Diversity Plan
Division of Student Affairs

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Table of Contents

Diversity Committee Members.............................................................................................................3
Executive Summary...............................................................................................................................3
Division Mission Statement (Relating to Diversity)...........................................................................4
Diversity Action Items, Goals, Initiatives, and Strategies.................................................................4
Trend Data and Analysis.......................................................................................................................?
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Committee Members
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- Amber White, Graduate Assistant, Office of Multicultural Student Services
- Carl Nelson, Student Government Administrative Affairs Chair, Black Student Union Rep
- Maxwell Gold, President of Hillel
- Diane Docis, Sexual Assault Education and Prevention
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Executive Summary

As a division, we live and breathe diversity in our daily work. This is evident through the strong participation of members on this committee. Various areas within Student Affairs were represented on this Diversity Planning Committee, including area heads/coordinators, hall directors, and several graduate assistants. Most importantly, the undergraduate student voice was present through the insight of some of our great student leaders at UT. Together, this provided creative and meaningful insight into where the Division of Student Affairs is and should be in terms of diversity planning.

It began with a Mission Statement (with five overarching goals) and ended with several strategies and action items for us as a division to carry out. The approach consisted of identifying the different ways in which Student Affairs supports and reflects diversity. We examined student diversity, staff diversity, and everything in the middle. Through the hard work of the committee and in meeting with the division’s department/office heads, this Diversity Plan has become a strong voice and commitment for the Division of Student Affairs. It is ever changing and reflective of our commitment to serving the needs of diverse student populations and staff.
Division Mission Statement (Relating to Diversity)

Diversity is a word/concept that means a variety of different things to many different people. For The Division of Student Affairs, diversity means respecting and embracing differences, promoting cross-cultural learning, and providing a sense of togetherness. Diversity is a core value that we carry with us in our daily work of serving students. By investing strongly in diversity and the whole person, we seek to provide a safe learning and social environment for students.

Through interdepartmental and campus collaboration, The Division of Student Affairs strives to empower students by celebrating their uniqueness, offering education and outreach, developing support systems, and providing diverse programming opportunities that advocate for the entire student body.

Goal 1—Offer personal and professional development opportunities for students and staff.
Goal 2—Value individual diversity.
Goal 3—Challenge students to experience diverse programming/initiatives.
Goal 4—Provide guidance for students by creating and maintaining effective support systems.
Goal 5—Establish a visible departmental staff presence for all DSA Programming efforts.

Diversity Action Items, Goals, Initiatives, and Strategies

Goal 1—Offer personal and professional development opportunities for students and staff.

Provide more diversity-related trainings, webinars, and workshops.

Action Items

1. Incorporate a core diversity piece that explores various areas of diversity into the annual Student Leadership training for Student Organization Presidents.
   a. Accountability—Jessica Merritt (OSI), Cecilia Rivera (Greek Life)
      ✓ Fall 2011
2. Train the Hall Directors and Paraprofessional Staff on how to confront issues of diversity within the residence halls.
   a. Accountability—Dr. Alana Malik (ORL)
      ✓ Completed each July/August
3. Reestablish SAFE SPACE Training for all campus entities, holding at least two to three trainings a year.
   a. Accountability—Fatima Pervaiz (OMSS), LGBT Advisory Board
      ✓ Yearly
4. Bring STOP the HATE Train the Trainers to campus.
   a. Accountability—Michele Martinez (DOS)
      ✓ Spring 2012
5. Hold division-wide webinars and an annual Diversity Training for both student organizations and staff.
   a. Accountability—The Office of Equity and Diversity (Dr. Kaye Patten Wallace), Michele Martinez (DOS), Fatima Pervaiz (OMSS)
      ✓ Yearly
6. Report annually on staff member’s contributions/support of diversity through the Performance Management Plan (PMP) process.
   a. Accountability—All DSA Department Heads/Supervisors
      ✓ Spring 2011 (Yearly)
      ✓ Completed in Residence Life, at least one diversity goal in all PMPs

   ➢ Assessment Measures
      Evaluations, Surveys, Verbal/Written feedback

Have diversity-themed resources available for students and staff.

   ➢ Action Items

7. Offer and update (yearly) diverse literature and/or a library of resources for students. Establish a checkout process.
   a. Accountability—Sabina Elizondo-Serratos (OMSS)
      ✓ Fall 2011

8. Distribute tangible resources to DSA departments.
   a. Accountability—Sabina Elizondo-Serratos (OMSS)
      ✓ Spring 2011

   ➢ Assessment Measures
      Verbal feedback

Enhance our student and staff representation at diversity-related conferences.

