Goals of the IE Summit

- Share information about Inclusive Excellence efforts on campus across groups
- Better understand priorities and initiatives from each groups perspective
- Encourage groups to make connections for future collaborative work and action that will benefit the campus
- Provide a support network for students, faculty and staff engaged in diversity efforts
1

President’s Council on Inclusive Excellence
President’s Council on Inclusive Excellence

MISSION:

The Council supports efforts to promote diversity initiatives across campus and serves as a resource to the President for related assessment and strategic recommendations.
Membership

Alan Canestrari – Assoc. Prof. Education
Brian Clark – Director of Public Affairs
Ande Diaz – Assoc Dean/Dir Intercultural Center
Avelina Espinoza – Asst. Prof. Biology
France Hunter – Assoc. Prof. Dance
Lorraine Lalli – Asst. Dean of Students (School of Law)
Mirlen Mal – Asst. V.P. Human Resources
Don Mays - Assoc Dir Admissions/Multicultural Recruiting
Pam Moffatt-Limoges – Assoc. Dir. of Public Safety
Student Member – Open
John King – V.P. Student Affairs
Accomplishments

1. Awarded 21 Mini-Grants totaling $47,000 since Spring 2010
2. Facilitated feedback discussions across campus over 2 year period informing May 2012 final version of Statement on Diversity & Inclusive Excellence
3. Prepared 5 recommendations to President Farish (at his request) for advancing Inclusive Excellence efforts across campus (October 2012)
Goals/Action Plans 2012-13

1. Review NSSE Data Trends with IR
2. Meet w Provost to discuss role of diversity in general education pedagogy, learning outcomes, and faculty training opportunities
3. Recommend a clear charge for the President’s Council on Inclusive Excellence and discuss with President
4. Review membership composition of council and make recommendations to President
5. Prepare case statement supporting consideration of IE as Core Value
Challenges

1. Previous Administration didn’t establish and communicate clear charge for President’s Council on Inclusive Excellence to University Community
2. Council may not reflect membership necessary to best serve university interests
3. Could benefit from Cabinet level leadership position responsible for coordinating campus IE initiatives, assessment, collaboration across groups, and leadership of IE Council
Respect
Faculty Diversity Committee
Faculty Senate Diversity Committee

Mission
To help faculty enact our university's core values of civil discourse about multiple perspectives through student and faculty engagement, participation, and introspection.
## Membership

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<thead>
<tr>
<th>Kathleen Dunn</th>
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<td>Michael Emmer</td>
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<td>Jason Jacobs</td>
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<td>Mary Leuchak</td>
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<td>Olivia Worden</td>
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<td>Autumn Quezada-Grant</td>
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<td>John Maerhofer</td>
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Accomplishments

- Worked with Faculty Senate and Administration to develop the university diversity statement
- Supported proposal to request funding for a NCBI workshop
- Supported the Ad-Hoc LGBTQ committee
- Participated in the Inclusive Excellence Committee
- Have a subcommittee working on the archiving of diversity work on campus
Goals/Action Plans

- Create a LBGT Safe Zone on Campus
- Develop diversity training program for faculty
- Recommend endorsement of the University diversity statement by the Faculty Senate
- Hosting informal discussion/discourse sessions with students to co-create a campus culture of inclusion and respect
- Look for additional ways the separate cultures on campus can better integrate into the greater student population and share their experiences
- Creating new initiatives to recruit and retain scholars with expertise in issues of ethnicity, gender and race
Challenges

• Additional resources are needed from administration to support new diversity initiatives and events
• Getting more faculty involved in campus wide diversity initiatives
• Documenting and archiving the many accomplishments on campus that have promoted diversity and making the information accessible to the entire campus community
Collaboration
LGBTQ Faculty Committee
LGBTQ Faculty Committee
(*Senate Diversity sub-committee*)

To improve curricular development and co-curricular activities in support of LGBTQ issues and experiences.
Membership:

France Hunter
Bob Blackburn
Charles Trimbach
Sue Bosco
Anjali Ram
Alejandro Leguizamo
Jeremy Campbell
Jason Jacobs
Kelly Brooks
Ande Diaz
Laura D’Amore
Kathleen McMahon
Jennifer Stanley
Accomplishments:

1) Meeting with John King and Kathleen McMahon to discuss concerns about campus silencing of issues of diversity (Spring 2012)

2) Meeting with Provost Andy Workman to discuss opportunities to create curricula and teaching workshops to adequately address LGBTQ issues (Summer 2012)

3) Development of a proposal to be involved with future fall faculty conferences, as a venue where the topic of privilege might be presented to the whole faculty (Summer/Fall 2012)
Goals/Action Plans:

1) Facilitate and support the creation of innovative curricular programming in LBGTQ issues.

