The University of Wisconsin Colleges’ and University of Wisconsin-Extension’s Multicultural Awareness Program (MAP) promotes our institutions’ mission of inclusive excellence by encouraging a climate of intercultural respect and understanding. Through activities, examples, and group discussions, the MAP explores how diversity affects our workplaces and our communities. The program provides a framework for examining power differentials across a range of traits such as race, class, gender and gender identity, sexual orientation, employment status, veteran status, language, and immigration status.

In this context, multiculturalism is the process of recognizing, understanding, and appreciating one’s own culture, as well as the culture of others. Culture is expressed through one’s values, beliefs, language, patterns of thinking, behavioral norms, and communication. For public-serving institutions like UW Colleges and UW-Extension, an understanding of multiculturalism is integral to creating the relevant, effective programs and services that underlie our mission: “all Wisconsin people can access university resources and engage in lifelong learning, wherever they live and work.” Inclusion is inseparable from our institutional mission, and central to our success.

**Facilitator Training**

New MAP facilitators will undergo an intensive 20-day training period over the span of two years (see timeline below). They begin their training with a four-day orientation, where they will discuss multicultural concepts. This approach features readings, lectures, and discussions emphasizing how human interactions are impacted by differences in race, gender, class, age, sexual orientation, religion, military experience, and abilities/disabilities. They will identify personal prejudices, explore ways to change dysfunctional behaviors, and develop strategies for applying this new information to the workplace.

Following the four-day orientation, MAP facilitator candidates will receive additional mentoring and participate in practice teaching sessions as they work to complete three training phases.
During the “Participation Observation Phase,” candidates will observe and critique facilitation techniques used by current MAP facilitators. They will then receive hands-on facilitation practice by co-leading MAP workshops during the “Co-facilitation Practice Phase” and “Supervision/Observation Phase.” Training phases will be introduced by two-day preparation sessions where candidates will hone their facilitation techniques and receive guided feedback from VISIONS consultants, current MAP facilitators, and other trainees. New facilitators will also participate in a second four-day session midway through the training, where they will continue to develop their understanding of multiculturalism.

Once certified as Multicultural Awareness Program facilitators in 2016, new facilitators will join our current team of UW Colleges and UW-Extension facilitators in leading 1-2 two-day workshops per year for internal and external audiences across the state. Certified facilitators will also be expected to attend two half-day meetings per year, for a total ongoing time commitment of four to eight days per year.

While we realize that career paths can change rapidly, we ask that applicants make a good-faith pledge to participate in the program as a facilitator for at least three years after completion of the training period.

Who Is Eligible to Become a Facilitator?

All UW Colleges and UW-Extension permanent employees including classified staff, academic staff, and faculty are encouraged to apply to the MAP facilitator training program by filling out the application available at https://uwex.qualtrics.com/SE/?SID=SV_8jnI9VcDizS16Sh. Applicants will be reviewed and interviewed by a selection committee.

To preview the application questions, please see Appendix 2 of this document, “Application Questions.” However, note that applications must be submitted using the online form linked above. **Paper applications will not be accepted.**

We aim to have a diverse group of facilitators who can work across the institutions. Selection criteria will include such considerations as:

- Relevant professional, educational, or volunteer experience in the areas of multiculturalism and/or inclusion.
- Desire to create inclusive environments, with thoughtful personal and professional reasons for becoming a peer facilitator. Comfort with and effectiveness in presenting sensitive material, including relevant personal anecdotes, in a group setting.
- Willingness/ability to adapt communication style to meet the needs of diverse audiences.
• Contribution to the diversity of trainers in terms of type of appointment, racial/ethnic background, gender, sexual orientation, religion, nationality, age, etc.
• Considerations of institutional and geographic representation.

Because of the time commitment involved, employees must receive approval from their supervisor and Dean or Director before applying to the program.

Benefits of Becoming a MAP Facilitator

The intensive MAP facilitator training program offers facilitators some unique opportunities for personal and professional growth. MAP facilitators will:

• Increase capacity to promote inclusive working and learning environments;
• Learn and practice inclusive pedagogical skills;
• Broaden and deepen an understanding of multiculturalism;
• Stimulate personal growth through enhanced personal awareness, emotional intelligence, and understanding of privilege;
• Build relationships with statewide colleagues who are passionate about creating equitable, inclusive working and learning environments.

