilitators: Sarah A. Meredith, Campus Violence Prevention Program &
Leilani Kupo, WRRRC Director & Lisa Brodkey, Director HDAPP

3:30-4:00pm Review- Grad Campus Support Network & Community Allies

Facilitators: Amandeep Kaur, GSADC & Alyssa De La Rosa, CCC GSR

4:00pm Evaluations & Closing- GAC Plaques

Facilitator: Amandeep Kaur, GSADC