2) Develop and provide direction for interdisciplinary minors that seek to improve the teaching and practice of diversity on campus.

3) To study the possibility of creating mandatory LBGTQ training/sensitivity for faculty and staff.

4) To create ally groups of faculty who can cooperate on issues that need to be addressed in the classroom.

5) To know and communicate with people on campus who are interested in these same issues.
Challenges:

1) Ignorance in the classroom

2) Territoriality, especially staff and faculty who block change based on their own agendas

3) RWU policies about displays, postings, and spontaneous gathering

4) The notion that “there are no LGBTQ people on campus”

5) No LGBTQ affairs officer on campus that allows faculty to reach various offices on campus in order to ask policy questions, request changes, or propose collaborations.
Affirm
Bias Response Team
Bias Response Team (BRT)

The Bias Response Team affirms the University’s mission and is committed to contributing to a community that fosters a healthy and safe environment for everyone. The University has zero tolerance for acts of hate. The team is committed to preventing further acts of hate by educating the RWU community about the effects of hateful actions and the impact on all of us.
Membership of the Bias Response Team (BRT):

Associate Director of Public Safety (co-chair)
Dean of Students (co-chair)
Director and/or Assistant Director of Residence Life
Assistant Director of the Intercultural Center
Associate Director of Housing
Director or Asst. Director of Student Conduct
Appointed faculty
Students representing the Student Senate, the Multicultural Student Union, SAFE, spiritual life, Sustained Dialogue, and the student body in general
Accomplishments

• Created Forms and Processes for Bias Incidents – ex. Bias Incident Response Form, BRT web site, Bias Incident Response Flow Chart.

• Review bias data collection and observe trends on a semesterly basis.

• Support and co-sponsor programs and trainings related to hate crimes and bias related behavior (ex. Safe Zone Training, Hate Crime Training, MSU hate crime dialogue, SAFE pride week)
Goals/Action Plans

• Serve as a catalyst toward heightening student consciousness and intolerance to create a community where bias related behavior is not tolerated.

• Collaborate with academic affairs to integrate diversity and bias prevention as part of classroom experience.
• When bias incidents occur, to help broaden the educational opportunities regarding bias incidents on campus.

• Continue to review educational efforts about bias prevention/education for our first year students
Challenges

• To create awareness and dialogue about bias related incidences while protecting individual rights and perception of university in public eye.

• Climate of low student activism on campus

• No funding source for committee
National Coalition Building Institute (NCBI)

The National Coalition Building Institute is an international, non-profit, leadership training organization that works to eliminate racism and all other forms of prejudice and discrimination throughout the world.

RWU chapter was formed in 2009 and provides community building/prejudice reduction workshops.
Membership

Campus chapter of 15 including:
Steering Committee- Kathleen McMahon, Olivia Worden, Ande Diaz & Allison Chase Padula

Ande & Allison Serve as Co-Liaisons

Departmental Divisional Representation:
Athletics
Career Center
Conferences
Dean of Students Office
Health Services
Housing
Public Safety
Residential Life
Student Affairs Office
Student Programs & Leadership

RWU Inclusive Excellence Summit 10/03/12
Accomplishments

Maintained an active campus chapter of 15 trained facilitators who have trained over 1200 student leaders since 2009!

“The workshop truly allowed me to open up to my fellow RA staff members. It was a way for all of us to connect on a deeper, more mature level and the amount of respect I have for my peers has increased immensely as a result. I feel more open, connected, and relaxed around them”.

“It was an excellent reminder and relevant example of the need for cultural competence, humanity, compassion and change. It is easy to forget the impact of even our quietest thoughts or smallest actions. They do indeed impact the world”.

RWU Inclusive Excellence Summit 10/03/12
Goals/Action Plans

Increase the number of trained facilitators/members of the chapter, including representation from outside student affairs division.

Seek institutional support and resources to train a cross-divisional chapter team that is representative of the entire campus community.

Train and launch an affiliated student NCBI chapter.

Long term goal of training entire incoming classes each fall term.

RWU Inclusive Excellence Summit 10/03/12
Challenges

Limited number of trained facilitators vs. Increased number of requests for training.

Requires intensely personal stories and high emotional investment to deliver quality trainings (this is amplified by doing this work on a predominantly white campus community).

