

**really?** You can change the script.



### *“Really?” Campaign*

## Anti-Discrimination Response Training (ART) Workshop Facilitator

### Position Description

#### **“Really?” Program Mission:**

“Really?” is an innovative program which aims to promote respect for diversity and fosters greater intercultural competency. We encourage individuals to become active witnesses in the UBC community and beyond by responding to discriminatory comments or stigmatizing situations. “Really?” is more than just a campaign name, it is also a word that a bystander can use to disrupt a hurtful conversation or behavior.

#### **ART Workshop Facilitator Position Description:**

We are looking for a team of 15 ART Workshop Facilitators to help us build an inclusive learning and living environment at UBC. The role of the ART Workshop Facilitator is to increase student awareness and understanding of issues surrounding diversity and intercultural understanding. They will do this by instilling among individuals the confidence and skills needed to respond to discrimination. By facilitating ART workshops throughout the year, they will empower members of the UBC community to intervene when they witness comments or behavior that targets others on the basis of differences in race, ethnicity, gender, sexual orientation, language, ability, age, nationality or any other distinction.

#### **Involvement Commitment:**

1. Maximum of **10 Hours per month** from **October 2014 – April 2015**  
→December, April and some other months will be less time intensive.  
→Community of Practice times
2. Mandatory **training** on the weekend of **October 4 & 5, 2014.**

#### **Qualifications:**

- Public speaking skills
- Ability to foster an inclusive environment and welcoming atmosphere
- Ability to establish connections with diverse individuals
- Openness to self-reflection and critical thinking
- Sensibility to confidentiality
- Ability to work in a team and learn from others
- Interest in mediation, facilitation and community building
- Enthusiastic about promoting anti-discrimination, intercultural understanding and inclusivity
- Willingness to be challenged and face difficult situations and conversations

## **Enrichment Opportunities:**

- Learning how to empower others
- Expanding your professional network
- Making a profound impact on the UBC community.
- Joining a community of leaders working in a dynamic environment
- Developing valuable skills in workshop facilitation and community building
- Receiving recognition as an Anti-Discrimination Response Training (ART) Workshop Facilitator

## **Functions and Responsibilities:**

1. Facilitate Anti-Discrimination Response Training workshops for different groups and constituencies.
2. Attend team meetings to debrief and for continued development opportunities.
3. Represent the "Really?" Campaign at UBC and elsewhere where appropriate. .
4. Develop new approaches and strategies to educate the UBC community about diversity and intercultural understanding.
5. Assist in promoting the "Really?" Workshops across campus.
6. Participate in the training of new students in second term.

## **Training:**

ART workshop facilitators will be provided with Anti-Discrimination Response Training (ART) to ensure a baseline and common ground of knowledge essential to the work they will be doing. The training session will take place on Saturday, October 4 and Sunday, October 5, 2014.

## **Application Process:**

Please submit a letter of interest and resume to [intercultural.u@exchange.ubc.ca](mailto:intercultural.u@exchange.ubc.ca) by **5pm Monday September 22, 2014**. Any questions can be directed to [intercultural.u@exchange.ubc.ca](mailto:intercultural.u@exchange.ubc.ca).