University of Minnesota Duluth
Division of Student Life

Report to the Campus Change Team
Unit: Student Life Change Team
Date: May 14th, 2013

Members of the Student Life Change Team, Spring 2013
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Jana Doering
Joel Sanderson
Joie Acheson Lee
Julie Westlund
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Pamela Merzowski
Sheewin Pananookooln
Shinay Rasmusson
Thelmy Maldonado

Officers
Joie Acheson Lee, Chair
Christopher Davila, representative to the Campus Change Team

The Student Life Change Team meets every other week on Wednesdays on campus. Members continue to tell their story about "how they came to be here," in keeping with the 2012 UMD campus theme. The SL Directors Team identified six areas to develop goals and one of those areas is Cultural Competence, and rather than form a separate group to propose goals in that area, the Directors requested that SLCT take on this task and become the "SL Goal Group for Cultural Competency."

UMD Student Life Strategic Plan (see attached for SL vision, values, mission and goals)
Goal Area 2 – Cultural Competence
2.1 Provide and promote education, resources, and training opportunities on equity, diversity and social justice for the division's staff and students.

2.2 Infuse co-curricular programming and services with components that create engaging cultural competence learning opportunities for students.

The following goals were identified for this specific Goal Area 2.
### Student Life Change Team Goal 1

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<thead>
<tr>
<th>Mapping to University Goals</th>
<th>Mapping to Student Life Goals</th>
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Implement "Student Life Inclusive Allies" project. Raise awareness of Goal 2 within the division of Student Life by having staff/students sign a pledge (or similar) to be an Ally for inclusiveness. Once signed up and trained, they will have a visual representation (decal) of this commitment on display in their workspace.

- The main purpose of this is to communicate updates and training to SL staff on a monthly basis.
- Ann Tommerdahl continued to produce this newsletter. The rest of the committee forwarded relevant information/content to Ann.
- See attached example of Inclusive Ally December mailing

### Student Life Change Team Goal 2

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Develop an accessible and visible web calendar of Goal 2 campus activities.

- This was researched and was determined that it is not possible, as it’s campus-wide and is out of our control. Inclusive Allies, which is in our control, serves as a means of communication instead.

### Student Life Change Team Goal 3

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Develop policy and procedures for inclusive holiday celebrations on the UMD campus.

- On December 7th, 2012 the SLCT sent out a Holiday Survey to all SL staff. (See attached for letter and Holiday Survey)
- The results of the survey were very valuable and the SL Holiday Subcommittee spent the Spring semester trying to come up with a set of guidelines or policy that would be specific to the SL unit.
- With little success it was decided to meet over the summer and review the results of the survey as a group and invite Akiko to join us to help us draft guidelines. The goal is to
review the guidelines through the IDI (Intercultural Development Inventory) lens.

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<tr>
<th>Student Life Change Team Goal 4</th>
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<th>Mapping to Student Life Goals</th>
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<tr>
<td>Proposal to SL Directors to increase SL staff interest in participating in equity, diversity and social justice continuing education opportunities (including incentives and allows for release time for employees to pursue opportunities.) Draft 1 of proposal attached.</td>
<td>2, 6</td>
<td>4.3, 6.1, 6.2</td>
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- Expectations regarding Goal 2 have been included in Directors’ annual evaluations and are also a part of their employees’ annual evaluations.

- On November 27th, 2012 the Student Life Change Team received a $4,000 Unit Change Team Grant
- All members took the IDI (Intercultural Development Inventory) and had an individual session. Each Change Team member received a personalized IDP (Intercultural Development Plan.)
- The team met for a 3 hour retreat focusing on capacity building and working on
  - Helping to identify a successful communications strategy for Goal Two activities and trainings across Student Life and
  - Helping create resources and support for enhancing learning and skills building across the division.
Vision

- We will create a respectful, inclusive, and vibrant living and learning environment where relationships with students, campus and community are valued.
- We will provide a first-rate combination of programs, services, products, facilities and living environments designed to enhance the student experience and contribute to student success.
- We will build a community of empowered lifelong learners and engaged citizens and develop the next generation of responsible, ethical leaders.

Values

Student centered – We place students at the heart of all we do.
Excellence/High Quality service – We provide high quality service and programs developed with creativity, innovation and a commitment to continuous improvement.
Inclusiveness – We respect and celebrate the diversity of individuals, perspectives, and ideas while promoting social justice.
Learning – We engage students in opportunities that promote and support their growth, development and well-being.
Collaboration – We foster partnerships and build community.
Sustainability – We contribute toward a sustainable future and model sustainable practices.