Lack of operational funds for ongoing training, annual membership fees, and chapter professional development.
Identity
MRULE
(Multi Racial Unity Learning Experience)

MRULE at RWU exists to:
✓ Facilitate an environment at RWU that is conducive to personal growth
✓ Foster a welcoming environment where all students’ uniqueness (religious, ethnic, racial, etc.) is respected, supported and celebrated
✓ Help create/build a community that is safe for everyone
✓ Explore and nurture areas of commonality
Accomplishments

- Leader and participant training
- Increased ability to engage in and facilitate difficult dialogs
- Increasing awareness of issues related to inclusive excellence particular to RWU community
Goals/Action Plans

- Procure visible and active support from administration (including financial, visibility, etc.)
- Train additional student leaders to ensure continuation of program
- Increased involvement
- Continue to spread awareness

RWU Inclusive Excellence Summit 10/03/12
Challenges

✓ Overcoming community resistance
✓ Overcoming community benign neglect
✓ Culture of RWU
Asian Student Association
Asian Student Association

Mission
As a group of students, we are dedicated in the expression of exploring Asian cultures and identities and promoting awareness of Asian topics on campus. We have the responsibility of sharing authentic traditions and customs. We are here to create a second home away from home for Internationals from Asia.
Membership

THUY-DIEM NGUYEN
President

PHUONG BUI
Vice President

LINDA TRAN
Secretary

HY DINH
Treasurer

MICHAEL VIEIRA
Club Advisor
Accomplishments

- Lunar New Year wins “Best Cultural Event”
  Greatest tradition and successful event

- “Wish For Japan” Fundraiser
  Raised over $7500

- Pot-au-Pho/Origami Night
  Learned about traditional food of Vietnam
  Donated 1000+ paper cranes to Japan
Goals/Action Plans

- Collaborate with other clubs/orgs to get involved on campus
- Promote more exciting cultural events that would interest others who do not come from Asian backgrounds
- Create a friendship with joining members and learn more about people of different backgrounds and cultures
Challenges

- Campus has a small number of Asian students
- Trying to fit in as an Asian American and International from Asia
- Having professors participate in the events
Partnerships

RWU Inclusive Excellence Summit 10/03/12
8
Sustained Dialogue
Sustained Dialogue

Mission: Sustained Dialogue strives to make the Roger Williams University a more inclusive campus by improving the climate of acceptance through the 5 Step Dialogue Process.
Membership:

All RWU undergraduates are allowed to be full members of SD so long as they meet the requirements for membership. Dialogues can be open to administrators, faculty, staff, graduate students, and the community.
Accomplishments:

Having four successful dialogue groups

Our Response to the bias incident last year on campus “Break the RWU Stereotype day” which elicited 300 responses from students.
Goals/Action Plans

Make campus substantially more accepting and inclusive
  Student safety, comfort, reduction in bias incidents

Adding one more dialogue group for a total of three
  Potentially opening it up to faculty and staff

Increasing the number of students effected by SD to 500
Challenges

– Our most critical challenge is funding
  Dialogues: $160
  Summit: $4,000
  Retreat: $300 per person

- Dialogue Attendance

- Climate of apathy on campus
Dialogue
9 SAFE
SAFE
Sexuality Advocacy for Everyone

SAFE works towards making RWU a safer and more accepting place for everyone regardless of sexual identity or gender expression
Membership

E-Board
Charly Snellings - President
Allison Pagliaro- Vice President
Aley Dzwill and Josh Avila- PR
AJ Scerbo - Secretary
Sara Spellman - Treasurer
Laura D’Amore - Advisor

General Membership- 25 members this year
Achievements

• Raised over $300 for AIDS Cares Ocean State during our annual Drag Queen Bingo in 2011
• Create a safe space for LGBTQ students and allies
• Held a discourse on LGBTQ discrimination on campus last semester
• Held a highly successful Pride Week last semester
Goals/Action Plans

- Create awareness of LGBTQ issues on campus
- Create a safe space for LGBTQ students and allies
- Bring an awareness of gender identity and a safe place for trans* students on campus
Challenges

• Lack of culture of openness on campus (both students and staff)

• Not enough resources to realize goals

• Gender identity not being a talked about topic on campus
Inclusion
10

Spiritual Life Groups
The Spiritual Life Program

Mission

• **TO ENHANCE THE ROLE OF SPIRITUAL LIFE** as a key element in the University’s core value to care for students’ whole well being—mind, body, and spirit.

• **TO PROVIDE PASTORAL CARE** to the entire Roger Williams University community—students, faculty, staff, alumni.

