

## **KHC/CERRU Undoing Bias Fellowship:**

### **Undoing Bias one Dialogue at a time**

*CERRU is a diversity education center that provides nonviolent communication tools to bridge social differences to create a more equitable society*

*– CERRU mission statement*

*To use the lessons of the Holocaust to educate current and future generations about the ramifications of unbridled prejudice, racism, and stereotyping.*

*-- KHC mission statement*

ABLEISM, RACISM, NATIONALISM, CLASSISM, SEXISM, HETEROSEXISM, TRANSPHOBIA, ISLAMOPHOBIA, ANTISEMITISM are all founded upon systems of bias. Have you wondered about the history of inequality in the United States, its origins and how it relates to you? The Undoing Bias fellowship seeks to introduce students to the systems of bias that have historically separated and divided people and produced inequality.

We believe that this generation of leaders must develop the tools to effectively engage with diversity, which includes engaging with bias. For Spring 2018, the Kupferberg Holocaust Center (KHC) at Queensborough Community College will work in collaboration with the Center for Ethnic, Racial, & Religious Understanding (CERRU) at Queens College. Together we will select a group of 10 students who are committed to learning how to confront the challenges of a diverse world. KHC/CERRU Fellows enter a semester-long program in which they learn how to engage diversity using dialogue. All meetings will take place at the KHC unless otherwise indicated.

Fellows learn how to have difficult conversations and how to transform *personal bias and conflict*. Fellows will learn and practice the following skills:

- Tools to undo personal bias
- Gain shared language and understanding of inequality
- Tools to engage in difficult conversations
- Tools to facilitate non violent conversations

Fellows are expected to make a serious commitment to the program.

## **Attendance**

We will be monitoring your attendance throughout the program. It is your responsibility to sign in at all sessions in a timely manner. It is your responsibility to let us know at the beginning of each semester if there are any scheduling conflicts. Meetings, trainings, and events usually take place during free hour.

Each semester, you will be expected to attend the following:

- Semester kick-off trainings (two-day workshop)
- Attend 90% of all meetings
- Attend one KHC event on campus to learn more about an unfamiliar group or issue

## **Paper**

- At the end of the semester, you are required to write a two page paper reflecting on your experience in the program.

## **Stipend**

Fellows who fulfill all of the above expectations will receive a stipend of \$360 at the end of the semester. Fellows who do not fulfill **all of** the above expectations will not be eligible for a stipend. Fellows are responsible for keeping track of their attendance and reserving their attendance. Consistent attendance helps build a strong group rapport and allows for deeper friendships and learning. Please understand that lack of attendance combined with lack of communication indicates to us that a fellow is not committed to the fellowship. In such a case, we will unfortunately have to terminate their participation in the fellowship.

## **Practical benefits:**

More than ever, today's employers are looking for people who can effectively engage diversity. Employers from the non-profit to the business sector are looking for people who can listen, practice empathy, who are self-aware and sensitive to difference.

Other benefits of participating in the **KHC/CERRU Dialogue Fellowship:**

- Students gain more self-awareness and ability to speak effectively about themselves and others
- Students will learn to be mindful of important deadlines and goals
- Students have access to other exciting internships and volunteering opportunities
- Can receive recommendation letters to aid in college and job applications

**To Apply:**

- Complete and submit the following application via e-mail to Dr. Dan Leshem, KHC Executive Director at [khc@qcc.cuny.edu](mailto:khc@qcc.cuny.edu) by **November 30th**. Phone interviews will be conducted the week of December 4th.

*“Education either functions as an instrument which is used to facilitate integration of the younger generation into the logic of the present system and bring about conformity or it becomes the practice of freedom, the means by which men and women deal critically and creatively with reality and discover how to participate in the transformation of their world” -Paulo Freire*

**KHC/CERRU Dialogue Fellowship Application**

Along with this application, please include a resume and copy of your school and/or work schedule for the spring semester.

**Name:** \_\_\_\_\_

**Mailing Address:** \_\_\_\_\_

**PGP (preferred gender pronoun) He /she /ze / they / other:** \_\_\_\_\_

**Ethnicity:** \_\_\_\_\_

**What semester are you currently at in your studies?** \_\_\_\_\_

**Email:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Major(s):** \_\_\_\_\_

**What do you wish you could study:** \_\_\_\_\_

\_\_\_\_\_

**What is your expected date of graduation?** \_\_\_\_\_

**What are your major life and career goals?**

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**What's the last book or film that impacted you and why?**

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**What things do you love to do and/or think about?**

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Please answer the following questions in a paragraph or more:

**1. How would you describe your ability to listen to statements and information that are contrary to what you believe/think?**

**2. Give an example of your willingness to learn more about other ethnic, racial, or religious groups.**

**3. Do you feel that you have helped someone develop more understanding of others? Describe your experience.**

**4. What do you hope to gain from participating in this fellowship? How would this fellowship serve you in your future endeavors?**

**5. Describe your understanding of bias? What is your relationship to this term?**