

**Pennsylvania Association
of Liaisons and Officers
of Multicultural Affairs
Eastern Regional Chapter**

**FIRST ANNUAL
PROFESSIONAL DEVELOPMENT
RETREAT**

**July 16-18, 2008
Lancaster, Pennsylvania**

PALOMA is the *Pennsylvania Association of Liaisons and Officers of Multicultural Affairs* (paloma represents the dove in Spanish, reflecting a symbol of peace). PALOMA is a network of multicultural affairs professionals in higher education within the state of Pennsylvania that provides support, advocacy, exchanges best practices in the field, provides joint programming, and collaborates and engages in research, assessment and continual renewal.

PALOMA was founded in the July of 2003 when over 40 professional from across Pennsylvania came together for a gathering of colleagues at Susquehanna University. Since then, there have been two summer conferences held to formalize the association. In 2004 the conference was hosted by Robert Morris University and in 2005 it was hosted by Arcadia University. Chapters have met in the western, central, northeastern, and eastern regions of the state.

Beginning in March of 2007, several representatives from higher education institutions in the Philadelphia area began to meet on a monthly basis and subsequently formed the Eastern Regional Chapter of PALOMA. We continue to seek the support and partnership of all colleges and universities throughout the region to forge a strong alliance.

Participating institutions in PALOMA East have included:



- Arcadia University**
- Cabrini College**
- Community College of Philadelphia**
- Drexel University**
- Eastern University**
- Haverford College**
- Kutztown University**
- La Salle University**
- Montgomery County Community College**
- Saint Joseph's University**
- Temple University**
- University of Pennsylvania**
- Ursinus University**
- Villanova University**
- West Chester University**
- Widener University**



In order to enhance our skills, extend our knowledge and solidify our network, this retreat will allow members to:

- *Gain advance knowledge in key areas related to the field*
- *Develop techniques, procedures and strategies that focus on tangible institutional needs*
- *Network with colleagues to develop extensive support systems and collaborations*
- *Exchange ideas on best practices in the field*

Fortunately, several colleagues from institutions in central and eastern Pennsylvania will also participate in this first of many professional development retreats. Thanks to all the organizers, workshop facilitators, and attendees for joining in this effort.

RETREAT SCHEDULE AND WORKSHOPS' DESCRIPTIONS

Wednesday, July 16

- 4:30-5:30 Registration - Grande III
- 5:30-6 Welcome - Tchet Dorman, PALOMA East Representative, Grande III
- 6-7 Dinner -- Grande III
- 7-8:30 Interactive Session - Common Ground - Tchet Dorman
- 9-11 Laserdome -- *All You Can Play Package*: Includes Unlimited Video Games, Unlimited Laser Tag, Laser Concert, Unlimited Virtual Arena featuring Halo 2, and 1 Soda