• **TO ENLIVEN THE CAMPUS’S RICH DISCOURSE ON DIVERSITY** by expanding multifaith activities on campus through the Interfaith Council and regular programming on religious, ethical, and interfaith themes.

• **TO SUPPORT STUDENT RELIGIOUS GROUPS**—the Jewish, Muslim, Catholic, Protestant, and Zen communities—and to encourage the development of other religious affinity groups.
The Spiritual Life Program

MEMBERSHIP

Chaplains

- **The Rev. Nancy Hamlins Soukup**, University Multifaith Chaplain
- **The Rev. Stephen Dandeneau**, Affiliated Catholic Chaplain and Assistant Pastor, Our Lady of Mt. Carmel Catholic Church, Bristol, RI
- **Rabbi Marc Jagolinzer**, Affiliated Jewish Chaplain and Rabbi, Temple Shalom, Middletown, RI
- **The Rev. Daniel Randall**, Affiliated Protestant Chaplain, and Senior Pastor, First Congregational Church, Bristol, RI
- **TBA**, Affiliated Muslim Chaplain

Other On-Campus Groups

- **Hillel**
- **InterVarsity Christian Fellowship**
- **Muslim Students’ Association**
- **Newman Club**
- **Zen Meditation**
Accomplishments

- **RAISED THE PROFILE OF SPIRITUAL LIFE ON CAMPUS** through interfaith programming, and thus encouraged greater learning around topics of religion, theology, and ethical issues.

- **SOUGHT COLLABORATIONS WITH NUMEROUS ACADEMIC AND ADMINISTRATIVE DEPARTMENTS** on interfaith and spiritual life programming.

- **STRENGTHENED THE PRESENCE OF THE INTERFAITH COUNCIL** on campus and brought greater cohesion to the student religious groups on campus.

- **INCREASED AVAILABILITY OF PASTORAL CARE** to all members of the Roger Williams University community through the coordination between the University Multifaith Chaplain and all affiliated University chaplains.

*Friday Night Shabbat at the Intercultural Center with the RWU Hillel.*
Goals/Action Plans

• **TO EXPAND THE MULTIFAITH CHAPLAINS STAFF** with the inclusion of an affiliated Muslim chaplain.

• **TO INCREASE INTERFAITH PROGRAMMING** through continuation of the Spirit Acting Series and other faith-specific programs on Islam, Judaism, Christianity, and other religious/ethical perspectives.

• **TO DEVELOP AN INTERFAITH ALTERNATIVE BREAK SERVICE TRIP.**

• **TO ENCOURAGE ONGOING INTERDEPARTMENTAL COLLABORATIONS** around religious and ethical themes and on service learning.

• **TO INCREASE OPPORTUNITIES FOR WORSHIP**—faith specific and interfaith—on campus, including faith specific and interfaith.

*RWU InterVarsity Christian Fellowship helps to rebuild New Orleans during a 2012 Alternative Spring Break Service trip.*
Challenges

- **FINANCIAL:** increasing resources available for spiritual life and interfaith programming
- **SPATIAL:** identifying locations on campus for increased opportunities for worship
- **ACADEMIC:** to infuse religious themes into the academic life of the University

*Members of RWU Muslim Students’ Association meet Spirit Acting Speaker Dave Coolidge, Muslim Chaplain at Brown University*
Welcoming
Brown Bag Lunch
Reading Between the Lines
Brown Bag Lunch Discussions & Reading Between the Lines

Our mission is to create a safe space for faculty, administrators, and staff members of the RWU community to hold open dialogue on inclusive excellence and diversity issues. Furthermore, our goal is to provide support to community members and to heighten awareness through the process.
Membership

At first, participation was only open to members of the Student Affairs Division. However, in the Fall of 2009 we opened the invitation to faculty, administrators, and staff outside of Student Affairs. We do not share the identity of those who attend because of our confidentiality agreement. However, we have totaled over 40 individuals from across divisions and disciplines who have attended these discussions.
Accomplishments

• Since the Fall of 2009 we have held 33 discussions on inclusive excellence and diversity topics including: class & power, racism, the multiracial experience, religious diversity, gender equality, body image & standards of beauty, safety, interrupting prejudice on and off campus, microaggressions, and LGBTQQ prejudice and community issues.

• We continue to create a sense of shared community, understanding, and respect through open dialogue between faculty, administrators, and staff from across RWU’s campus. And have significantly increased overall participation from across diverse groups.

• Through our continued outreach to the community through our invitations, which include our topics and readings, we are able to bring attention to current issues and show support to members of the RWU community who have felt oppressed and/or alienated.
Goals/Action Plans

• To continue to meet twice a semester while offering discussions on topics that can promote further understanding, advocacy, and allies for underrepresented populations.

