



Making public schools great for every child

KANSAS NATIONAL EDUCATION ASSOCIATION / 715 SW 10TH AVENUE / TOPEKA, KANSAS
66612-1686

RE: KNEA Diversity Training Program— State Diversity Training Cadre

Dear Applicant:

With this letter are the application materials for the KNEA Diversity Training Cadre. Please read the enclosed materials CAREFULLY. The deadline for receipt of applications is **January 16, 2012**. Applications received after that date will not be considered. No exceptions will be made.

Diversity cadre trainers serve a three (3) year term. Trainers work in teams of two and conduct two to three trainings per year. Diversity training sessions are conducted in 2-hour blocks, 4-hour blocks, and all-day blocks. Diversity cadre trainers are not paid for their work, although KNEA reimburses actual expenses in connection with the training, including hotel, meals, and mileage. Additionally, KNEA can reimburse the school district for substitute pay for Diversity trainers when on assignment with the cadre. KNEA does not reimburse salary.

A selection committee will review all applications and select the finalists for the cadre. All applicants will be notified of the committee's decision by **May 1, 2012**.

Finalists will be required to attend a Training of Trainers (TOT) session, **July 15- 21, 2012**. The KNEA Diversity Cadre will be selected from the finalists who successfully complete the TOT. KNEA will cover hotel, mileage, and meals associated with attending the Training of Trainers session. Please do not apply if you are unable to attend the **entire** TOT.

If you have any questions or need any additional information, please contact Peg Dunlap, peg.dunlap@knea.org

Thank you for your interest. We look forward to receiving your application.

KNEA Diversity Training

Diversity is the sum of the many ways that people are alike and different, both individually and as groups. Diversity embraces all of our individual differences and similarities and enhances our work and school environments so that everyone is welcomed, recognized, valued, and appreciated for contributions.

Because KNEA recognizes the value of diversity in classrooms, the workplace, and society at large, KNEA offers a series of Diversity Training Seminars to local affiliates on request.

KNEA delivers diversity training to its members through a cadre of peer trainers—members training members. Our diversity curriculum consists of four basic sessions, which can be delivered separately or together.

Module Descriptions

Understanding Diversity: In this seminar, participants will be introduced to an interactive process that will help them to better understand the language and imagery of diversity in light of the changing demographics of American society. As well as the importance of diversity to NEA's history and philosophy. Participants will also explore the primary and secondary dimensions of diversity, the attitudes they can spawn, and the infinite ways that people are different.

Developing Cultural Identity: Socialization is the process through which people learn about themselves, others, and the world. This seminar explores the intricate nature of the socialization process. Participants will examine models that explain how we learn about our own culture and the cultures of others. With the aid of interactive exercises, participants will better understand how the values, beliefs and self-concepts they harbor affect the way they think, behave, and make assumptions about people who are different. Participants also will learn how the absence of information—the silent teacher—can contribute to assumptions, even bigotry, about the status and entitlements of people who are different.

Reacting to Differences: We value people who are different based on what we know or believe to be true. As a consequence, the treatment that we extend to others is rooted in perceptions, values, and beliefs about them and their entitlements. Such treatment often results in emergence of privileged and oppressed groups, or more simply but in a workshop exercise, the creation of “insiders” and “outsiders.” In this seminar, a video is sometimes presented to trigger critical thinking about prejudice, power, and entitlement. The “hot buttons” activity will help participants to identify things that people say and do that make them angry or annoyed. Many of these things will be stereotypical; others will be subtle. Participants will be guided through a discussion of how they respond to their “hot buttons” being pushed and how they would like to respond in the future.

Valuing Diversity: In this seminar, participants will examine and discuss how we can gain “diversity competence” as individuals and organizations as we move along a continuum toward fully accepting diversity. Participants also discuss how achieving diversity work fits into their own goals and the goals of the Association, their school and their school district. It provides participants the means of developing a plan to maximize the impact of their diversity work.

**KNEA
DIVERSITY TRAINING PROGRAM**

**APPLICATION BOOKLET
FOR THE
KNEA DIVERSITY TRAINING CADRE**



A program of
Kansas NEA
715 SW 10th Avenue
Topeka, KS 66612
www.knea.org

KNEA DIVERSITY TRAINING CADRE CADRE TRAINER APPLICATION

The KNEA Diversity Training Cadre is part of a state peer-to-peer training program for KNEA members. This cadre provides diversity training to members at state, local, and regional training events, seminars, and conferences.

We envision that trainers will span the spectrum of diversity, in terms of race and ethnicity, gender, and sexual orientation as well as membership categories.

Cadre members serve a three-year term. Cadre members are not paid for their services. They are, however, reimbursed for travel-related expenses. Additionally, KNEA can reimburse the school district for substitute pay for Diversity trainers when on assignment with the cadre. KNEA does not reimburse salary.

INSTRUCTIONS

Members desiring to become Diversity cadre trainers should submit the following:

A completed application form.

No additional information or documentation should be forwarded with the application, unless specified on the application form.

The name and contact information for three

references from individuals, excluding relatives, who have knowledge of the applicant's qualifications as a trainer. One of the three references must be an officer or staff member of the applicant's state, UniServ or local association.

A written statement detailing the applicant's reasons for applying for the diversity cadre.

Mail or Fax application forms to KNEA so that they are received on or before **January 16, 2012**.

Applications received after the deadline date will not be considered. No exceptions will be made.