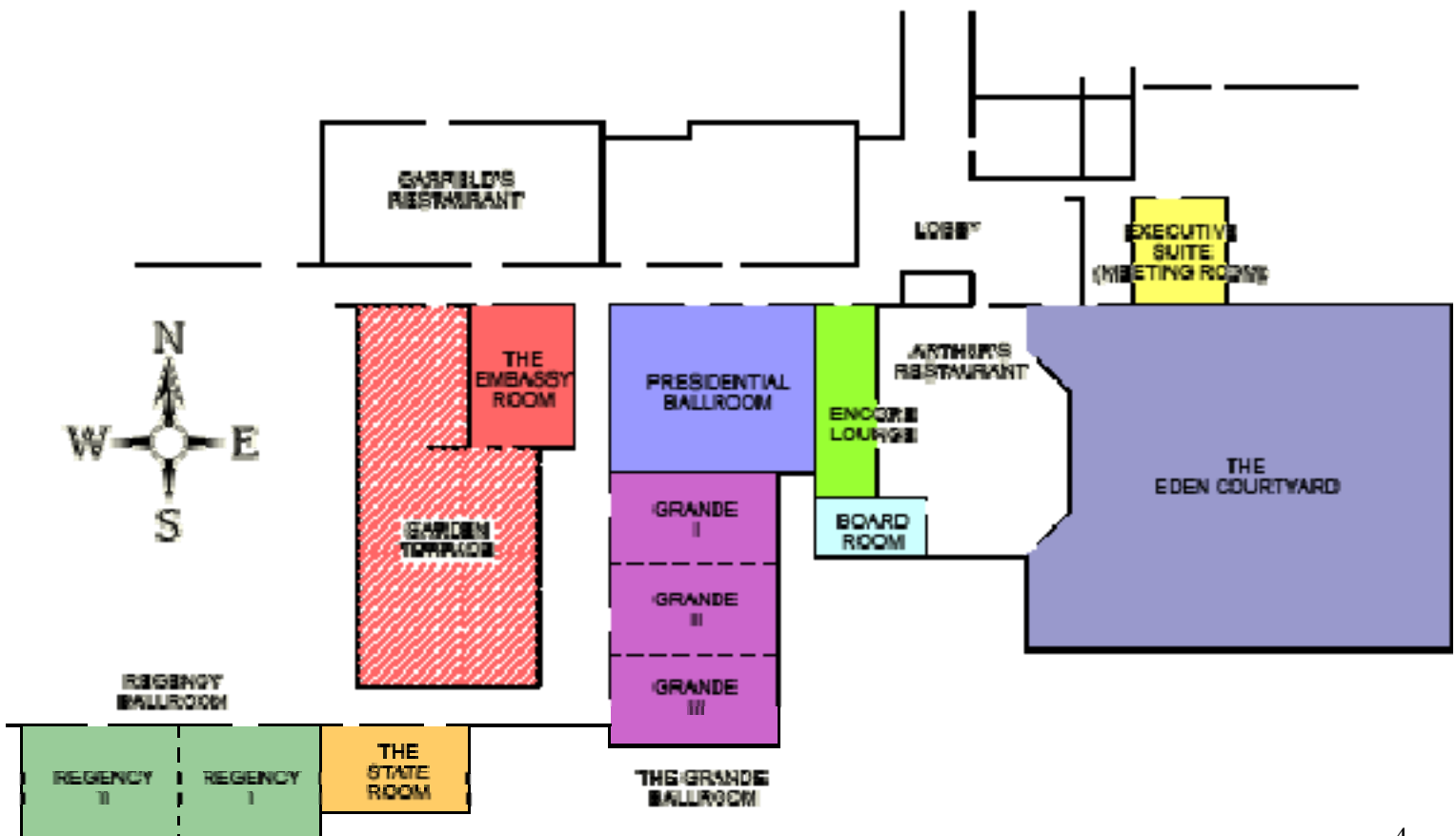
Thursday, July 17

- 7:30-8:30 Registration -- Grand Ballroom
- 8-8:30 Continental Breakfast - Grand Ballroom Pre-Function Space
- 8:30-9 Welcome - Brian Johnson - Manna Unlimited Motivations/PALOMA Founder -- Grand Ballroom
- 9-11:30 Breakout sessions
 1. Creating a Diversity Plan - Facilitators: Dr. Tiffenia Archie, Temple University; James Felton, Lebanon Valley College - Grande I
 2. Innovative Campus Programming Strategies - Walidah Justice, Villanova University - Grande II
 3. Multicultural Affairs 101: Training for New Professionals to the Field - Facilitator: Rochelle Peterson - Grande III
- 10:15-10:30 Mid-Morning Break - Refreshments -- Grand Ballroom Pre-Function Space
- 11:30-1 Lunch - The Eden Courtyard
- 1-2:30 Interactive Activity - *What's Race Got to Do With It?* - Walidah Justice, Villanova University
- 2:30-5:30 Breakout sessions
 1. Creating a Diversity Plan - Dr. Tiffenia Archie, Temple University and James Felton, Lebanon Valley College - REPEAT - Grande I
 2. Minimizing Resistance to Institutional Diversity - Facilitator: Rosalie Rodriguez, Juniata College - REPEAT - Grande II
 4. Strategies for Responding to Campus Hate and Bias - Tchet Dorman and Rhonda Brown, Temple University - Grande III
- 3:45-4 Mid-Afternoon Break -- Refreshments -- Grand Ballroom Pre-Function Space
- 6-8 Dinner in Plain & Fancy Farm Restaurant, Lancaster
- 8-10 Social Activities/Networking - The Embassy Room