• To continue to foster relationships between faculty, administrators, and staff members as well as offer them a safe space to discuss concerns and questions.

• To continue outreach through personal invites to strengthen and diversify our attendance and participation.
Challenges

• Finding a mutual time between facilitator and participant schedules has been the biggest challenge. Due to this, we have had to scale back the number of meetings.

• Maintaining a sense of safety for all participants is something we continue to work on. Due to outside relationships and staff/supervisor dynamics, concerns around safety sometimes plays a role in whether someone attends or not.

• Creating an environment that appeals to more faculty involvement and participation.
Understanding
Office of Diversity & Outreach
School of Law
Office of Diversity and Outreach
School of Law

Mission:
The Office of Diversity & Outreach provides direct service to diverse students in their academic, social and professional development. This support is provided through workshops, one-on-one student counseling and support of student organizations, including the Multi-Cultural Law Students Association, the LGBTQ Alliance and the Older Wiser Law Students. The office also oversees a series of diversity initiatives and programs that support the Law School's efforts to increase and promote diversity and inclusion.
Membership

While the Office of Diversity & Outreach is an independent office, led by the Director of Diversity and Outreach, in fact it functions in close working relationships with the Office of the Dean, the Office of Admissions, the Office of Career Development, the Office of the Dean of Students, the Academic Success Program, and numerous other departments within the law school.
Accomplishments

In conjunction with the Office of Admissions, the Office of Diversity and Outreach has helped the School of Law increase recruitment of diverse students. This year, the first year entering class is 20% diverse. Pipeline efforts, lead by the Office of Diversity and Outreach, play a key role in our efforts to increase the numbers of diverse students who enter law school.

Our office provides student support through key community partners. For example, we facilitate a strong mentoring program (and ongoing relationship) between the Multi-Cultural Law Students Association and the Thurgood Marshall Law Society, and a new mentoring program between the Alliance and Lawyers for Equality and Diversity and the LGBT Committee of the Rhode Island Bar Association.

We have improved the culture for diverse students through new programs and initiatives. For example by fostering a collaboration between Black and Latino male law and undergraduate students, and working with the Intercultural Center, Spiritual Life Program and the Music Department to present a Gospel Fest this November.
Goals/Action Plans

Focus on retention of diverse students by, among other things, better connecting them with the broader (Providence) legal, professional and social communities.

Work with the Intercultural Center to connect communities of color from law school and undergraduate schools.

Increasing the pipeline of diverse students by developing solid, ongoing relationships with local (Providence, Newport, Central Falls) schools and youth organizations.
Challenges

Decreasing enrollments in law schools, with a shrinking pool of diverse applicants.

Attrition of diverse students for academic and non-academic (transfer) reasons.

Providing social and professional resources specific to diverse students in a rural and non-diverse community.
Equity
13
Multi-cultural Law
Student Association
School of Law
Roger Williams University School of Law
Multi-Cultural Law Students Association

M.C.L.S.A.

RWU Inclusive Excellence Summit 10/03/12
Membership

- ALL students are invited to become members of the MCLSA.
- Most of the members of the MCLSA are students belonging to a demographic that is underrepresented in the legal profession.
Goals

The purposes of the MCLSA shall be:

• to promote diversity at the law school;

• to engage in initiatives and programs which the membership considers to be in the interest of low income communities and communities of color;

• to aid in the academic development of its members;

• to aid the Office of Diversity and Outreach and the administration of the law school in the recruitment of minority law students.
Accomplishments

• Successful BBQ
• Well-attended 1st General Meeting
• Enjoyable Breakfast attended by the Dean
• 2nd place in Softball Tournament
Challenges

- Getting Students to sign up for our Mentorship Program;
- Securing Keynote Speakers;
- Working with LLSA, BLSA, and APALSA subgroups; and
- Working with other Student organizations in co-sponsored events
Multiracial
Intercultural Center
Intercultural Center

The mission of the Intercultural Center is to develop world citizens capable of critical thinking, compassion and respect for differences.

KEY APPROACH
• Student Support and Outreach
• Programming
• Intercultural Learning

AREAS
• Multicultural Affairs
• International Student Affairs
• LGBTQ Student Affairs
• Spiritual Life
• Bridge To Success Program

RWU Inclusive Excellence Summit 10/03/12
Team IC

Ande Diaz, Associate Dean & Director
Maria Adkins, Assistant Director
Candice De Los Reyes, Assistant Director
Rev. Nancy Soukup, Multifaith Chaplain
Maria Prezioso, Administrative Assistant
Amrine Obermueller, Grad Assistant
IC Accomplishments

• **Multicultural retention**
  Helping retain students of color and other under-represented groups with individual advising, programming and outreach.