Mail or fax the application materials to:

**Peg Dunlap
KNEA
715 SW 10th Avenue
Topeka, KS 66612
Fax: 785-232-6012**

ELIGIBILITY AND SELECTION CRITERIA

KNEA invites your application if you meet the following criteria:

- a proven track record in training adult learners;
- experience and/or knowledge of the Association;
- strong oral and written communication skills;
- strong interpersonal skills;
- ability to work as a team member;
- sensitivity and appreciation of diversity;
- exposure to diversity and social justice issues and literature;
- Education and/or training in social justice, diversity, cultural competence, or related subjects (desirable)

ADDITIONAL REQUIREMENTS

Applicant must have:

- active KNEA membership;
- application submitted by deadline;
- favorable references;
- availability to deliver two to three trainings annually.

A selection committee will review applications and select approximately 20 finalists. All finalists will be required to attend a 7-day Training of Trainers (TOT) session scheduled for **July 15- 21, 2011**. **Final selection of the cadre will be determined after the TOT.**

If you cannot participate fully in the Diversity Training of Trainers session, please do not apply.

APPLICATION AND SELECTION SCHEDULE

November 1, 2011 – January 16, 2012: Applications Accepted

March 1, 2012: Semi Finalists Identified

March 1 – April 1, 2012: Telephone or Skype Interviews with Semi-Finalists

May 1, 2012: Notices sent by email to all finalists with invitation to attend the Training of Trainers (TOT)

May 15, 2012: Finalists confirm acceptance to Training of Trainers event

July 15 -21, 2012: Training of Trainers Session for Finalists Conducted

August 15, 2012: Cadre Selection Completed. Notification of status mailed to all Finalists; Selected Trainers Receive Certification

KNEA DIVERSITY TRAINING PROGRAM

Cadre Trainer Application

APPLICANT INFORMATION

Full Name: Last: _____ First: _____ Date: _____

Address: Street Address _____ Apartment/Unit # _____
City _____ State _____ ZIP Code _____

Home Phone: () _____ Work Phone: () _____

E-mail Address: _____

Ethnicity: American Indian/Alaska Native Tribal Affiliation: _____
 Asian
 Black
 Hispanic
 Native Hawaiian or other Pacific Islander
 Caucasian

Gender: Male Female

Membership Category: K-12 ESP Higher Ed Retired Student

Your Education level: High School
 Vocational/Certified on-the-job Training
 College or University
 Graduate
 Post Graduate
 Other (including military)

Specify your fluency in languages in addition to English:

State Association: _____
Print full name of state association

Local Association: _____
Print full name of local association

KNEA DIVERSITY TRAINING PROGRAM

Cadre Trainer Application

EMPLOYMENT

Please list current position

Employer: _____ Phone: () _____
Address: _____ Supervisor: _____
Job Title: _____ Dates of Employment: _____
Responsibilities: _____

REFERENCES

Please list three professional references

One of the three references must be an officer or staff member of your state, UniServ or local association

1. Full Name: _____ Relationship: _____
Company: _____ Phone: () _____
Address: _____
Street Address City State ZIP Code
Email Address: _____

2. Full Name: _____ Relationship: _____
Company: _____ Phone: () _____
Address: _____
Street Address City State ZIP Code
Email address: _____

3. Full Name: _____ Relationship: _____
Company: _____ Phone: () _____
Address: _____
Street Address City State ZIP Code
Email Address: _____

KNEA DIVERSITY TRAINING PROGRAM

Cadre Trainer Application

TRAINING EXPERIENCE

Please list training experiences in which you were the trainer (List only experiences with adult learners)

1. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

2. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

3. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

4. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

5. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

BACKGROUND IN SUBJECT MATTER

Please list educational courses, training experiences, or workshops on diversity, social justice, cultural competence, or related topics in which you were the participant or student.

1. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

**KNEA DIVERSITY TRAINING PROGRAM
Cadre Trainer Application**

2. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

3. Type of Training: _____ Year: _____

Sponsor: _____

Description: _____

ASSOCIATION EXPERIENCE

Please list Association positions held, with most recent first. Include volunteer, appointed, and elected positions.

1. Position: _____ Year: _____

Association: _____

2. Position: _____ Year: _____

Association: _____

3. Position: _____ Year: _____

Association: _____

4. Position: _____ Year: _____

Association: _____

KNEA DIVERSITY TRAINING PROGRAM

Cadre Trainer Application

APPLICANT STATEMENT

In the space below, please share your thoughts about the following topics:

Please print or type. If typed, use font size no smaller than 12 point type. If necessary, you may attach one additional sheet (no more than one.)

1. State why you want to be a member of the KNEA Diversity Training Cadre.
2. In our selection process, one goal is to include the broadest range of diversity, e.g., race, ethnicity, sexual orientation, gender, regional/geographical distribution, KNEA membership categories, etc.
QUESTION: How would your participation on the diversity cadre contribute to that goal? (Example: Do you bring a particular perspective on diversity issues? Have you made a significant contribution to a primary interest group?)

**KNEA DIVERSITY TRAINING PROGRAM
Cadre Trainer Application**

DISCLAIMER AND SIGNATURE

*If I am selected as a finalist the KNEA Diversity Training Cadre, I agree to attend an initial Training of Trainers session to be held **July 15-21, 2012**.*

I understand that final cadre selections will not occur until after the July 15-21, 2012, Training of Trainers event.

I certify that my answers are true and complete to the best of my knowledge.

If this application leads to my selection for the KNEA Diversity Training Cadre, I understand that false or misleading information in my application can result in my release.

Signature: _____ Date: _____

Please mail OR FAX the application to:

Peg Dunlap

KNEA

715 SW 10th Avenue

Topeka, KS 66612

Fax: 785-232-6012

ALL APPLICATIONS MUST BE RECEIVED BY MONDAY, JANUARY 16, 2012