Mission

The Division of Student Life supports the University’s mission by engaging students in intellectual, emotional, cultural and physical development that enriches their lives, fosters their success, and prepares them for the future.

Goals

The Division of Student Life’s goals support the unit’s mission through two major areas: goals focused on supporting students and enhancing their education and experience at UMD, and goals that support the unit’s operational excellence.

Engaging Students

Goal Area 1 - Learning

1.1 Create engaging, purposeful learning experiences that are sustainable and integral to our students’ academic, professional and personal development and success.
1.2 Utilizing the <model>, foster student development in terms of UMD’s learning goals and outcomes.
Goal Area 2 - Cultural Competence
2.1 Provide and promote education, resources, and training opportunities on equity, diversity, and social justice for the division's staff and students.
2.2 Infuse co-curricular programming and services with components that create engaging cultural competence learning opportunities for students.

Goal Area 3 - Wellness
3.1 Foster students' well-being through educating, engaging, and empowering their physical, social, environmental, spiritual, intellectual, emotional, and financial success.
3.2 Develop physical spaces, programs and services that support an exceptional environment for student wellness.

Excelling in Performance
Goal Area 4 - The "Student Life Experience"
4.1 Deliver service in a positive, knowledgeable, skillful, accurate and prompt manner.
4.2 Create communication that is appropriate and effective, both in the ways we provide information and actively seek and respond to feedback from our customers.
4.3 Develop a culture of continuous improvement where innovation and growth are encouraged, and empathy and inclusiveness are integrated into every aspect of customer service.

Goal Area 5 - Resources
5.1 Apply a strategic, visionary, student-focused and sustainable approach in developing, managing, and continually assessing human, fiscal, physical, and technological resources.
5.2 Utilize resources effectively, ethically, and efficiently through stewardship and collaboration.
5.3 Cultivate public and private fiscal opportunities and partnerships that support and enrich the student experience.

Goal Area 6 - Assessment
6.1 Incorporate program evaluation and the UMD Student Learning Outcomes into divisional assessment efforts.
6.2 Link assessment efforts to the Student Life and UMD Strategic Plans.
6.3 Provide leadership and professional development opportunities to staff to foster a culture of assessment and continuous improvement.
**Student Life Goals Mapped to the UMD Strategic Plan**

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Hello Student Life Staff

As the month of December comes to an end the Student Life Unit Change Team would like to share with you ways in which members of Student Life are striving to be Inclusive Allies.

- The Student Life Unit Change Team would like to thank the staff of Student Life that partook in the Holiday Survey that was emailed out earlier this month. They received a lot of constructive feedback and will be reviewing the survey results in the coming weeks.
- Walking through the different units within the division of Student Life one can see bulletin boards/posters that share how they are striving to support Campus Goal #2 of creating a positive and inclusive campus climate for all by advancing equity, diversity, and social justice.
- A BIG THANK YOU to the staff of Student Life that attended the Student Life Winter Social on Monday, December 17th. We were able to donate over 100 pounds of food and $25 to the Second Harvest Food Bank. Your donations are greatly appreciated.
- The information found in the monthly Inclusive Ally email will be provided in an attachment that the members of the Student Life Unit Change Team encourages units within Student Life to print out and post in their works areas. By posting the attached document, the members of Student Life who do not have easy access to email will still be able to receive the information communicated in the monthly email.

Something to think about …

Individualist and Collectivist Values

Cultural groups have different values and goals. Some cultural groups align themselves with individualist values while others have collectivist values. For example, someone from a collectivist culture is relationship-oriented and places a high importance on duty to one’s family and involving family in decision-making. A career conversation with this individual may include discussing what the individual wants for a career and also discussing what is expected from that individual’s parents/family. Recognizing and understanding the difference between collectivist and individualist values is important so that we can better help others make important life decisions and to support individuals as they pursue their personal and professional goals.

Learn more about this topic by viewing the articles attached to this email.

A BIG Thank You to Julie Westlund for passing this information on.

Additional Training/Speakers/Events can be found at:
UMD Calendar of Events - Office of Cultural Diversity: http://www.d.umn.edu/mlrc/ocd/calendar/
UMD Events Calendar: https://events.d.umn.edu/

If you would like you to submit a short "blurb" about celebrations and challenges experienced in your unit related to
creating an inclusive environment please email it to Ann Tommerdahl (atommerd@d.umn.edu).