• Meeting the needs of an increasing population of **International Students** though individual advising, and hiring a Graduate Assistant to help with activities.

• **Facility upgrades:** including kitchen, interfaith prayer room, and multipurpose room.
IC Goals/Action Plans

- **Develop and continue partnerships** to help spread and cultivate an environment of inclusion throughout the campus.

- **Individual student support** and outreach to help students thrive (academically, socially/emotionally, and culturally).

- **Targeted programming** to support underrepresented students (e.g., mentoring) and general programming to educate a broader campus community (e.g., World Theater, Campus Conversations on Race.)
IC Challenges

Working in the context of a predominantly **homogeneous campus culture**—especially in terms of race, socioeconomic class and presumed heterosexuality.

A need for a larger, more visible **space** on campus to accommodate student usage, programming, staff, and an Interfaith Worship Space/Chapel.

Lack of visibility of **diversity as a strategic priority** as well as the overall operationalizing of what diversity means across the university.
Culture
Multicultural Student Union
The Multicultural Student Union at Roger Williams University was formed to represent multiculturalism at Roger Williams University, to provide a support group for the student body, to serve as the voice of multicultural student opinion on matters directly affecting students and/or their rights; to provide leadership development for multiculturalism on campus; provide social, educational and recreational programming for the Roger Williams campus; and be models countering negative stereotypes and promoting the eradication of racism.
Accomplishments

• Providing opportunities for students to open up and discuss their thoughts and feelings on diversity.

• Created good relationships with key faculty and staff members that understand and support MSU’s mission to promote awareness about diversity.

• Organization has grown in size and has refocused many of its events to be more aligned with our mission.
Goals/Action Plans

• Help MSU become more visible across campus.

• Giving the RWU community something that they would not expect from MSU.

• Providing more opportunities for our members to become leaders.
Challenges

• Getting the RWU community and faculty more involved in MSU’s mission.

• Creating educational events that are fun and that draw students in who are not already interested in diversity.

• Trying to support every religion, faith, culture, and belief in the right way.
Pluralism
16

Admissions/Enrollment Management
Office of Admission
Inclusive Excellence Initiatives

RWU Inclusive Excellence Summit 10/03/12
Memberships

**New England Counselors of Color Bridging Access to College (NECBAC)**
New England-based professional admission representatives of color affiliated with 4-year colleges/universities who are dedicated to promoting enrollment and retention of students of color.

**College For Every Student (CFES)**
A nonprofit organization committed to raising the academic aspirations and performance of underserved youth so that they can prepare for, gain access to, and succeed in college.

**Venture Scholars**
A national membership program designed to help underrepresented and first-generation college-bound students interested in pursuing math- and science-based careers link to information, resources, and opportunities that will help them successfully pursue their career goals.

**Center for Student Opportunity (CBO)**
Dedicated to promoting higher education opportunities for first-gen and other underserved college-bound students.

RWU Inclusive Excellence Summit 10/03/12
Accomplishments

- **Funding** - Awarded 3 SOC/underserved-focused scholarships from the Harcourt Foundation

- **Recruitment** - 2012 Freshman class: increased number of SOC applicants (11.87%), SOC accepted (19.31%), and SOC enrolled (24.39%)

- **Expansion** - Along with increased recruitment efforts in Providence, Boston and NYC, expanded recruitment area to include Baltimore, Philadelphia, Washington DC, Chicago and Richmond VA

- **Collaboration** – With College For Every Student, host College Explore, a two-day residential college prep program for SOC and underserved high school students (two years)

- **Programming** - Summer Intensive, a seven-day residential college experience that features project-based learning in Architecture, Marine Bio, Business, and VARTS (three years)

- **Relationship Building** - Establish feeder-school relationship with high schools in Providence, Boston, NYC and Philadelphia (three years)

- **Staffing** - In the last three years, the Office of Admission has added three fulltime staff from diverse backgrounds
**Goals/Action Plans**

- **Continue to build** on aforementioned programs/initiatives to increase enrollment of SOC and students from underserved communities

- **Develop a Summer Bridge** program for SOC and underserved students to ease transition into university life and to improve retention

- **Continue to seek additional scholarships/financial support** for SOC and underserved

- **Further identify urban centers and school districts with diverse student bodies** within our current recruitment territories as well as new territories
**Challenges**