   ➢ Action Items

9. Continue to offer traditional (Black Issues Conference) and create new (Leadership Development Conference) conference opportunities for students.
   a. Accountability—Michele Martinez (DOS), Jeff Witt (OSI, Recreation), Sabina Elizondo-Serratos (OMSS), Fatima Pervaiz (OMSS)
      ✓ February 2011 and ongoing

10. Encourage staff members to attend community-based, institution-based, and national professional development opportunities such as the National Coalition Building Institute Training, the Out & Equal Summit, NAHLS, the Creating Change Conference, NCORE, the Social Justice Training Institute, etc. in lieu of going to their typical yearly conferences.
   a. Accountability—All DSA Department Heads
      ✓ Completed

   ➢ Assessment Measures
      Evaluations, Verbal feedback

Goal 2—*Value individual diversity.*

The dignity and worth of individuals from all socio-cultural backgrounds will be recognized, cherished, and honored within a community that celebrates the uniqueness of the individual.

   ➢ Action Items

11. Allow all students the opportunity to share their personal heritage, talk about life experiences, and tell their story. Take an interest in a student’s personal development.
   a. Accountability—All DSA staff
      ✓ Completed
12. Continue to put on and celebrate all heritage month efforts, i.e. Hispanic Heritage Month, Disability Awareness Week, LGBT History Month, Native American History Month, Black History Month, Women’s History Month, etc.
   a. Accountability—Sabina Elizondo-Serratos (OMSS), Fatima Pervaiz (OMSS), All DSA staff
      ✓ Completed

13. Produce tangible resources and safe places of worship for students.
   a. Accountability—Michele Martinez (DOS), Tom Trimble (SU), Jo Campbell (ORL)
      ✓ Some already exist; Spring 2011

   a. Accountability—Michele Martinez (DOS), Tom Trimble (SU), Jo Campbell (ORL)
      ✓ Some already exist; Fall 2011
      ✓ Established in the central office of Residence Life

15. Establish gender neutral housing on campus.
   a. Accountability—Jo Campbell (ORL)
      ✓ Fall 2011—completed on a case-by-case basis for students making this request
      ✓ Working with SG and RSA on a student survey

Goal 3—Challenge students to experience diverse programming/initiatives.
   Offer programs/initiatives that are diverse in nature, inclusive of all student populations, etc.
   Action Items

16. DSA departments will reassess current programming efforts; thereby ensuring programs are inclusive of all student populations.
   a. Accountability—All DSA Department Heads
      ✓ Fall 2011

17. Develop Living Learning Communities that appeal to various majors and student populations by interest.
   a. Accountability—Jo Campbell (ORL)
      ✓ Completed
   b. Exploration of an African American LLC with an academic component—Accountability – Marcus Dawson

18. Hall/Community Directors and Resident Advisers will put on specific, small and large-scale programming geared towards celebrating diversity.
   a. Accountability—Dr. Alana Malik (ORL)
      ✓ Completed
   b. Fall 2011, Regional Of the Month winner, cultural dinner in Carter Hall
   c. Fall 2011, program series A Day in the Life, Parks Tower

19. Expand group exercise classes that have a cultural framework.
   a. Accountability—Jeff Witt (OSI, Recreation)
      ✓ Fall 2011

20. Partner with the UT Cultural Ambassadors on large-scale programming, i.e. Unity Day and Music Fest.
a. Accountability—Jeff Witt (OSI, Recreation)
   ✓ Spring 2011
   ✓ Completed

➢ Assessment Measures
   ❖ Evaluations, Surveys, Verbal/Written feedback

 Increase student organization participation at DSA Programming.

➢ Action Item
   21. Develop and maintain a House Cup Challenge competition, which tracks student organization attendance at DSA Programs.
      a. Accountability—Jessica Merritt (OSI)
         ✓ Fall 2011

➢ Assessment Measures
   ❖ Sign-in sheets, Verbal feedback

 Encourage student organizations to reach diverse populations of UT students and community members.