Friday, July 18

- 7:45-8:15 Registration -- The Embassy Room
- 8-8:30 - The Embassy Room
- 8:30-9 Welcome - James Felton and Rosalie Rodriguez, PALOMA Central Representatives -- The Embassy Room
- 9-11:30 Breakout sessions
 4. Strategies for Responding to Campus Hate and Bias - Tchet Dorman and Rhonda Brown, Temple University - REPEAT - Grande I
 5. Minimizing Resistance to Institutional Diversity - Facilitator: Rosalie Rodriguez, Juniata College and Brian Johnson, Manna Unlimited Motivations - Grande II
 6. Archie Bunker's Neighborhood - Michelle Meekins-Davis, Widener University and Jackie Irving, Eastern University - Grande III
- 11:30-12 Wrap/Closing Session - Cherlyn Rush, LaSalle University-- Grand Ballroom
- (LUNCH NOT PROVIDED AS PART OF RETREAT)

EDEN RESORT FLOOR MAPS



DESCRIPTION OF WORKSHOPS

The workshops are intended to provide in-depth analysis of a major issue impacting multicultural affairs professionals. While the facilitators will provide benchmark data and best practices, each participant will be encouraged to share their own analysis, ideas, examples and perspectives to further the knowledge of the all participants. Additionally, each workshop will be structure to provide participants to development practices, standards, models, and procedures which can be applied to their campus and professional standards.

Creating a Diversity Plan - Facilitators: Dr. Tiffenia Archie, Temple University and James Felton, Lebanon Valley College

Description: Diversity planning is crucial to achieving a goals and objectives. In an era where strategic planning is commonplace, creating a plan is critical to advancing institutional diversity initiatives. This workshop will provide a framework for creating your own diversity plan.

Facilitators: **Dr. Tiffenia Archie** is the Director of Faculty Recruitment and Retention for the Office of Multicultural Affairs at Temple University. She formerly served as the Assistant Academic Dean at Albright College in Reading, Pennsylvania. She earned a Bachelor of Arts in Psychology and Sociology from Albright College and a Ph.D. in Sociology from Temple University. **James Felton** is the Director of Multicultural Affairs at Lebanon Valley College. Previously, Mr. Felton was the Director of Multicultural Affairs at Elizabethtown College. He also held administrative and adjunct instructor positions at The Office of the Chancellor for the Pennsylvania State System of Higher Education, Harrisburg Area Community College, and the University of Wisconsin-Green Bay. Mr. Felton earned his B.A. degree in Psychology and his M.S. degree in Educational Administration from Western Maryland College, and is presently earning his Ph.D. in Administration and Leadership Studies at Indiana University of Pennsylvania.

PLEASE BRING: Your institution or office diversity plan, strategic plan, mission statement or any other document that would help you develop your plan within this workshop.

Minimizing Resistance to Institutional Diversity - Facilitator: Rosalie Rodriguez, Juniata College and Brian Johnson, Manna Unlimited Motivations/CAMPUSPEAK

Description: Is there a campus community where there is not significant resistance to diversity among the faculty, staff or students? How does the resistance impact multicultural affairs professionals mentally, physically, spiritually and financially? This workshop will allow participants to share their strategies for reducing the resistance from the top, middle and bottom, as well as outline tangible examples of how to survive and thrive in academia.

Facilitators: **Rosalie Rodriguez** is the Special Assistant to the President at Juniata College. She earned a bachelor's degree in Biology and Communication in 2001 and has been working at her alma mater since that time. Currently, Rosalie is the chair of several committees including Central PALOMA Intercampus Social Justice Retreat and the Juniata College Diversity Committee. She serves on the executive board of directors of Hunting House, a local shelter for battered spouses and is a member of PALOMA, NAME, and PA-NAME. **Brian C. Johnson** is the founder and chief motivational educator for Manna Unlimited Motivations, specializing in diversity education. He is also an adjunct professor of film studies, teaching courses in American film and culture. Having earned both the bachelors' and masters' degrees in English from California University of Pennsylvania, Johnson has completed all coursework towards the doctor of education at Nova Southeastern University in the field of children, youth, and family studies. He is a nationally known speaker and is a member of the speakers' team for CAMPUSPEAK. His first book, *Reel Diversity: A Teacher's Sourcebook* (with Skyra Blanchard) will be published in December 2008 by Peter Lang Publishing.