**Funding! Funding! Funding!** We continue to find well qualified students of color and those from underserved communities who are excited to attend RWU but we fail to enroll so many of them due to Money
Diversity
17
ILA Committee
Intercultural Leadership
Ambassador Program

The ILA Program celebrates students who have shown a combination of academic achievement and substantial dedication to creating an inclusive community. This meritorious scholarship award coupled with an enhancement program seeks to further the holistic growth of recipients throughout their careers at Roger Williams University while also diversifying our community.
Membership

ILA Advisory Committee:

**Karen Bilotti**: Associate Director Tutorial Support Services

**Anne-Marie Cerda**: Administrative Assistant, Student Advocacy Office

**Laura Choiniere**: Director of the Center for Academic Development

**Nancy Cifune**: Assistant Director of Grants and Contracts

**Candice De Los Reyes**: Assistant Director of Intercultural Ctr & Int'l Students

**Ande Diaz**: Associate Dean & Director of Intercultural Center

**Lynn Fawthrop**: Senior Vice President of Enrollment Management and Retention Management and Retention

**Kristina Leeming**: Director of Student Advocacy Office

**Don Mays**: Associate Director of Admissions/Coordinator of Multicultural Recruitment

**Travis O’Dell**: Admissions Counselor
Accomplishments

1. The ILA program has diversified the student population, contributed to cultural competency efforts on campus, and increased SOC leadership on campus

2. We provide a comprehensive support network for students, which has supported students academic, social, and personal development

3. ILA students have strong retention and graduation rates
Goals/Action Plans

1. Continue to bring to RWU diverse students with strong academics and proven leadership aptitude

2. Further developed support program for ILAs that includes a summer bridge program, enhancing mentoring, and study abroad opportunities

3. More developed academic achievement plan for students in order to support their academic requirements and goals; including pursuing ways to encourage students from under-represented backgrounds to seek academic support in the form of tutoring, faculty outreach, etc.
Challenges

1. Decreasing population of HS students in New England and increased competition for diverse students

2. Creating a more diverse community takes time; small SOC population at RWU (students, staff, faculty) and young diversity programs. Many feel the majority population still does not actively embrace celebration of diversity and cultural competence

3. Encouraging students from under-represented backgrounds to seek out help

4. Resources – faculty involvement in ILA, funds for summer bridge, funds for alternative spring break and study abroad opportunities
Together
Women’s Center
RWU Women’s Center

MISSION
The Roger Williams University Women’s Center (part of the Gender Resource Center), located next to the 9, 10, 11 Tower of Maple Hall, serves as a support and resource area for all students. In addition to the students who staff the Center on a daily basis, members of the Women’s Center organization meet weekly to develop awareness programs and other educational opportunities for the Roger Williams campus community. Exploring current issues facing women, this group also serves as a support network, empowering students to advocate for themselves and others, both on campus and in the greater local and global communities.

The Women’s Center:
• Seeks to improve the lives of all women, through education, awareness, empowerment and self advocacy.

• Strives to ensure equal and full opportunity for all people, regardless of sex, gender, race, ethnicity, nationality, sexual orientation, socioeconomic status, background, religion, ability or age.

• Believes that women should possess a complete range of choices and the ability to fully direct their own lives.

• Works to break down societal gender structures, roles and stereotypes to ensure every woman's right to freedom of choice and voice around issues of economic, political and educational equality, sexuality, reproduction, health and social services.

ALL students (women and men) are invited to join the Women’s Center. Meetings to discuss upcoming events and engage in feminist dialogue are held every Wednesday at 4 p.m. in the Gender Resource Center. Contact x3294 for more information.
Membership

Membership is open to all students - both men & women.

The RWU Women’s Center currently has about 12 active members who participate in discussions and assist in coordinating WC events.

**Women’s Center Executive Board:**
- President – Sarah Stamm
- Vice President – Jenn Baker
- Secretary – Liza Dudley
- Historian – Kim Croteau
- Director/Advisor – Jen Stanley

The WC also has 7 Staff Assistants (Work Study positions) that staff the office throughout the week for students with questions, concerns or who may need campus or local referrals.
RWU Women’s Center Accomplishments

• **Silent Witness Initiative** — Established at RWU in 2002, the RWU Chapter of SWI is a traveling memorial that honors the lives of women, men & children murdered in acts of domestic violence. The Silent Witness Initiative is used in conjunction with many other events, including campus and state-wide marches and vigils. Last year the RWU chapter of SWI was used in conjunction with the “Speak Now” Break the Silence Vigil, The March To End The Silence in Providence, and the RWU Crime Prevention Fair. In May of 2011, the RWU Women’s Center assisted Ponaganset High School in creating the first high school chapter of the project.

