



SISTERS of CHARITY
FOUNDATION
OF SOUTH CAROLINA

Learning Academy

Diversity and Inclusion: Building Bridges to Understanding

Philosophy

As good stewards, it is the desire of the Sisters of Charity Foundation of South Carolina to provide a diverse population of nonprofit organizations addressing poverty in South Carolina with the opportunity to expand their skills and knowledge and enhance educational access, while cultivating personal and organizational responsibility and capacity.

The purpose of the Foundation's Learning Academy is to leverage training and educational opportunities for the capacity building needs of multiple nonprofit organizations in the state of South Carolina.

The Learning Academy strives to develop intentional individuals and organizations who are empowered, informed and responsible, provide learning environments that integrate emerging trends and innovation and promote continuous learning.

Who Should Apply?

This workshop is appropriate for anyone who is open enough to speak frankly about their lack of understanding when it comes to people who are different than they are. That would be everyone! Those who attend should also be willing to make necessary changes in their beliefs and behavior as a result of what they learn.

About the Workshop

Tuesday, September 28 from 10 a.m. - 4 p.m.

Sisters of Charity Foundation of South Carolina Office

Participants of this workshop will explore the need for and advantages of a diverse work environment. Understanding differences among individuals and groups is paramount in achieving the highest level of productivity and pleasure in a job. Understanding diversity and inclusion requires research, discussion and open minds. Participants will engage in thoughtful conversation and exercises that challenge their current thinking about people who are different than themselves. Topics of race, gender, religion, age, sexual orientation, culture, physical abilities and socio-economic status will be addressed in this workshop. Come prepared to learn about others, but more importantly, yourself.

About the Facilitator:

Betty M. Parker

Betty Parker is the owner of Sharper Development Solutions, Inc., a training company in Columbia, SC that specializes in leadership and management skills training. Betty is a career sales professional with 23 years in the business. However, since she began training in 1998, she has enjoyed the interaction she gets when discussing ideas that help people perform better on the job.

Betty is the author of *Waging War on Fear: Strategies to Overcome a Scary World*. She is a native of Louisiana where she earned a bachelor of arts degree in Broadcast Journalism from Louisiana State University.

To allow more interaction and learning opportunities, each workshop is limited in size.

Participation in the workshop is determined by a selective process.

The selection process requires the submission of a completed application form for each person seeking attendance. Please mail, fax or e-mail your application to Katrina Spigner at the Sisters of Charity Foundation of South Carolina:

2711 Middleburg Drive | Suite 115 | Columbia, SC 29204
o: 803.254.0230 | f: 803.748.0444 | kspigner@sistersofcharitysc.com

**APPLICATION DEADLINE:
September 10, 2010**

Applicants will be notified of decisions
September 15, 2010.



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Name _____

Current Position/Title _____ Years with Organization _____

Organization _____ Age of Organization _____

Address _____ City _____ State _____ Zip _____

Phone _____ Fax _____ E-mail _____

Does your organization have a 501(c)3 nonprofit status? ___ Yes ___ No

How did you hear about this workshop? _____

Brief overview of the work of the organization _____

Organization's Mission _____

Operating Methods (A brief explanation of how the organization works.) _____

Annual Operating Budget _____

Geographical Spread (The counties in which the organization is active, the presence of regional offices, the number of staff employed and the headquarters location.) _____

How does your organization (through mission or project) address poverty in South Carolina? _____

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Part I. Questions

If you had to apply percentages to your current workforce, how diverse is it?

Does your organization actively address diversity as part of the culture or is it largely ignored?

Does your organization currently have a diversity initiative in place?

How diverse is your leadership team?

Does the makeup of your organization mirror the community of people you serve?

What would you like to have addressed in the workshop that would benefit you personally in the areas of diversity and inclusion?

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