Multicultural Affairs 101: Training for New Professionals to the Field - Facilitator: Rochelle Peterson, Perceptions Unlimited, LLC

Description: This session will address approaches to the three major areas of responsibility that frame the work of Multicultural Affairs professionals in higher educational institutions and how to BALANCE IT ALL: Multicultural Education for the campus community; Advocacy and support for groups of students/staff historically underrepresented and/or targeted in higher education communities; and, leadership in creation and restoration of a welcoming and safe campus climate for all constituents related to racial, religious, ethnic, gender, class, sexual orientation, national, and other targeted identities. Learn successful and not so successful strategies the presenter and colleagues have implemented over the past 20 years in higher education. Participants will also have the opportunity to receive coaching for their specific immediate concerns.

Facilitators: **Rochelle Peterson** has been speaking, consulting, training, and coaching since 1992. She is an Independent Consultant and Trainer for Perceptions Unlimited, LLC. She is the former Assistant Dean for Multicultural Affairs at Arcadia University.

Strategies for Responding to Campus Hate and Bias - Tchet Dorman and Rhonda Brown, Temple University

Description: Nig*&^! Bit#@! Fa*! These are all words that challenge the civility on college campuses. Participants in this workshop should bring a list of the various ways that students, faculty and staff have fostered hate and bias overtly and covertly. This workshop will review the state and federal laws intended to safeguard are communities from hate and explore the various ways campuses have responded to situations where the law doesn't provide protection because of free speech. This workshop will allow participants to share successful strategies for creating community in the midst of hate.

Facilitators: **Tchet Dereic Dorman** presently serves as the Director of Student Services in the Office of Multicultural Affairs at Temple University. He has held several other administrative positions in higher education, including Director of Multicultural Affairs at Lebanon Valley College (Annville, PA) and Albright College (Reading, PA). He has also taught at several colleges including Philadelphia University; Temple, Community College of Philadelphia, and Harrisburg Area Community College. He is presently the President of the Pennsylvania chapter of the National Association for Multicultural Education. He is the recipient of the 2007 Multicultural Educator of the Year Award from the NAME.

Rhonda Brown is the Associate Vice President for the Office of Multicultural Affairs at Temple University. She formerly served as the first director of the Office of Institutional Equity at the University of Notre Dame; was assistant to the president and affirmative action officer at the College of the Holy Cross, and assistant to the president at Albright College. Before she began her career in university administration, Rhonda was a legislative assistant at the U.S. Department of Consumer and Regulatory Affairs and an attorney at Moffitt and Jones in Alexandria, Va.

PLEASE BRING: Your institutions bias response process, recent incidents of harassment based on race, sex or sexual orientation, and your institutional policies related to harassment. Also bring a list of individuals you think should be a part of a bias response team.

Innovative Campus Programming Strategies - Walidah Justice, Villanova University

Description: Lectures, films, discussions...we've tried them all. This workshop is focused on participants sharing unique programming approaches that bring together a broad spectrum of participants with lasting impact. Of special interest during this session will be the use of videos and the nationally-renowned intergroup dialogue program. Please bring a list and/or clips of your favorite videos to this session.

Facilitators: **Walidah Justice** has worked at Villanova University as the Assistant Director of Student Development for Leadership in the Office of Student Development, Assistant Director for Student Outreach and Diversity Programming in the Office of Multicultural Affairs, and as the Assistant Director/Coordinator for Multicultural Recruitment in the Office of University Admission. She will soon begin a new position at Temple University as an Associate Director in the Office of Multicultural Affairs.

PLEASE BRING: Any innovative campus programming ideas that others can benefit from. Also bring videos that were useful during programming.