Sincerely,
Student Life Unit Change Team

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Ann Tommerdahl
Housing and Residence Life
University of Minnesota Duluth
Lake Superior Hall 149
513 Niagara Court
Duluth, MN 55812-3046
Office Phone: 218-726-7790
Email: Atommerd@d.umn.edu

______________________________________________________________
slstaff mailing list
slstaff@lists.d.umn.edu
http://lists.d.umn.edu/mailman/listinfo/slstaff

______________________________________________________________
5 attachments

- Inclusive Ally - December.pdf
  354K

- Individualist and Collectivist Values in Transition Planning for.pdf
  132K

  Integrating Collectivist Values into Career Counseling with Asian Americans A Test of Cultural Responsiveness.pdf
  792K

- Multicultural Career Counseling Theoretical Applications of the Systems Theory Framework.pdf
  4376K

- What is an Inclusive Ally.pdf
  225K
Holiday Survey
7 messages

Christopher Davila <davi1257@d.umn.edu>  
Mon, Dec 3, 2012 at 4:44 PM

To: Ann Pellant <apellant@d.umn.edu>, Claudia Engelmeier <cengelme@d.umn.edu>, Cat Riley <csriley@d.umn.edu>, Emily Norenberg <enorenbe@d.umn.edu>, Jana Baeker <doeri062@d.umn.edu>
Cc: Jolie Acheson Lee <jacheson@d.umn.edu>

To All Student Life Staff,

Goal number two of UMD's Strategic Plan states, "Create a positive and inclusive campus climate for all by advancing equity, diversity, and social justice." As a subcommittee of the Student Life Unit Change Team, we have taken on a project for revisiting the "University Holiday Celebration Guidelines." We realize when this came out December 6th, 2011 of last year it created a lot of questions for people. We do not want to marginalize any group of people on campus.

To help us gauge what people are thinking, we have put together a short survey to gather information. From this outcome we will assess the current attitudes toward the "University Holiday Celebration Guidelines." We value all comments and suggestions. This should not be a one way conversation. After we gather the information from the survey, we would like to review the data to determine our next steps so that we may make recommendations for how we can support others inclusively on campus.

Please take a few minutes to complete the survey by clicking on the link below. All responses are confidential and anonymous. You will be able to review the December 6th, 2011 letter about University Holiday Celebration Guidelines at time during the survey. This survey is open for 2 weeks and closes Wednesday, December 12th at 5:00pm.

Please copy and paste the following link to your internet browser's address bar:

http://www.studentvoice.com/p/?uuid=6b7ba460ec69460c2bd95f7585cbfd3&p=1

Sincerely,
Student Life Unit Change Team

http://studentvoice.com/umnd/slholidaysurvey

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Chris Davila, Coordinator
Latino Chicano Student Programs
University of Minnesota Duluth
Office of Cultural Diversity
KSC 231
1120 Kirby Drive
Duluth, MN 55812
218-726-8389 Phone
218-726-6724 Fax

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Initial Email from UMD HR.pdf
179K
Holiday Celebration Guidelines

To All Student Life Staff,

Goal number two of UMD’s Strategic Plan states, “Create a positive and inclusive campus climate for all by advancing equity, diversity, and social justice.” As a subcommittee of the Student Life Unit Change Team, we have taken on a project for revisiting the “University Holiday Celebration Guidelines.” We realize when this came out last year it created a lot of questions for people. We do not want to marginalize any group of people on campus.

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Attached is a copy of the University Holiday Celebration Guidelines for your viewing. All survey results are confidential and anonymous.

Sincerely,

Student Life Unit Change Team

Student Life Mission Statement
The Division of Student Life supports the university’s mission by engaging students in cultural, intellectual, emotional, and physical development that enriches their lives, fosters their success, and prepares them for the future!
Holiday Survey
All responses are confidential and anonymous.

Please indicate your response with an X in one of the designated boxes.

