



NCCJ VIRGINIA TRAINING PROPOSAL

Client:
University of Richmond
Richmond College & Westhampton College Deans Offices
August 18, 2006

NCCJ Virginia proposes a customized program to assist the Richmond College and Westhampton College Dean's Offices at the University of Richmond in their efforts to prepare Orientation Advisors, International Orientation Advisors, Pre-Orientation Advisors, and Resident Assistants for their work in the upcoming school year. The NCCJ Virginia customized training program will help these student leaders to foster a living environment of inclusion within the University of Richmond. More specifically, the training will help participants better understand their own identities and develop skills for managing inter-group and intra-group conflicts around diversity. Participants will leave the training session with skills and knowledge necessary to serve effectively in their respective roles with increased intention to improve inter-group relations throughout the University of Richmond community.

PROGRAM GOAL

Provide the knowledge and skills for Orientation Advisors, International Orientation Advisors, Pre-Orientation Advisors, and Resident Assistants to create more inclusive and affirming living communities and learning environments at the University of Richmond.

OBJECTIVES

By the completion of the training programs, student participants will:

1. Express an increased awareness of how attitudes, beliefs, behavior and language can impact the relationships among students at the University of Richmond
2. Have an increased understanding of the communication skills needed when working within a diverse community
3. Demonstrate an ability to intervene in an inter-group relations conflict as a result of skills learned in the program
4. Develop strategies to involve others in the process of increasing cohesiveness and inclusion of different groups at the University of Richmond

METHODOLOGY

NCCJ Virginia's customized training program will provide University of Richmond Orientation Advisors, International Orientation Advisors, Pre-Orientation Advisors, and Resident Assistants with an educational experience in diversity appreciation, prejudice reduction, and human relations skills. The training will utilize experiential activities, simulation exercises, case studies, and interactive discussions. Student participants will gain valuable skills involving problem solving, group dynamics, conflict management, inter-group and intra-group relations, and communication. Small group processing will allow for extended and more personalized learning, and more opportunities to identify and practice skills.

TRAINING DESIGN

5:00pm	Dinner, Pre-Evaluations, UR Introductions <i>[Alice Haynes Room, raised stage, theater style seating, 2 wireless microphones]</i>
5:15pm	NCCJ Virginia Welcome, Introductions, Norms
5:25pm	Split into 5 groups (to be determined by UR) and move to breakout areas <i>[45 chairs in circle, newsprint, markers, pens, nametags at each breakout space]</i>
5:35pm	<u>Small Group</u>: Exploring Personal Identity
6:00pm	<u>Large Group</u>: “Break the Cycle: Be the Change” Presentation <i>[Alice Haynes Room, same setup, easel/newsprint, markers]</i>
7:15pm	Break/Return to Breakout Groups
7:25pm	<u>Small Group</u>: Anticipating Challenges & Identifying Resources
8:15pm	<u>Small Group</u>: Responding to Challenging Situations (Role Playing)
9:00pm	Distribute & Complete Post-Evaluations
9:10pm	<u>Large Group</u>: Closure

CONFIDENTIALITY

NCCJ Virginia and the University of Richmond agree that any and all information related to this proposal and its activities is considered confidential and will not be shared or disclosed beyond the parameters of the proposal.