

Opening Doors Workshop

What makes *Opening Doors* different from other diversity training programs?

The *Opening Doors* model addresses the three critical elements necessary for creating change on diversity:

1. **Dissatisfaction** with the status quo,
 2. an inclusive and sustainable **vision** for what can be, and
 3. a **process** for getting there.
- There is a foundational belief that understanding differences in others as well as ourselves is a life-long learning journey. This supports the creation of a learning community. The experience each person brings is honored and participants are invited to share their wisdom and gain from the wisdom of others.
 - Diversity is explored through the range of human identities. Many other approaches address only one identity such as race or class, and others rank the relative importance of some identities over others. When people are able to see their own multiple identities, opportunities for growth increase dramatically.
 - *Opening Doors* offers the vision of partnership. Many diversity initiatives focus on what is, without also focusing on what can be. Without a vision of where we are headed, it is easy to get stuck examining our problems and never move forward. Throughout the workshop there is a focus on understanding the dynamics of power-over as well as strategies for transforming situations to one of power-with.
 - Finally, *Opening Doors* introduces a process for individual and institutional change.

The Opening Doors Diversity Project provides equal employment opportunity.

www.diversity-project.org

Facilitators

Kathy Castania is the former Project Director and co-founder of the national Change Agent States for Diversity project as part of the Cooperative Extension system. She spent 23 years as the NYS Migrant Education Multicultural Coordinator through Cornell U. Kathy has facilitated diversity workshops at both the National and State levels. She is the author of a series of articles on diversity and published a “training of trainers” curriculum for *Opening Doors* workshops in 2003. She has been training apprentices in the facilitation of this model for 13 years. Kathy holds a Bachelor’s in Education and a Masters in Intercultural Relations from Lesley University.

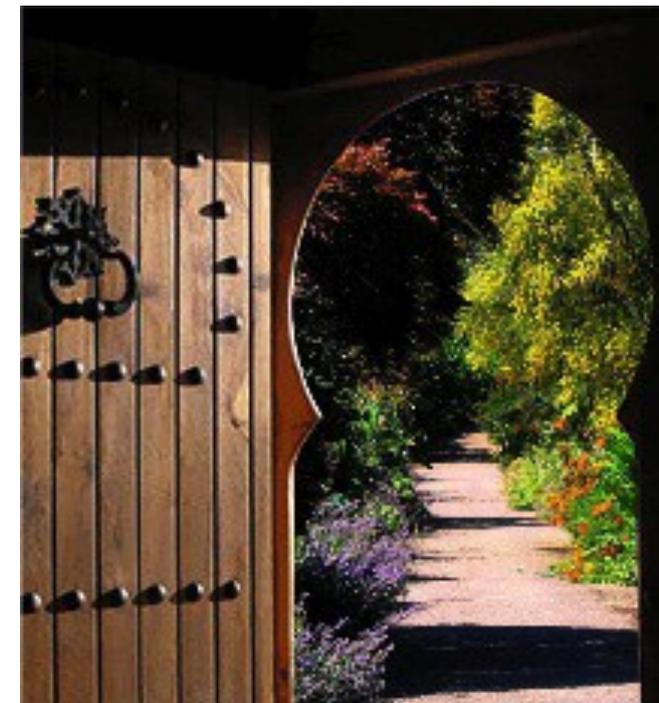
Betty García Mathewson is the Director of Opening Doors Diversity Project and the NYS Migrant Education, Professional Development & Inclusion Resource Center. Betty's primary area of expertise is systems change. Over the last 18 years she has led a range of diversity workshops and keynotes at the state, national and international level. She has been teaching apprentices, and providing individualized leadership coaching for the last 13 years. Betty holds a Bachelor’s in Social Theory Social Structure and Change and a Masters in Organizational Development.

Eduardo González, Jr. is a system wide Diversity Specialist with Cornell Cooperative Extension and a Youth Development Specialist with the Family and Youth Development program at Cornell University Cooperative Extension - New York City. As a Diversity Specialist, Eduardo assists staff, managers, administrators and their respective organizations in developing the awareness and skills needed to support and/or provide leadership in organizational change efforts on diversity. Eduardo holds a Bachelor's in Human Services, a Masters in Public Administration from Pace University and is a Cornell Certified Diversity Professional.

