Facilitators

**Brenda Alston-Mills** served as the Associate Dean and Director for the Office of Diversity and Pluralism at Michigan State University. She lectures and has published on the topic of underrepresented groups and women in science. At NCSU with others, she examined curriculum transformation as it relates to diversity. She holds a Ph.D. in Zoology and is a Professor of Animal Science.

**Harvey Lineberry, II** serves as the Assistant Dean for the School of Medicine Human Resources at UNC at Chapel Hill. Harvey formerly served as the Assistant Dean for CALS Personnel at NCSU. He holds a B.S. in Business, an M.B.A. and a Ph.D. in Leadership Studies focusing on diversity as a leadership development tool at the CEO level.

**Bill Swallow** is a Professor Emeritus in the Dept. of Statistics. He is an ally and advocate for women, people of color, and has provided visible leadership for the gay, lesbian, bisexual, and transgender (GLBT) community on campus. He has an A.B. in Social Relations (a combination of psychology and sociology), an M.S. in Fishery Biology, and a Ph.D. in Biological Statistics.

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**Opening Doors Workshop**

All workshops are open and free to all county-based and campus-based NC State employees!

- **NC State Employees** $0
- **Non-Profit Employees** $500
- **Private Industry Employees** $700

Registration covers the cost of lodging, meals, training, materials, and use of the meeting facility.

**NC State Employees Please Register at:**
http://www.cals.ncsu.edu/openingdoorsworkshop

County funded Extension employees also attend free of charge. Please contact Ms. LaTosha Bradley (919-513-0739) so that she can register you in the system.

**Non NC State Employees:**
Please contact:
Ms. LaTosha Bradley (919-513-0739) to register and for payment details.

*Please make checks payable to NC State University.*
Partial Refund (50%) will only be granted for cancellations made within two weeks of workshop. Substitutions are allowable. No full refunds will be made.

*Please let us know if you have any accessibility or dietary needs.*

**CALS Office of Diversity Affairs:**
Lisa Guion Jones, Ed.D., CCDP/AP, CDP
Associate Director of Academic Programs and Assistant Dean for Diversity, Outreach, and Engagement
Professor of Agricultural and Extension Education
College of Agriculture and Life Sciences
opening_doors@ncsu.edu

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Sponsored by:

**NC State University**

Co Sponsored by:
Office of Diversity and Inclusion
NC State University
**What is Opening Doors?**

*Opening Doors* is an overnight three-day retreat that lays the foundation for personal and organizational growth. Through this workshop participants explore a framework that deepens their diversity awareness and enhances their ability to create inclusive organizations. This workshop addresses personal and professional change as part of an understanding differences initiative of multicultural organizational development.

In the Opening Doors workshop participants will:

- Increase understanding of diversity by identifying and learning more about our own identity groups;
- Identify personal feelings and experiences related to cultural and other differences among people;
- Examine how practices of institutions, as well as our own personal practices, maintain inequalities among people and prevent us all from reaching our potential;
- Develop a framework and common language in order to facilitate change collectively;
- Identify practical strategies for implementing and supporting change;
- Build alliances and networks

**Who Can Participate?**

Everyone in the NC State University organization! *Opening Doors* is beneficial to all employees including faculty, para-professionals, team leaders, support personnel, and administrators. Workshop participants represent a mixture of our organization. This combination of professionals adds a dimension of diversity that brings much richness to the process.

**Quotes from Past Participants:**

- “In listening and sharing our lives, our spirits, we came to realize, in many ways, we are not so different from one another.” Carolyn McNeil, Environmental and Molecular Toxicology, Office Assistant IV

- “This was personally a very illuminating experience for me. As an administrator, most interactions are from an empowered position. My eyes were opened to the perspective of the other person in the interaction and how I can serve as an ally and supporter. I am certain that this new opened view will stick with me for life.” Steven A. Lomme, William Neal Reynolds Professor and Assistant Vice-Chancellor for Research

- “The workshop was … a life-changing experience. I attended the workshop with an open mind to learn more about diversity and the willingness to make changes… I learned how my behavior affected others, many times hurting them without realizing it.” Vicky Merritt, North Central District, Administrative Associate

- “Opening Doors is one of the best workshops that I’ve ever attended. It is an opportunity to openly share and feel in a safe environment, what identities we have, and baggage we carry.” Jim Cowden, Rowan County Extension Director

- “Your program is instantly optimistic- when you look at social institutions as “constructed,” then right away there is the hope that that we can have an impact. If we can build it, we can tear it down.” Rebecca Zuvich, CALS Personnel, Campus Employment Manager

**Retreat Dates:**

All workshops are open and free to all county-based and campus-based NC State employees!

- September 10-12, 2014
- Eastern 4H Center
- Columbia, NC

**Retreat Location Address:**

Eastern 4H Center
Environmental Education Conference Center
100 N. Clover Way
Columbia, NC 27925

**Retreat Schedule:**

*Opening Doors* begins at 10 a.m. on Wednesday and concludes at 3 p.m. on Friday. Participants are expected to attend and stay overnight for the full workshop. Please call LaTosha Bradley (919-513-0739) if you have any questions.

**About the Eastern 4-H Center:**

From workshops, meetings, and conferences to team building and environmental programs, the Eastern 4-H Center is an exceptional facility. It offers a beautiful water-front setting, recreational opportunities and highly qualified staff. The picturesque setting, state-of-the-art conferencing capabilities, great dining, and comfortable accommodations add to the experience. The informal "get-away" location guarantees high productivity at the workshop while offering outstanding opportunities for reflection time in the gazebo or along the pier. Bird watching and nature trail walks have been offered immediately before or after the Opening Doors session for participants who wanted to enjoy those activities.