➢ Action Items
   22. Provide student leaders with open space opportunities for programming by assisting them with their scheduling needs and allowing for yearly reservations of rooms, glass cases, etc.
      a. Accountability—Jeff Witt (OSI, Recreation), Jessica Merritt (OSI),
         ✓ Completed
   23. Support multicultural-centered organizations through collaborative programming and the co-sponsorship of events.
      a. Accountability—All DSA Department Heads and staff
         ✓ Completed
   24. Promote students programming on and off campus.
      a. Accountability—All DSA staff
         ✓ Completed
   25. Further develop existing partnerships between fraternities/sororities and their philanthropic causes/organizations, i.e. Boys and Girls Club, Children’s Miracle Network, Push America, Sparrow’s Nest, etc.
      a. Accountability—Cecilia Rivera (Greek Life)
         ✓ Fall 2011
   26. Help students to create new partnerships with UT community members and organizations.
      a. Accountability—All DSA staff
         ✓ Completed

➢ Assessment Measures
   ❖ Verbal/Written feedback

 Encourage students to participate in diverse study abroad and service learning experiences.

➢ Action Items
   27. Provide ample study abroad opportunities for students.
      a. Accountability—Dr. Sammy Spann (OAE)
         ✓ Completed
28. Promote study abroad and service learning opportunities across DSA departments.
   a. Accountability—Dr. Sammy Spann (OAE)
      ✓ Completed

➢ Assessment Measures
   ❖ Evaluation/Reflection pieces, Verbal feedback

Goal 4—*Provide guidance for students by creating and maintaining effective support systems.*
   ➢ Connect multicultural-centered student organizations (BSU, ISA, LSU, Spectrum, etc.) to Student Affairs offices.
   ➢ Action Item

29. Link multicultural-centered student organizations to professional staff.
   a. Accountability—Sabina Elizondo-Serratos (OMSS), Jessica Merritt (OSI)
      ✓ Completed

➢ Assessment Measures
   ❖ Verbal/Written feedback

Establish individual/group/couple counseling and outreach programs/initiatives that target specific diverse student populations.
   ➢ Action Items

30. Create a joint partnership between OMSS and the Counseling Center.
   a. Accountability—Sabina Elizondo-Serratos (OMSS), Dr. Stanley Edwards (Counseling Center)
      ✓ Fall 2011

31. Produce stress management workshops and/or specialized group discussion sessions for multicultural-centered student organizations.
   a. Accountability—Dr. Stanley Edwards (Counseling Center)
      ✓ Fall 2011

32. Develop peer mentoring initiatives that support multicultural student development.
   a. Accountability—Michele Martinez (DOS), Sabina Elizondo-Serratos (OMSS), Fatima Pervaiz (OMSS)
      ✓ Completed

33. Generate a concise sanctioning guide that educates students on the importance of diversity-related issues.
   a. Accountability—Tracci Johnson (OSC), Mary Martinez (ORL)
      ✓ Fall 2011

34. Provide space and diverse programming for commuter students.
   a. Accountability—Brandon Gaddy (Commuter Services)
      ✓ Completed

➢ Assessment Measures
   ❖ Evaluation, Survey, Verbal/Written feedback

DSA staff members will come together to serve on advisory boards that support diverse student populations and their development.
   ➢ Action Item
35. Encourage participation on DSA Advisory Boards/Committees (Disabilities Awareness, Greek Life, Inter-Faith Council, LGBT, Multicultural Student, Parent and Family Weekend, etc.).
   a. Accountability—All DSA Department Heads
      ✓ Fall 2011
      ✓ Updated committee list distributed at July 2011 retreat

➢ Assessment Measures
   ❖ Verbal feedback

Goal 5—Establish a visible departmental staff presence for all DSA Programming efforts.
   36. Send all flyers and publicity out to departments at least two weeks in advance.
      a. Accountability—All DSA staff
         ✓ Spring 2011

37. Utilize Collegiate Link for student organization publicity and as a resource for students.
   a. Accountability—Jessica Merritt (OSI)
      ✓ Completed

➢ Assessment Measures
   ❖ Verbal/Written feedback

Encourage all DSA staff members to attend heritage months, multicultural programming, etc.

➢ Action Items
38. Create an agenda topic like “Multicultural Programming” for weekly staff meetings.
   a. Accountability—All DSA Department Heads
      ✓ Spring 2011
      ✓ Beginning in August 2011 for Residence Life

39. Have continuous updates/additions via the master database containing DSA events.
   a. Accountability—Angie Green (Recreation)
      ✓ Completed

➢ Assessment Measures
   ❖ None needed

Trend Data and Analysis (To Be Located in Appendix...Division specific MS Excel spreadsheets available on Diversity Plan web site, http://www.utoledo.edu/diversity/resources/college_div_plans.html)

Note: Completed and approved diversity plans will be submitted for upload to the Diversity Web Site.