Maryellen Whittington-Couse is currently the Director of the Mid-Hudson Migrant Education Program and president of What Matters, a training and consulting firm. Prior to that she was the Assistant Director for the Opening Doors Diversity Project. Maryellen spent 12 years as the Director of a NYS regional Bilingual/ESL Technical Assistance Center. Maryellen has been facilitating *Opening Doors* since 2001. She has led a range of understanding differences and skills based workshops at the state, national and international level. Maryellen holds a Bachelor’s in Educational Studies, a Masters of International Administration from the School for International Training & is a Cornell Certified Diversity Management Professional.

Apprentices: The Opening Doors Apprentice Program focuses on developing lead facilitators of the *Opening Doors* retreat. Apprentices co-facilitate various components of the workshop.

Opening Doors: A Personal and Professional Journey



OPENING DOORS
Diversity Project

What is *Opening Doors*?

Opening Doors is a highly valued, research-based, three-day workshop designed to facilitate positive change on diversity within individuals and organizations. In the past 18 years, more than 1600 participants have benefited from the workshop. It utilizes a holistic approach, focusing on mental, social/emotional, and spiritual growth.

In the *Opening Doors* workshop participants will:

- increase their understanding of diversity by identifying and learning more about their own identity groups;
- develop a common language for talking about power, privilege and difference;
- examine how institutional and personal practices maintain inequalities among people and prevent us all from reaching our full potential;
- identify practical strategies for implementing and facilitating change collectively; and
- build alliances and networks.

Retreat Schedule

Opening Doors begins at 10 a.m. on the first day and concludes at 3 p.m. on the last day.

This is a three-day, two-night retreat.

Opening Doors Diversity Project Mission

To provide quality leadership, technical assistance, training and education that support all dimensions of diversity. Our partnership approach is distinguished by its vision, research base and its safe and expansive learning opportunities.

www.diversity-project.org

Who Would Benefit?

Everyone in your organization! *Opening Doors* is valuable to all employees as well as participants of your organization's programs. Past participants have come from education, government, human service and non-profit organizations. This mixture adds a dimension of diversity that brings much richness to the process.

What Past Participants Have Said:

"This was the most powerful and personally rewarding workshop I have ever attended." Rochester Teacher, 1991

"This workshop greatly expanded my understanding of how differences in race, gender, class, and age are reflected in personal, professional and institutional power relationships." Jane Mt. Pleasant, Associate Professor, Crop & Soil Science, Cornell U, 2000

"I now know that my journey has begun and I would like to say that this has been the most inspiring and fulfilling training I have ever attended. If I had to do it all over again, I would not hesitate for a moment." Regina Suárez, Section 8 Caseworker, ROI, NY Division, 2003

"Opening Doors is a powerful resource and impetus for diversity initiatives within CCE at the individual, team and organizational levels. Participants routinely identify it as a profound growth experience... that certainly was the case for me." Michael W. Duttweiler, Asst. Dir., Program & Professional Development, Cornell Cooperative Extension, 2006

"The Opening Doors Program was selected as a model for the College of Agricultural and Life Sciences. The training serves to best address the long-term systemic change process. Personally, I have found no better tool to accomplish this level of understanding than Opening Doors." Harvey Lineberry, Assistant Dean for Personnel, CALS, North Carolina State University, 2007

"Opening Doors levels the playing field; it shows that we are all in this together. It was challenging and it was non-threatening. We all got to see our part in it, both the oppressed and the oppressor." Gail Horton, Coordinator, Suffolk Migrant Education Outreach Project, 2008

"The most useful part was being given a framework and language to understand oppression, the communication and sharing with very engaged, committed and enthusiastic people ... for 3 days." Anonymous Participant, Migrant Rights Centre Ireland, 2009

Dedicated Retreats

Opening Doors begins at 10 a.m. on the first day and concludes at 3 p.m. on the last day. These three-day, two-night overnight retreats are typically scheduled from Wednesday morning - Friday mid-afternoon.

Your organization may sponsor an entire workshop of 15 – 24 participants or commit to 5 or more slots within a workshop. We will be happy to identify partners and dates collaboratively.

For more information contact

Betty García Mathewson

College at Brockport Research Foundation

350 New Campus Drive

Brockport, NY 14420

Phone: 585-395-5138

gmathews@brockport.edu

Research Foundation of SUNY