Archie Bunker's Neighborhood - *Michelle Meekins-Davis, Widener University and Jackie Irving, Eastern University*

Description: Archie Bunker's Neighborhood is an interactive experience used by hundreds of colleges around the country to help participants examine the social construction of various forms of discrimination and its impact on those with privilege and those without privilege. ABN is particularly helpful for those seeking to deepen empathy for those targeted by discrimination and provides an excellent example for those seeking to gain another experiential activity to teach multicultural education.

Facilitators: **Michelle Meekins-Davis** is the first Director of Multicultural Student Affairs at Widener University. She is also the former President of the Tau Delta Omega Chapter of Alpha Kappa Alpha Sorority. **Jackie Irving** works at Eastern University in several capacities including but not limited to Multicultural Student Advisor, Career Counselor, Academic Advisor and Adjunct Faculty.

Hotel Facilities

The Best Western Eden Resort boasts two pools, a tropically landscaped indoor pool area complete with a whirlpool spa and a magnificent outdoor freeform pool. Plus we offer a refreshing children's wading pool.

- [Fully equipped 24-hour fitness center with dry sauna](#)
- [Lighted tennis court](#)
- [Basketball](#)
- Shuffleboard
- Whirlpool
- Safe walking and fitness trail nearby
- Game room for kids of all ages
- Children's playground
- Several nearby championship golf courses
- Pay per Nintendo™ games
- Pay-per-view movies
- Wireless and wired Hi-Speed Internet access
- Executive Business Center available 24 hours
- Internet kiosk available 24 hours

RETREAT REGISTRANTS

First Name	Last Name	Institution	Position Title	E-mail Address	Work Number
Cassandra	Aguilar	Ursinus College	Assistant Director, Multicultural Services	caguilar@temple.edu	610-409-3719
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Walidah	Justice	Villanova University	Assistant Director, Leadership	walidah.justice@villanova.edu	610-519-4214
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PALOMA EAST MEETING SCHEDULE 2008-2009

- August 7 Ursinus College
- September 12 Eastern University
- October 24 LaSalle University
- November 21 Temple University
- December 12 University of Pennsylvania
- January 30 Arcadia University
- February 27 Villanova University
- March 27 Widener University
- April 24 Swarthmore College
- May 22 St. Joseph's University
- June 10-13 2nd Annual Professional Development Retreat

First Annual PALOMA East Social Justice Retreat

Friday, September 26 to Sunday, September 28, 2008

Retreat Description: The Intercampus Social Justice Retreat is sponsored by a consortium of colleges in southeastern Pennsylvania who have been working together to bring their students and staff together to better understand multiculturalism and diversity. The retreat is designed to educate students about the concepts of social justice, multiculturalism and leadership through the exploration issues of oppression and privilege, develop contacts and support networks across campuses, and develop skills to be an ally to many different groups. This year's retreat will include approximately 100 students from Villanova University, Temple University, Eastern University, Widener University, Ursinus College, Saint Joseph's University, LaSalle University, Haverford College and the University of Pennsylvania.

Retreat Location: Sheraton Harrisburg Hershey 4650 Lindle Road, Harrisburg, PA 17111.

Registration: Cost per student is \$180. Deposit of \$500 due by August 15. Final payment is due September 15. Please make checks payable to Temple University, Office of Multicultural Affairs, 1913 N. Broad Street, Philadelphia, PA 19121. Temple University TIN: 23-1365971.

Schedule

Friday	September 26, 2008
6:00pm – 7:00pm	Check into Hotel
7-10:30pm	Opening Session
7-7:15	Welcome and Introductions
7:15-7:45	Dinner in Hotel– School Exchange
7:45-8:45	Hello...My Name Is (Icebreaker) Description: Most of us are not strangers to wearing a name tag that reads “Hello, My Name Is...” when we enter a new situation or meet new people. This exercise puts a twist on this commonplace activity. Participants will be asked to wear “nametags” that represent major dimensions of their social identities including race, gender, sexual

	orientation, socioeconomic class, and religion. There are multiple purposes for this activity: a) student introductions, b) exploring multiple identities, and c) understanding how we make meaning of our lives based upon our identities.
8:45-10:30	Privilege Walk -- privilege walk provides a great opportunity to explore issues of privilege, power and oppression, as participants move forward or backward based on their responses to questions related to various dimensions of social identity.
10:30pm-12 am	Free Time: Swim, Relax, Play Games
1am	Bed/Lights Out

