Student Life Diversity and Global Engagement Efforts

2011-2012 Accomplishments

• Division’s visit to the Civil Rights Museum during our retreat.
• Ten new Watson (Elon Commitment) scholars.
• Develop Elon 101 for Watson/Odyssey students.
• Develop a summer bridge program to support Watson, Odyssey, and Elon Commitment scholars’ transition into the University.
• Black Excellence Awards Banquet
• Develop a cohort program to support the Watson, Odyssey, and Elon Commitment scholars’ matriculation through commencement.
• Develop division’s hiring plan to ensure a diverse applicant pool.
• Kirstin Ringelberg, appointed coordinator of the new LGBTQ Center.
• Participation in Anti-Defamation League training opportunities.
• Planned and began SAFE Zone training.
• Developed bias and discrimination response plan along with the new office for Interpersonal Relations.
• Participated in new Black History Month committee and supported new programs.
• Helped create an antidiscrimination policy inclusive of all protected categories.
• Meet with student focus groups (10) to identify the spaces and staffing needed to support underrepresented students.
• Revised Title IX policy in response to Office of Civil Rights’ “dear Colleague” letter
• Helped organize community forums post bias incident.
• Work with campus-wide committee to develop plans for a diversity certificate (portfolio).
• Collaborative efforts between Multicultural Center and Leadership to create Intersect Conference.

2012–2013 Accomplishments

Religious and Spiritual Life

• Added two new student religious groups for Presbyterian and Greek Orthodox students.
• Renewed SANE for non-religious students in the religious/spiritual life cluster
• Added and colonized ZBT Jewish fraternity.
• Renovated, named, opened and dedicated new Sklut Hillel Center
• Dedicated and opened the Numen Lumen Pavilion, home to Multi-Faith Initiative and program
• Hired Muslim coordinator Maurice Hines
• Programming: 4 part series “Navigating Islam”
  4 part series Dealing with Differences within Christian life
  Interact with Respect Service Project
  Interact with Respect 9/11 prayers
  Interact with Respect Hate Crimes experience
• Native American Heritage Festival
• Visit to Greensboro Mosque
• Eid Dinner
• Diwali
• Holi
• Mock Hajj
• Women in Religion Panel
• Interfaith Social
• Interfaith Potluck
• Poverty Dinner
• Gun Violence Forum
• Spirituality and Music
• Religion and Objectivity
• Added Gospel Worship monthly
• Crucial conversations training—9 staff in student life participated in 16 hours of training
**Multi-Cultural Center**

- Added two new part-time staff members in the MCC to more intentionally support students who identify as Latino/a, LGBTQIA.
- Created full time coordinator Gender and LGBTQIA students. Hired Matthew Antonio Bosch.
- Opened affinity spaces—Gender and LGBTQIA Center, and Hispanic/Latina/o resource room—in the Moseley Center
- Piloted Intercultural Peer Educators from DEEP in each of the six neighborhoods to implement diversity education programs.
- Offered reception for first generation families at Orientation.
- Held Intersect conference—second annual, over 200 participants
- Increased number of SMART mentors by 7
- First Women of Color Institute
- MCC cosponsored a Spectrum leader to go to Atlanta conference—Creating Change
- MLK Celebrations and Peace Walk
- Hispanic heritage full month of activities and programming cosponsored by El Centro and MCC
- Fiesta de Independencia
- Hispanic Tailgate
- Hispanic/Latino Lived Experience At Elon University
- Black Excellence awards banquet—130 students recognized
- Sponsored 1 day conference with Education department supporting African-American women in pursuit of, or who have received a PhD.
- Increased diversity collaboration grants to $10,000 that students can apply for
- African American inclusive community forums (2)—MCC
- 25 DEEP impact trainings in Elon 101 classes
- Six new Watson Elon commitment scholars
- Programming:
  - Difficult dialogue—Chick-Fil-A Controversy: Religion or Choice?
  - Mock Political Debate: Campus Democrats and Campus Republicans
  - Multimedia Trans Hip Hop Performance
  - Servicing West Africa
  - West Africa: Beyond National Geographic
  - Continuing the Spirit of Social Justice
  - LGBTQ and Greek Life
  - Tunnel of Oppression

