

**ACS Diversity Campus Leadership  
Workshop Models Mini-Grant Final Report**

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Institution: Davidson College  
Title of Project: NCBI Pilot Training Program  
Dates of Project: March 17-18 2006  
Amount Awarded: \$1500.00

**Original Goals & Objectives**

1. To help faculty, staff, and students become better equipped to have difficult conversations that center around topics dealing with diversity.
2. The establishment of a pipeline of people who can facilitate those difficult discussions.
3. To provide an experience that would facilitate another level of collaboration between faculty, staff, and students.

The goals and objective were met through this program because several key people from the faculty, staff, and students ranks infected to affect change on the Davidson College campus. Many participants reported that they were challenged in ways that broke down the barriers that hindered them from leading out in the addressing of issues of diversity. Many also reported that through the program their passion for diversity was renewed enabling them to feel more comfortable about invoking change on our campus by challenging others. Since the program we have seen many of the participants at all levels more vocal on campus concerning issue of diversity.

**The evaluation was administered by the NCBI Trainers (see attached). Evaluation results were as follows:**

**Applicability to your life**

25% reported Good  
75% reported Excellent

**Time allotted for workshop**

6% reported Below Average  
13% reported Average  
69% reported Good  
13% reported Excellent

**Overall satisfaction with workshop**

31% reported Good  
69% reported Excellent

**Interest and enthusiasm**

6% reported Good  
94% reported Excellent

**Sensitivity to participant concerns**

6% reported Good  
94% reported Excellent

**Overall performance of facilitators**

12% reported Good  
88% reported Excellent

\* See attached for participant comments

**If this project were to be redesigned, there are a couple of things that would be done differently.**

1. It would be planned for early fall semester around the first two weeks of September. This would give us an opportunity to draw more students because it would take place at a time when students have not gotten too committed to other things on campus and in the community.
2. We would try to see if the program could be condensed into a one day program because it is very difficult to get Davidson students to commit to any program that lasts for more than a day.
3. If the program could not be condensed, we would look at taking it off campus and set up a retreat type environment. Through this change, we would draw more people and have a more captive audience.

We have not shared the results of this program with any other ACS institutions except for Furman University. (Idella Glenn was one of the Facilitators). We have shared this program with institutions and colleagues beyond ACS.

Short term, our next step is to try and get some people from our campus into a train the trainer workshop so that we can have an NCBI presence on campus. Long term, we would like to start a coalition of liberal arts colleges in North Carolina to share in the cost of starting a chapter of NCBI.

## NCBI Workshop Financial Statement

<b>Total budgeted</b>	<b>\$4300</b> (\$1500 awarded by ACS)
Facilitators	\$3000
Facilitator Lodging	\$500
Facilitator Meals	\$200
Participant meals	\$500
Workshop materials	\$100
<b>Actual Expenditures</b>	
Facilitators	\$3000
Facilitator Lodging	\$320
Facilitator Meals	\$167
Participant meals	\$612
Workshop materials	\$115
<b>Total Expenditures</b>	<b>\$4214</b>