1  The word "holiday" is offensive to me.

2  It matters to me if the word "holiday" is offensive to others.

3  I support the use of the word "holiday."

4  The word "holiday" is inclusive of all cultural celebrations.

5  The Holiday Celebrations Guidelines letter negatively impacted my unit.

6  UMD Stores should continue to have a sale called "HOLIDAY SALE."

7  I support a location on campus to display and recognize multicultural celebrations and observances.

8  I would like to be made aware of multicultural celebrations and observances.

9  I would like to see UMD be supportive of a wide variety of multicultural celebrations and observances.

10 I am aware that individuals may display expressions of their religious faith in their own personal space, but not in public areas and within reason.

11 My unit in SL works to be inclusive of multicultural celebrations and observances.

12 Describe your initial reaction to the Holiday Celebrations Guideline letter. Add your comments below.

13 Please add any additional comments.
Email sent out by UMD HR on Tuesday, December 6th, 2011 on University Holiday Celebration Guidelines.

Dear all,

We understand that the holiday season is an exciting time to celebrate and foster community. With that in mind, we send the following recommendations to encourage office holiday related activities that are respectful of religious diversity:

- Instead of “holiday” parties use a winter celebration or a year-end celebration theme.

- Do not use invitations that reflect any particular religion – keep it neutral and related to winter (i.e. Snow, snowflakes, winter activities like skating).

- Decorations, music, and food should be general, and not specific to any religion. Remember to also be mindful and respectful of any dietary restrictions and provide options.

- Individuals may display expressions of their religious faith in their own personal space, but not in public areas and within reason.

- Re-evaluate long standing practices, such as “Secret Santa,” partnerships with outside organizations/charities, and ask how inclusive these really are.

- Encourage individuals to express their concerns/objections and provide information for anonymous reporting options.

- Be mindful that there are holidays and special dates throughout the year. Be respectful of these dates and plan meetings and events around them.

- Be consistent. Try to be flexible with the needs and scheduling of individuals for holidays throughout the year.

- If you do not know if you need to approach someone in your department about the expression of their faith or you are concerned that there are inappropriate religious celebrations in your work or learning environment please contact UMD HR&EO at 218-726-6827.

Thank you very much and enjoy the beginning of winter!
Proposal to Division of Student Life Directors (DRAFT)
May 11th, 2012
From the Student Life Unit Change Team

Background
As you know, UMD has embraced a new strategic plan which includes Goal Two: Create a positive and inclusive campus climate for all by advancing equity, diversity, and social justice. This is a worthy goal that can seem elusive as you begin the journey from where we are now to realizing an inclusive campus for all. Quoting from the recent Office for Equity and Diversity certificate program training:

- Individuals and organizations can — and do — grow and change, but it doesn’t happen overnight
- This work is everyone’s responsibility; every person is capable of making equity and diversity a core value in their life
- There are no “quick fixes” and we don’t have to fix everything
- It’s okay to take care of ourselves; practice forgiveness and letting go, so you can sustain yourself in this work

Adapted from Jamie Washington, Washington Consulting Group

We know this change will not happen overnight, but it will never happen unless we educate ourselves.

Proposal to the Student Life Directors
The Student Life Change Team proposes that we make becoming educated about equity and diversity a top priority in our division. Student Life can and should take a leading role in bringing positive climate change to UMD. Effective 2012-2013, we propose that it is the right of every individual in our unit to be educated on issues of equity, diversity and social justice, and that supervisors provide sufficient release time and support to allow for this on-the-job continuing education. We propose that SL be the campus leader in supporting continuing education within our division, and that educational sessions and trainings be wide-ranging in both content and schedule. (Respectful Workplace Trainings, Trainings on Racism and White Privilege, Trainings on Effective Supervision, etc.)

Further, to actively encourage SL staff and faculty to participate, we propose that the division of Student Life offer a real incentive to encourage staff and faculty to attend trainings and educational sessions. We propose that SL offer a $1,000.00 continuing education award. Each time an SL employee attends an educational session their name is placed in the “drawing bucket.” Attending several sessions obviously increases an employee’s chances of winning the award. (this is a rough idea — details will follow, pending approval of the proposal. We see value in having a “carrot” attached to continuing education efforts.)

To support Chancellor Black’s goal of creating an inclusive campus climate at UMD, SLCT pledges to provide all SL staff with complete information on all upcoming training opportunities, and SLCT will offer specific support in the following areas:
- Directors and supervisors who would like information or suggestions for onsite group trainings for their staff.
- Employees who feel they are not being allowed to participate in trainings.
- Arrangements for certificates/proof of trainings if desired.
- Identifying and promoting the campus trainings that would fulfill the primary focus of equity and diversity training.