

Diversity Council Trainings – Spring 2013

Brief description of program / project:

The Student Affairs Diversity Council offers three distinct training modules which are offered to both offices and individuals within Student Affairs. The trainings are designed to enhance learning in the area of diversity and social justice to allow both team and personal development. The trainings focus on individual identity exploration, privilege, dominate/subordinated group dynamics, value exploration, and intergroup dialogue.

Who was asked to complete survey:

All Student Affairs Staff who attended each training.

Number of Respondents: 25 staff for Creating an Inclusive Campus (all 3 modules in 1 day)
7 staff for Module 1; 16 staff for Module 2; 11 staff for Module 3

Administration Type: Campus Labs mass mailing and department-sent e-mail with link to survey

Summary of Key Findings:

In general, the responses to the trainings were positive. People believed they were beneficial and that they learned from the experience. We found that people were able to engage in the learning outcomes we had put forth and that the trainings had the intended impact. We found that the participants not only enjoyed the trainings, but their comments showed they were able to reflect on the subject matter in a way that deepened their understanding of this difficult topic.

Actions Taken:

The Council will utilize the feedback from the session to help train future trainers, enhance/alter the trainings we offered, and evaluate the overall purpose and future of the training program. We also received a lot of feedback that individuals wanted additional trainings past what we offered, so we are in the process of developing on-going trainings for staff who have fulfilled the certificate requirements.

Which department and/or program goals does this program / project align with?

The Student Affairs Diversity Council Mission Statement:

The Student Affairs Diversity Council (SADC) strives to cultivate an environment that embraces and promotes the broad scope of diversity within the division.

Which Student Affairs goals does this program / project align with?

These Council trainings align closely with the following goals:

2. Provide education that ensures all staff is properly trained to provide professional and competent service.

d. Encourage and support broad professional development (e.g. trainings, events, lectures and classes).

3. Promote diversity on campus through effective programming and active recruitment of staff and students.

a. Develop programs and services to promote the value that a diverse population has on the overall educational and campus life experience.

b. Develop programs and services aimed to educate the University community about the experiences and challenges faced by underrepresented populations through greater collaboration with Academic Affairs and other divisions.