



## TERP ALLIES PROGRAM

**TERP Allies** is an interactive theater workshop created by the UMD ADVANCE Program. The workshop goals are to increase awareness of the biases that emerge in everyday work settings (offices, hallways, meetings) among faculty, staff, and students. It is designed to show participants how we can all become better at recognizing biases and microaggressions as they occur and become allies to mitigate or change the harm they cause.

**During each workshop**, we engage participants in discussion of vignettes derived from real higher education settings. Facilitators and non-professional, volunteer actors (UMD faculty, staff, and students) use humor and the arts as a way to open up discussions about how we all can be better allies when these issues arise to make our work environments more inclusive. Participants leave the session with four or more strategies to use as they see biases emerge.

### VOLUNTEER AS AN ACTOR

Volunteer actors in Terp Allies workshops include UMD faculty, staff, and graduate students. Actors are not required to have a performance background. Rather, we look for actors who have a sense of humor, energy, and a commitment to improving equity in the academic work environment. Actors participate in Terp Allies workshops throughout the year based on their availability. There is no expectation that actors memorize lines or do any physical stunts!

### SCHEDULE A WORKSHOP

Workshops last about 1 hour and should be scheduled at least two months prior to the intended workshop date, so ADVANCE can recruit the non-professional actors who perform during the workshop. TERP Allies has now performed in many colleges, departments, and programs and is best suited to audiences of 20 or more and who represent diversity in terms of gender, race/ethnicity, rank, and employment status.

Note: In light of COVID-19, Terp Allies is currently working on an online module. Please contact ADVANCE for more information.



**CONTACT:** To volunteer, schedule a TERP Allies workshop, or for more information, please contact Dawn Culpepper, ADVANCE Faculty Specialist, at [dkculpep@umd.edu](mailto:dkculpep@umd.edu)



## WHAT ARE THE GOALS OF THIS WORKSHOP?

The goals of this workshop are to: (a) Increase awareness of the prevalence and implications of social bias, especially in higher education, group work settings; (b) Identify strategies and actions that individuals can take to respond to social bias as it happens; (c) Use interactive theater methods as a fun and engaging way to empower and grow the # of bystanders; and (d) Enhance workshop participants self-efficacy in and commitment to bystander/ally interventions.

## WHO IS THIS WORKSHOP INTENDED FOR?

Terp Allies primarily works with academic units (departments, colleges, and schools) and groups of faculty and graduate students. We currently do not offer workshops for undergraduate students or undergraduate classrooms.

## WHAT IS COVERED IN THIS WORKSHOP?

The Terp Allies workshop examines the ways in which social bias and microaggressions can emerge in group work settings such as in meetings, hallways, or shared office space, and discuss how we as allies can intervene when these situations arise. The workshop is not intended to address one-on-one interactions or interactions that occur off-campus.

TERP Allies does not focus on sexual harassment and/or assault as related to Title IX policies; discrimination as related to protected class; hate speech; workplace bullying; or other elements of bias or discrimination protected by relevant university, local, state, or national laws. TERP Allies is **not** a substitute for training by the OCRSM on sexual harassment and mandatory reporting or workshops by the Office of Diversity and Inclusion. The workshop is complementary to other institutional and departmental initiatives aimed at structural reform promoting equity. We are happy to discuss whether the program meets your unit's individual training needs.

## WHAT DO PEOPLE SAY AFTER ATTENDING THIS WORKSHOP?

*"I appreciated seeing our [department] community collectively engage in reflecting on these issues, I have had conversations with individuals or small groups, but doing this collectively was important."*

*"I appreciate the skit and how the time was taken to discuss how we would address various bias that we saw."*

*"The review after issues and the role-play was excellent; it was great stimulating, helpful, [and] engaging dialogue."*

**During this workshop, we draw from prior work by Stephanie Goodwin, Director of Faculty Development and Leadership at Wright State University.**

**Carmen Balthrop, Professor of Voice in the UMD School of Music and ADVANCE Professor for ARHU, serves as the coach and advisor for the Terp Allies project.**