

## **Ideas and Takeaways from The University of Kentucky's Concurrent Session**

### ***“One Campus, Many Cultures: Training to Develop and Promote an Inclusive Campus Community”***

**2011 CUPA-HR Orlando Annual Conference**

## **We've all heard of Leadership Academies: How about a Humanity Academy?**

**Presenters: Bill Verble & Marietta Watts**

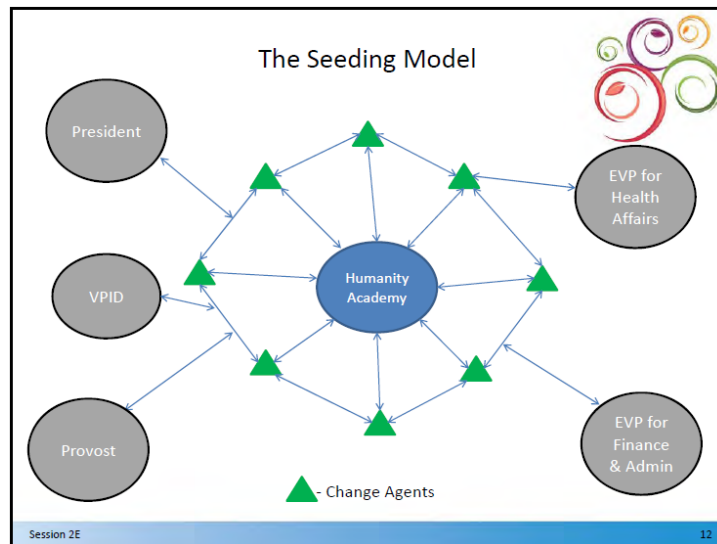
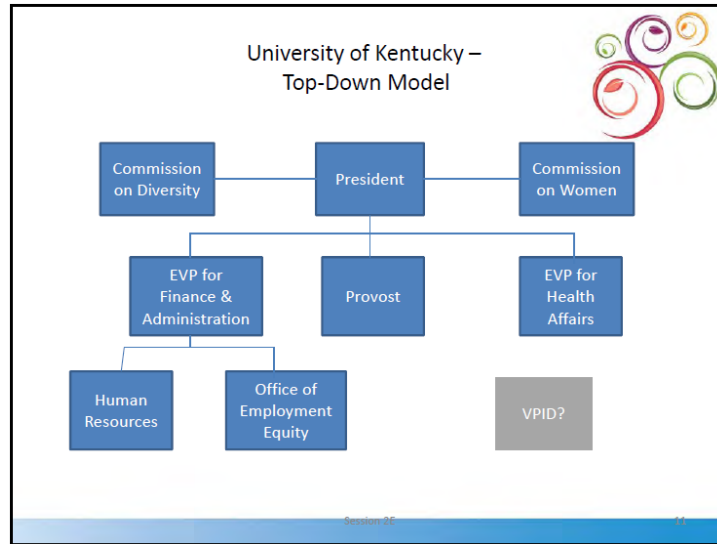
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1. Rationale: To fulfill “the University’s Strategic Plan to *“nurture diversity of thought, culture, gender and ethnicity.”*”
2. Goal of the Humanity Academy: Develop Change Agents within the University Community
  - a. To champion the University’s diversity goals;
  - b. To establish a culture of respect, inclusion, and appreciation.
3. What is a Change Agent? A Change Agent:
  - a. Intentionally or indirectly causes or accelerates social, cultural or behavioral change.
  - b. Seeks out opportunities to effect change in knowledge, attitude and skill within the institution.
  - c. Sees diversity as knowledge enhancing.
  - d. Understands the dynamics of power and policies, systems and practices and helps insure that they work for everyone.
  - e. Chooses to challenge the status quo by introducing new ways of thinking or behaving.
  - f. Understands and respects varying racial, ethnic, religious and social groups as well as her/his own personal perspectives and stereotypes.
  - g. Is a champion of new ideas and new ways of doing things.
  - h. Is a visionary and a problem solver.
  - i. Is a maverick and a leader.

j. Facilitates change by modeling appropriate behaviors at all times.

4. Rather than using the Top-Down model, use the Seeding Model:



5. Impact of The Humanity Academy – What the Graduates Are Doing?

## Graduate Service



- VPID Commission on Excellence, Diversity and Inclusion (7 task forces)
- New LGBT Task Force
- Staff Senate
- Staff Representative on Board of Trustees
- Humanity Academy Session Facilitators
- Advisory board members for student-led *Tunnel of Oppression*

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## Graduate Service cont.



- Facilitators of 2010 Freshman Common Reading Program
- Assisted student-led program *Boxes and Walls*
- Currently collaborating with student group on UKAN Safe Zone program
- Currently producing statewide video initiative "I Am..." project

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Link to the full handout:

<http://www.cupahr.org/conference2011/handouts/files/2E.pdf>