• **VDAY** — For the past 11 years, the RWU Women’s Center has participated in the national VDAY organization’s efforts to raise money and awareness of issues of violence against women. Traditionally the WC has performed “The Vagina Monologues”, “That Takes Ovaries”, or “A Memory, A Monologue, A Rant & A Prayer”. Other campus and local events take place in conjunction with the annual VDAY production, including the VDAY Educational Expo, the RI VDAY Festival, photo galleries, and documentary screenings.

• **Walk A Mile In Her Shoes** — This event has quickly become a fun new RWU tradition. For the past 4 years, the Women’s Center has co-sponsored the RI state-wide walk and for the past 2 years, the WC and The Locker Room have joined forces to offer this men’s walk to raise awareness of sexual assault and relationship violence.

• Other events include: PlayRights Interactive Theater, Making Strides Against Breast Cancer Walk, Bears for Tears, The Clothesline Project and many more….
RWU Women’s Center Goals

• **Increase visibility of the Center** — We hope to increase the visibility of the WC programs and services through class presentations and co-sponsorship of events with other member groups of the Gender Resource Center as well as other clubs and organizations throughout campus.

• **Build and retain WC membership** — As many of our active members graduate or go abroad each year, we hope to attract new members to carry on the efforts of the Center and address important gender issues throughout campus.

• **Continue to offer quality programming for the RWU community** — A goal of the WC is to provide quality educational, social and service related programs and opportunities for the RWU community.
Growing and maintaining WC membership — The Women’s Center is currently sustained by a very small and dedicated group of women. Recognizing the number of events the group offers each year, it is real challenge to maintain the level of activism this group offers with its current staffing and membership structure. We would love to increase our membership and increase the number of events and services offered by the Center.

Funding and resources — Speakers and entertainers related to women’s issues are expensive and difficult to fund for larger scale campus programs. Recognizing this challenge, the WC hopes to apply for future mini-grants or partner with other clubs/orgs to help bring some bigger name speakers/performers to campus.

Keeping an open mind to WC programs and efforts — Some programs offered by the WC may touch on subjects that people would rather not talk about. It is important for us to challenge myths, stereotypes and “political correctness” in an effort to raise awareness and help move women and gender issues forward. We are excited at the prospect of a Gender Studies minor and hope this will be a major step toward increased awareness and support of women’s and gender issues.
The Locker Room

The Locker Room is a place for guys to hang out and gain a better understanding of what it means to be a guy, both in today’s society and here at Roger Williams.
Membership

The Locker Room is open to all men in the Roger Williams University community.
Accomplishments

Walk a Mile in Her Shoes: Statewide and here on campus!

White Ribbon Campaign
Goals/Action Plans

1. Increase membership

2. Continued support for The Women’s Center

3. Host another successful “Walk A Mile in Her Shoes” campaign this Spring
Challenges

1. We are in a transition phase this year – many of the founding members graduated or have left the institution.

2. We are still trying to gauge student interest and increase the growth of our membership, and we’re hoping you can help!
Hope
20
Global Spiegel Center
The Spiegel Center for Global and International Programs

Mission
Promote the University’s mantra of “Learning to bridge the world” through study abroad programs, global/international co-curricular programs and global partners.
Membership

Guilan Wang, Assistant Provost for Global Affairs & Director of the Spiegel Center

Kate Greene, Assistant Director of the Spiegel Center

Kevin Hayden, Director of Study Abroad

Marcy Farrell, Director of International Faculty Exchange

Becky Denson, Administrative Assistant
Accomplishments

1. RWU was ranked 25th nationally among the Top 40 Master’s Colleges and Universities for sending its students abroad & the 17th among the Leading Institutions by Mid-Length Duration of Study Abroad;
2. +30% of RWU 2012 graduating class studied abroad; and
3. Successfully coordinated, developed, and managed co-curricular programs for East Asian, MENA area studies; sustainability studies, etc.
Goals/Action Plans

• Increase student participation in all types of study abroad programs;

• Increase student participation in co-curricular international programs through innovation and inclusive excellence; and

• Develop plans to assess student global learning outcomes.
Challenges

Top 3 Challenges include -

1. Financial issue in participating study abroad programs;
2. Safety concern for study abroad participants in a world of unrest, especially in certain regions; and
3. The role of technology in global/int’l program quality assurance and assessment.
Observations
Potential Action Items
Closing