**Student Government**

- SGA commitment to winter term planning on diversity,
- SGA supported student athletic (SAAC) coming out program
- SGA travelled to civil rights museum and sponsored 50 students, faculty, and staff
- SGA offered financial support for Hillel leadership to attend AIPAC conference
- SGA sponsored forums on Chick-Fil-A controversy

**Orientation and First Year Students**

- Strengthened training for orientation staff and programming for first year students
- Identity conversations infused in orientation plan
- Restructured and piloted new session during New Student Orientation titled ‘Live the Maroon Life’ to introduce new students to campus diversity and Elon values
- Hosted Eric Love from Indiana University on campus to facilitate Unity Summit workshop with student leaders

**Greek Life**

- Greek Life again hosted MCC’s the Tunnel of Oppression in the Loy Neighborhood
- Co-sponsored with Spectrum to host the first “Being Gay and Greek” panel
- Added a diversity/inclusion component to year-end Chapter Growth and Development Plan
Kernodle Center

• Kernodle Center and Better Together Interfaith Service Event:
• New Orleans Alternative Break Service Trip:
• Stop Hunger Now Better Together Reflection:
• Poverty Simulations: 388 students, staff, and faculty, Dates: 9/13/12, 9/27/12, 11/26/12, 1/8/13, 2/27/13
• Stop Hunger Now meal packing event: 35,000 meals
• Hunger and Homelessness Awareness Week featuring a guest panel from the National Coalition for the Homeless.
• Organized and participated in the Hunger Summit with more than 100 faculty, staff and community partners in attendance.
• Served as part of the Campus Compact Institute Team and organized the Deliberative Dialogues training with 60 people in attendance from Elon and area colleges and universities.
• Opened the Downtown Center for Community Engagement

Division-Wide

• Implemented division’s Diversity Hiring Plan.
• Supported shift toward Diversity focus in Winter term 2013
• Common reading in the divisional retreat—Zeitoun
• Residential campus has diversity statement
• Bystander training in orientation new student and common leader training
• Revised Emergency response protocol for bias related incidents
• Student staff training for ADA accessibility in recreation facilities.
• Lavender Graduation
• Co-sponsored It Gets Better campaign
• Developed a diversity Statement for Residential campus plan
2013-2014 Goals

- Fill director and 2 assistant/associate director positions in the Multicultural Center with top professionals and build new team with clear mission.
- Work with Council on Civic Engagement to provide workshops and programs to develop students’ skills, readiness and opportunities for civil deliberative dialogues.
- Collaborate with and support SGA Inclusive Campus Climate Summit.
- Infuse engaging differences program prompts into student portfolios across campus.
- Establish Hispanic/Latin@ and Gender & LGBTQIA Resource Rooms in Moseley Center.
- Develop strategic initiatives and programs to support Black/African American, Gender and LGBTQIA, Hispanic/Latino, multiracial and emerging demographic groups on campus.
- Expand diversity peer education program (DEEP) to provide campus workshops and peer mentors in residential areas to students of diverse and majority populations.
- Colonize a Latina sorority and recruit founding member class.
- Implement an awards ceremony for students of diverse populations.
- Establish program to focus on identity development needs of men at Elon.
- Infuse by-stander training into new student orientation and student leaders’ training.
- Develop a national, interfaith program model.
- Establish multi-faith immersion opportunities for students locally or during breaks.
- Continue work with Interfaith Youth Core (IFYC) to expand student interfaith leadership program, develop assessment tools and rubric, and develop the center for the study of religion, culture, and society program.
- Support ADL training across campus
- Plan Co-curricular events for winter term related to diversity in each residential neighborhood
- Finalize expanded Multicultural Center in Moseley.
- Increase student organization collaboration around diversity through more grants.
- Provide a domestic cultural immersion alternative break experience.
- Further develop the Residential Diversity Education Plan.
- Evaluate and deepen the Academic Enrichment Program with the eventual goal of offering support to all students from underrepresented backgrounds.
- Counseling services to offer training on LGBTQIA related therapeutic process
- Investigate grant program to aid diverse students when financial emergencies arise.
- Conduct a comprehensive American with Disabilities Act accessibility study to ensure that programs and facilities continue to meet or exceed standards for those with disabilities.
- Add intercultural reception to move in day, followed by identity group receptions
- Redefine role, mission and vision of MCC within and in relation to Theme One
- Continue to work with University Winter Term Diversity committee
- Clarify expectations around contributing to the Diversity student learning outcomes in Annual Departmental Goals and Priorities