

# Welcoming Diversity Programs for Colleges and Universities

Since 1984, NCBI has conducted effective diversity programs on hundreds of college campuses. After a rigorous, independent evaluation of dozens of college diversity programs, the U.S. Department of Education recognized NCBI's campus work as a "promising practice," a designation of excellence given to only a handful of programs in the United States.

## Campus Affiliates

Currently, NCBI has active Campus Affiliates at 65 colleges and universities in the United States and Canada. An NCBI Campus Affiliate consists of a representative cross-section of students, faculty, and administrators, trained by NCBI, to provide a pro-active response to discrimination and inter-group conflict on campus. The NCBI-trained team offers year-long leadership workshops that create a more inclusive campus environment. Participants in the team-led workshops acquire not only practical skills for shifting prejudicial attitudes, but they also learn how to become more effective allies for one another. The NCBI-trained team can also intervene when tough conflicts arise, either between campus groups or between the campus and the surrounding community.

## Starting an NCBI Campus Affiliate

A college or university becomes an NCBI Campus Affiliate by inviting NCBI to lead a three-day *Train-the-Trainer Seminar*. In this seminar, students, faculty, and administrators learn how to lead the award-winning *NCBI Prejudice Reduction Workshop* and the *NCBI Controversial Issue Process*.

The *NCBI Prejudice Reduction Workshop* is a one-day program that helps participants

- celebrate their similarities and differences,
- recognize the misinformation they learned about various groups,
- identify and heal from internalized oppression—the discrimination members of an oppressed group target at themselves and each other,
- claim pride in group identity,
- understand the personal impact of discrimination through the telling of stories, and
- learn hands-on tools for dealing effectively with bigoted comments and behavior.

The *NCBI Controversial Issue Process* helps individuals and groups move hotly contested issues forward by teaching how to listen first to the heartfelt concerns on all sides and then to reframe the debate in a way that builds bridges.

## Campus Support

Following the *Train-the-Trainer Seminar*, NCBI, in consultation with the sponsoring institution, selects a Campus Affiliate Director. The Affiliate Director leads the campus team and serves as the liaison with the NCBI National Office. The NCBI Campus Program Director, an experienced campus consultant, offers monthly telephone support and supervision to the Affiliate Director. Members of the campus team also receive ongoing training and support through monthly campus meetings as well as through NCBI's Annual National Campus Conference, where Campus Affiliates share resources and information on best practices.