



Diversity & Inclusion Fellowship

About

The primary goal of the fellowship is to familiarize fellows with a variety of issues concerning diversity and inclusion. Topics covered in this fellowship will include: differences of race, age, ethnicity, sexual orientation, physical/cognitive abilities, socioeconomic status, nationality, and gender, to name a few. Through the use of experiential learning, fellows will be encouraged to engage in open and honest dialogues that will facilitate awareness, critical thinking, and comfort around addressing these topics. Fellows come to this continuing education/lifelong learning experience as diverse, cultural beings with unique life histories and exciting career trajectories. Being a part of this fellowship will only enhance this growth.

Given the nature of this fellowship, it is nearly impossible to separate oneself from the material. In fact, it is expected for fellows to use their learning histories to inform them about their current worldviews. Fellows may notice themselves experiencing some discomfort around certain topics during the fellowship experience. For example, they may notice themselves experiencing growing pains during the process of changing a particular attitude or belief. Moreover, fellows may realize, during the process of acquiring new knowledge, that they no longer feel the same way about particular topics by the end of the fellowship. This experience of unlearning and relearning can be an emotional process. If discussions of diversity and inclusion were easy, everyone would be engaging in them and many of our societal problems would likely have been solved.

Fellows in this experience will work hard, will get uncomfortable at times, and will become powerful change agents at our university and out there in the world. As the course director of this fellowship, it is exciting for me to lead willing fellows and to witness their growth over time.

The primary objective of this fellowship is to guide fellows toward a better understanding of issues related to diversity and inclusion. Other objectives include:

- ✓ reflect on personal biases toward persons of diverse human subgroups (SELF-AWARENESS)
- ✓ understand and think critically about stereotypes of generalizations of individuals in our society (CRITICAL THINKING)
- ✓ be able to impart language, concepts, and theories of diversity orally and in writing (INTERPERSONAL EFFECTIVENESS)
- ✓ engage in direct experience with areas of diversity (APPLIED SKILLS)
- ✓ enhance overall, knowledge, attitude, comfort and skill with people of a variety of backgrounds (DEVELOPMENTALLY APPROPRIATE CULTURAL COMPETENCY)



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Tracks

In this inaugural year of the fellowship, all fellows, regardless of track, will participate in the fellowship experience together. This fellowship experience will be offered twice yearly in order to provide a fall and a spring opportunity. Applicants will be applying for *either* the fall or the spring.

Faculty Inclusion Track (FIT) - Employees with faculty appointments at the university are eligible to apply for this fellowship. FIT fellows will engage in the process of self-reflection, knowledge attainment, comfort, and skill around issues of diversity. By the end of this fellowship, fellows will have increased awareness and commitment around issues of diversity and inclusion. To culminate this experience, fellows will prepare a diversity and inclusion strategic action plan with a focus on pedagogy and curriculum development in their roles as teachers, researchers, advisors, and mentors.

FIT fellow expectations include:

- A 12-13 week commitment
- 80% attendance at weekly sessions
- Attend Diversity Summit
- Attend ODI sponsored events
- Completion of a Diversity and Inclusion Strategic Action Plan

Leader Inclusion Track (LIT) - Employees with leadership and supervisory responsibilities are eligible to apply for this fellowship. LIT fellows will engage in a process of self-reflection, knowledge attainment, comfort, and skill around issues of diversity. By the end of this fellowship, fellows will have increased awareness and commitment around issues of diversity and inclusion. To culminate this experience, fellows will prepare a diversity and inclusion strategic action plan with a focus on systemic/institution-wide diversity and inclusion initiatives in their roles as leaders throughout the university.

LIT fellow expectations include:

- A 12-13 week commitment
- 80% attendance at weekly sessions
- Attend Diversity Summit
- Attend ODI sponsored events
- Completion of a Diversity and Inclusion Strategic Action Plan

Funding: Faculty and Leader applicants are responsible for negotiating with their department Chairs and Supervisors for 5% release time to attend weekly seminars. *Fellows may want to consider requesting additional % effort of release time if they anticipate needing more flexibility*



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to account for being able to complete any recommended reading and for preparing the diversity and inclusion strategic action plan.

Application Deadlines

This fellowship utilizes a rolling acceptance protocol. Interested applicants are advised to submit their applications prior to August if applying for the fall fellowship and prior to December if applying for the spring fellowship.

