



Diversity Plan

Division of Student Affairs

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Second Residence Life Update (12-5-11)

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Diversity Committee Members

Chairperson

- Matthew Perry
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Committee Members

- Cecilia Rivera, Greek Life Coordinator, Greek Life
- Jordan Edelman, MacKinnon Hall Director, Office of Residence Life
- Alexis Blavos, ATOD Prevention Specialist, ATOD Prevention
- Nadea Khorbotly, Graduate Assistant, Office of Student Involvement
- Jose Rosales, Graduate Assistant, Rocket 2 Rocket
- 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
- Bradley McDermitt, President of Spectrum UT

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*
✓ Fall 2011
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
 14. Increase gender neutral bathrooms on campus.
 - 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
- Assessment Measures
- ❖ Verbal/Written feedback

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.

- 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.*

- ✚ Provide staffs/offices with publicity ahead of time.
 - Action Items
 - 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.