Goals and Learning Objectives of the Multicultural Awareness Program

The Multicultural Awareness Program (MAP) recognizes that an institutional climate of inclusion starts with committed employees. MAP workshops enable faculty and staff to examine the impact of diversity, and to apply strategies that create more inclusive working and learning environments.

The Multicultural Awareness Program aims to:

• Enhance our ability to retain a diverse workforce through the development of more inclusive and welcoming working and learning environments.
• Increase efficacy of programs and services by recognizing and addressing the needs of diverse groups of students and program participants.
• Improve communication between faculty, staff, students, program participants, and other stakeholders.

Participants will:

• Learn and apply a common language for discussing diversity and inclusion issues
• Practice techniques for communicating across cultures
• Identify and discuss historically marginalized and privileged groups
• Assess personal experiences of privilege, inequity, and oppression
• Address how thoughts, feelings, behaviors, and practices contribute to cycles of inequity and oppression
• Create a personal plan for changing inequitable behaviors and practices

History of the Program

The Multicultural Awareness Program began in the mid-90’s with a series of four-day UW-Extension Diversity Leadership workshops led by VISIONS, Inc., a nonprofit enterprise that provides training and consultation to organizations, communities, and individuals seeking to achieve greater effectiveness in a multicultural setting.

Building on the success of this early collaboration, UW-Extension contracted with VISIONS, Inc. to train our faculty and staff as in-house content experts, capable of facilitating MAP workshops for internal audiences. In 2004, UW-Extension began the Train-the-Trainer program; over the course of two years, 20 employees completed 19 days of observation, training, and co-facilitation with VISIONS, Inc. before becoming certified facilitators. In 2006, the initiative expanded to UW Colleges. In 2009, UW Colleges and UW-Extension trained a second cohort of 14 MAP facilitators. In 2015, the program will be broadened again to allow for participation of UW-System colleagues or other interested partners.

Over the past ten years, certified UW Colleges and UW-Extension facilitators have conducted over 50 two-day MAP workshops at locations around the state. Over 1100 UW Colleges and UW-Extension employees have taken advantage of these free workshops to further their understanding of multiculturalism.

Recognition and Impact

The Multicultural Awareness Program has received statewide recognition for its contributions to institutional equity, diversity, and inclusion. In 2009, the MAP facilitation team received the Ann Lydecker Educational Diversity Award from the Office of State Employment Relations (OSER). In 2010, the facilitation team received UW-System Administration’s Board of Regents Diversity Award (Team Category) for their “collaboration toward institutional transformation and fostering an inclusive organizational culture.”

External recognition is rewarding, but equally impressive is the appreciation of the MAP participants themselves. Workshop evaluations report that participants rated the experience as 4.19/5 when asked to rate “the overall experience (value, applicability) of this workshop to you personally” and 4.12/5 regarding “the overall experience (value, applicability) of this workshop to your institution,” with 4 designated as “very valuable” and 5 as “extremely valuable.”
### Appendix 1: Timeline and Overview of Facilitator Training

<table>
<thead>
<tr>
<th>Year</th>
<th>Dates (Approximate)</th>
<th>Location</th>
<th>Description</th>
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<tbody>
<tr>
<td>2014</td>
<td>September 8</td>
<td></td>
<td>Application for MAP Cohort 3 opens</td>
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<td></td>
<td>November 7</td>
<td></td>
<td>Deadline for Cohort 3 written application</td>
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<td></td>
<td>November 17-22</td>
<td>Madison and Menasha</td>
<td>MAP Cohort 3 candidates interviewed</td>
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<td></td>
<td>December 5</td>
<td></td>
<td>MAP Cohort 3 candidates selected and notified</td>
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<tr>
<td>2015</td>
<td>January 12-15</td>
<td>Madison</td>
<td><strong>4-day VISIONS Orientation Workshop (Session I)</strong> for Cohort 3 candidates</td>
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<tr>
<td></td>
<td>February 19-20</td>
<td>Madison</td>
<td><strong>Participant Observation Phase</strong>: Cohort 3 facilitators attend one of these</td>
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<tr>
<td></td>
<td>March 24-25</td>
<td>Rice Lake</td>
<td>workshops led by current MAP facilitators</td>
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<td></td>
<td>May 27-28</td>
<td>Madison</td>
<td><strong>Training for Co-Facilitation</strong>: Cohort 3 facilitators attend a 2-day VISIONS</td>
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<td></td>
<td>July 14</td>
<td>Madison</td>
<td><strong>All Facilitator Meeting</strong> (4 hours)</td>
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<td></td>
<td>June 9-10</td>
<td>Oshkosh</td>
<td><strong>Co-facilitation Practice Phase</strong>: Cohort 3 facilitators co-facilitate one</td>
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<td></td>
<td>August 20-21</td>
<td>Madison</td>
<td>of four 2-day MAP workshops with current MAP Facilitators supervised by</td>
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<td></td>
<td>October 8-9</td>
<td>Milwaukee/Brookfield</td>
<td>VISIONS consultant</td>
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<td></td>
<td>November 19-20</td>
<td>Madison</td>
<td></td>
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<tr>
<td>2016</td>
<td>January 12-15</td>
<td>Madison</td>
<td><strong>4-day VISIONS workshop (Session II)</strong>: for Cohort 3 facilitators</td>
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<td></td>
<td>January 16</td>
<td>Madison</td>
<td><strong>All Facilitator Meeting</strong> (4 hours)</td>
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<td>March 22-23</td>
<td>TBD</td>
<td><strong>Training for Certification</strong>: 2-day VISIONS training to prepare for</td>
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<td></td>
<td>July 12</td>
<td>Madison</td>
<td>Supervision/Observation phase</td>
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<td>May 3-4</td>
<td>Madison</td>
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<td></td>
<td>September 29-30</td>
<td>TBD</td>
<td><strong>Supervision/Observation Phase</strong>: Cohort 3 facilitators lead one of three</td>
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<td>November 10-11</td>
<td>Madison</td>
<td>2-day MAP workshops, supervised by VISIONS consultants and current MAP</td>
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<td>December 1</td>
<td>Madison</td>
<td><strong>Final Certification Session</strong>: VISIONS-led certification and refresher;</td>
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<td>all facilitators may attend</td>
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Appendix 2: Application Questions

These application questions are intended to provide a preview of the online application. To apply for a position as a MAP facilitator, candidates must fill out the online application available at https://uwex.qualtrics.com/SE/?SID=SV_8jnI9VcDizS16Sh. Paper applications will not be considered.

I. Background Information

1. Contact Information
   a. Name
   b. Institution
   c. Campus/Department/Unit
   d. Mailing Address
   e. Email
   f. Telephone
   g. Fax
2. Indicate your official and working title. Briefly describe your job duties and the primary focus of your position.
3. Dates of employment with UW-Colleges or UW-Extension:
   a. From
   b. To
4. Dates of employment in current position:
   a. From
   b. To
5. Are you able to travel statewide?
   a. If no, please explain why you are not able to travel statewide. Are you able to travel locally or regionally? Which areas of the state are accessible to you?

II. Prior Relevant Education and Experience (Short Answer)

Please provide brief responses to the following questions (no more than 500 words per question).

1. Please describe the personal and professional reasons that lead you to want to become a Multicultural Awareness Facilitator.
2. Please describe the importance of creating inclusive working and learning environments. List two to three examples to illustrate this principle.

3. Please describe your background relating to diversity and multiculturalism, including your personal, volunteer, work and/or educational experiences.

4. Multicultural Awareness Program facilitators must feel comfortable sharing personal anecdotes in a group setting. Please describe a time when you found yourself marginalized, treated as “better-than” or treated as “less-than.” How did you feel, think, and behave in this situation? If you encountered a similar situation again, would you do anything differently?

5. We aim to train a facilitator cohort that is diverse in terms of institutional affiliation (Colleges/Extension), job classification (classified/academic staff/faculty), geographic location (rural/urban), as well as in human diversity characteristics (i.e. race, ethnicity, gender, sexual orientation, disability, class, socio-economic status, religion, language, immigration status, etc.). Please describe how you would contribute to the diversity of the cohort.

6. Please describe your experience communicating in a group setting, such as public speaking, volunteering within a community group, conducting workshops, participating in committees or workshops, etc. Describe the audience, and how you modified your approach to reflect the needs of the audience.
III. Approvals and Authorizations

Over the next two years (2015-16), Multicultural Awareness Program facilitators-in-training must commit 20 days to training activities, usually in two- or four-day blocks. Once certified as Multicultural Awareness Program facilitators in 2016, new facilitators will lead 1-2 two-day workshops per year across the state. Certified facilitators will also be expected to attend two half-day meetings per year, for a total ongoing time commitment of four to eight days per year. Please discuss this time commitment with your supervisor or department head prior to submitting your application. In order to participate in the program, you will need approval from (i) your department head or supervisor and (ii) your campus Dean or divisional Director.