Application Material

Please submit your scanned application via email to liwest@augusta.edu. Please title the Subject of your email: Diversity and Inclusion Fellowship Application

- Complete Application
- Current CV

Tentative Fellowship Fall 2017 Schedule

Fridays 2:30-4:00

Dates	Tentative Topics	Location
Thursday, September 14	Diversity Summit	Augusta Marriott
Friday, September 22		ODI Conference Room AA Building
Friday, September 29	Diversity & Inclusion Grand Rounds	UH 170
Friday, October 6		ODI Conference Room AA Building
Friday October 13		ODI Conference Room AA Building
Friday, October 20		ODI Conference Room AA Building
Friday, October 27	Diversity & Inclusion Grand Rounds	UH 170
Friday, November 3		ODI Conference Room AA Building
Friday, November 10		ODI Conference Room AA Building
Friday, November 17		ODI Conference Room AA Building
Friday, December 1	Diversity & Inclusion Strategic Action Plan Presentations	ODI Conference Room AA Building
Friday, December 8	Diversity & Inclusion Strategic Action Plan Presentations	ODI Conference Room AA Building



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Tentative Fellowship Spring 2018 Schedule





Fridays 2:30-4:00

Dates	Tentative Topics	Location
Thursday, September 14	Diversity Summit	Augusta Marriott
Friday, January 19		ODI Conference Room AA Building
Friday, January 26	Diversity & Inclusion Grand Rounds	UH 170
Friday, February 2		ODI Conference Room AA Building
Friday February 9		ODI Conference Room AA Building
Friday, February 16		ODI Conference Room AA Building
Friday, February 23	Diversity & Inclusion Grand Rounds	UH 170
Friday, March 2		ODI Conference Room AA Building
Friday, March 9		ODI Conference Room AA Building
Friday, March 16		ODI Conference Room AA Building
Friday, March 23		ODI Conference Room AA Building
Friday, March 30	Diversity & Inclusion Grand Rounds	
Friday, April 13	Diversity & Inclusion Strategic Action Plan Presentations	ODI Conference Room AA Building
Friday, April 20	Diversity & Inclusion Strategic Action Plan Presentations	ODI Conference Room AA Building



Application

SECTION 1 – CONTACT INFORMATION

Your Name: Chair/Supervisor Name:	College, Department:
Academic Rank (if applicable): Title/Position:	Campus Phone:
Campus Email: Chair/Supervisor Email:	Fellowship Track Choice (<i>check circle</i>): Faculty Inclusion Track Fall 2017  Leader Inclusion Track Fall 2017  Faculty Inclusion Track Spring 2018  Leader Inclusion Track Spring 2018 

SECTION 2 – BACKGROUND INFORMATION (NOT AN EXHAUSTIVE LIST OF IDENTITIES)

<p><i>Which group most accurately represents your racial background (check all that apply)?</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Alaskan Native/Native American/Indigenous <input type="checkbox"/> Asian <input type="checkbox"/> Black <input type="checkbox"/> Latino(a)/ Hispanic (non-White) <input type="checkbox"/> Latino(a)/ Hispanic (White) <input type="checkbox"/> Pacific Islander/Native Hawaiian <input type="checkbox"/> White <input type="checkbox"/> Multiracial <input type="checkbox"/> Other (please specify) <hr/> <p><i>Which identity most accurately reflects your gender identity?</i></p> <ul style="list-style-type: none"> <input type="checkbox"/> Transgender <input type="checkbox"/> Female <input type="checkbox"/> Male 	<p><i>Ethnicity typically emphasizes the common history, nationality, geographic distribution, language, cuisine or dress of groups of people rather than their racial background (such as Cuban, Haitian, Cambodian, African American, Ukrainian, etc.).</i></p> <p>In your own words, with which ethnic group or groups do you identify?</p> <hr/> <p><i>What is your country of origin? (Fill in)</i></p> <hr/>
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SECTION 3 – STATEMENT OF PURPOSE

Please attach to this application, a typed-written essay of approximately two single-spaced pages that addresses the following areas:

- Reason for applying
- Self-reflection about your own identities
- First encounters with issues related to diversity
- Areas for growth in the areas of diversity
- The role of diversity in your current position
- Tentative idea for your Diversity & Inclusion Strategic Action Plan

SECTION 4 – APPLICANT SIGNATURE

I, _____, understand that if I were to accept the Diversity & Inclusion Fellowship that I am committing to 12-13 weeks of intensive diversity training, participating in required readings and Diversity & Inclusion events, and developing a Diversity and Inclusion Strategic Action Plan for my current position.

Applicant Signature: _____ Date: _____

SECTION 5 – CHAIR OR SUPERVISOR SIGNATURE

I, _____, understand that by signing below that my department or unit supports the release of approximately 5% of my employee’s time to attend 12-13 weeks of weekly intensive diversity training sessions. I also support my employee as she/he/they develops a Diversity & Inclusion Strategic Action plan. I am open and willing to reading my employee’s Diversity & Inclusion Strategic Action Plan that is developed at the end of the fellowship.

Chair or Supervisor Signature: _____ Date: _____

Applications will be reviewed by the Diversity & Inclusion Fellowship Director and Deputy Chief Diversity Officer, Dr. Lindsey West. Applicants may be invited for an interview depending on competitiveness of applicant pool. Applications will be evaluated with regard to the applicant’s interest in diversity and inclusion in the areas of teaching and leadership. Emails of acceptance will be sent to the faculty member and the department chair or supervisor.

DIVERSITY & INCLUSION USE ONLY		
DATE RECEIVED:	DATE REVIEWED:	DECISION: