



**Office of Diversity/Affirmative  
Action and Compliance**

***Diversity Training  
Workshop Schedule  
2011 – 2012***

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***NOTE: Registration for each  
workshop is required.***

***Seating is limited, so if  
you are interested,  
please contact the  
office at 508-929-8117.***

## **Vision Statement**

Diversity of thought, academic tradition, and background, including gender identity and expression, religion, and racial and ethnic differences are vital to the success of a campus community. As we look to our future, our diversity will no doubt be our greatest strength as a nation. As a microcosm of the United States, and the world, Worcester State is committed to not only achieving greater diversity amongst its faculty, staff and students, but also the establishment of an inclusive and equitable community.

The launching of an inclusive and comprehensive diversity agenda at Worcester State is an ambitious process that will involve every segment of the community. Changing some and building on our past diversity efforts will be an inclusive and thought out process. Worcester State must fully embrace diversity as it looks to its future. Through this process, the Office of Diversity/Affirmative Action and Compliance will play a leading role in the creation of a campus climate that promotes the intellectual examination of experiences, perspectives and contributions of the various cultures and groups that make up the Worcester State community.

## **Our Commitment**

To maintain a campus environment and organizational culture that:

- Is diverse and respectful of diversity.
- Is indicative of the society and community that constitutes Worcester State's service area.
- Provides a climate conducive to the success of every student and employee, by valuing the uniqueness that Worcester State brings to the community.

## **Diversity Defined**

Diversity of thought, gender, race, ethnicity, nationality, age, socio-economic background, ability, sexual orientation and gender identity or expression, and religious belief is a compelling interest within higher education, and as such Worcester State is committed to an inclusive and vibrant campus community.

## **Diversity / Harassment Training Workshops**

A series of workshops are being offered by the Office of Diversity/Affirmative Action and Compliance to address key diversity/harassment issues across campus. Diversity initiatives such as these are known to improve the quality of an organizations workforce and can be a catalyst for a more inclusive community. We invite you to participate in these "dialogues" as we seek to understand the business imperative behind embracing diversity and educational imperative.

### **All Workshops take place at Noon - Fallon Room**

#### **Workshop 1: Title IX: Compliance: A Guide to Compliance** *Thursday, September 22, 2011*

Title IX prohibits discrimination on the basis of sex in all facets of education. Dr. Calvin Hill will discuss policies and the University's internal process. Learn about your rights and responsibilities under Title IX.

#### **Workshop 2: The Americans with Disabilities Act** *Thursday, October 20, 2011*

Fran Manocchio, Director of Disabilities Services, will discuss ADA law and reasonable accommodations. Take a closer look at policies, procedures, and requirements. Learn about Title I (employment) and Title II (public services).

#### **Workshop 3: Religion: Diversity & Accommodation** *Thursday, November 17, 2011*

This workshop is designed to increase awareness regarding religious beliefs and reasonable accommodations in an academic setting.

#### **Workshop 4: Sexual Harassment** *Thursday, February 16, 2012*

Recognize the different forms of sexual harassment, and behaviors that are deemed inappropriate. Learn about your rights as a University employee, policies, and procedures.

#### **Workshop 5: The Impact of Stereotyping & Prejudice** *Thursday, March 15, 2012*

Examine theoretical views regarding the origins of stereotyping cultures and religions, and the effects of communities.

#### **Workshop 6: Social Justice: Building a House for Diversity** *Thursday, April 19, 2012*

This workshop will define the meaning of social justice, and use a modern fable to have attendees explore their own sense of "agency".

**BYOL...Bring your own Lunch - We will provide cookies and soft drinks**