Saturday	September 27, 2008
8am-9:15 am	Breakfast in Hotel
9:30-11:30am	Plenary Session: <ul style="list-style-type: none"> • <i>Archie Bunker's Neighborhood</i> (A day in the life of...)
11:45am-12:30 pm	Lunch in Hotel
12:30 pm	Workshop--<i>The Social Justice Imperative</i> <ul style="list-style-type: none"> • An intensive workshop in recognizing and dealing with oppression in its many manifestations <p>I. Introduction: Why are we here and what is our objective (10 min) Tchet Dorman, Temple University</p> <p>II. Levels of Oppression Exercise -Walidah Justice, Villanova University (30-45 min.)</p> <p>a. An exercise developed by the University of Maryland that allows participants to be able to identify and differentiate the many systems of oppression.</p> <p>III. Manifestations of Oppression – Tchet Dorman, Temple University (45min)</p> <p>a. Selection of movie clips that exemplify the aforementioned systems of oppression. Clips may include: Crash, Tough Guise, What's Race Got to Do With It?, Last Chance for Eden, etc.</p> <p>b. Identifying Microaggressions (Tiffenia Archie, Temple University)</p> <p>IV. Small Group Break out (1 hour)</p> <p>a. 4 small groups digestion of topics</p> <p>V. Steps to Deep Sensitivity (30 min- 45 min)</p> <p>a. A model and exercise for how understanding yourself and what you as a dominant group member bring to the social justice imperative.</p>
5:00-6:00 pm	Break
6:00-8:00 pm	Dinner -- Off-Site
9:30 pm-11:00 am	Laser Tag/Skating
11pm-1am	Free Time

Sunday	September 28, 2008
8:00 -9:00am	Breakfast in Hotel <i>*Please note bring all items to final session to prepare for check-out</i>
9:30-11:30am	Developmental Process-Moving from Oppressed/Oppressor to Liberator/Ally <p>a. An exercise that help students identify models of identity development, where they fit in the process and how they can use support of each other to move along the continuum.</p>
11:30am-12:30pm	Reflections & Closing Remarks- <ul style="list-style-type: none"> • Taking it Back to Campus • SJR Evaluation
12:30-1:30pm	LUNCH



**11th Annual Conference
 Pennsylvania
 Chapter of NAME
 April 3-4, 2009
 Juniata College
 Huntingdon, PA**

**Keynote Address by
 Victor Lewis**



**catalytic leader of "Color of Fear" and
 internationally recognized anti-apartheid activist**

**Performance of
 Platanos and Collard**



**Sabrina Sojourner
 1st Lesbian elected to Congress,
 activist and poet.**

**Conference Theme:
 SUSTAINING
 JUSTICE!**



www.temple.edu/omca/sss/panamehome.htm



**TEMPLE UNIVERSITY
IS A PROUD SPONSOR OF THE
*1st ANNUAL PALOMA EAST PROFESSIONAL
DEVELOPMENT RETREAT***

Located in historic Philadelphia, Temple University is a major teaching and research university, known for its celebrated faculty, quality academic programs and diverse student body.

Temple University's **Office of Multicultural Affairs** offers services for the entire Temple Community.

-STUDENT MENTORING & LEADERSHIP DEVELOPMENT

Committed to creating a campus community that is dedicated to numerical, intellectual and interactional diversity.

-PROCUREMENT & BUSINESS RELATIONS

Functions as the resource for increasing and improving partnerships with female and minority-owned businesses.

-FACULTY RECRUITMENT & RETENTION

Maintains responsibility for attracting and retaining women and faculty of color at all levels of the institution.

-AFFIRMATIVE ACTION COMPLIANCE & INVESTIGATION

Investigates complaints of discrimination/unlawful harassment and assures compliance with nondiscrimination/affirmative action laws and regulations.

**TEMPLE UNIVERSITY
OFFICE OF MULTICULTURAL AFFAIRS**

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