

# DIVERSITY & INCLUSION SERIES 2016 RECAP

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## Introduction

All first-year and transfer students were required to complete a three-part Diversity & Inclusion workshop series. The series was created by current students, faculty, and staff, included SCU student narratives, and was based upon current research. The curriculum was designed to develop baseline skill sets and exposure to different perspectives to position students to engage in an authentic way with the varied members of the SCU community.

Session 1, **Establish**, occurred during New Student Orientation as current students, staff, and faculty discussed Community Values with incoming students.

Session 2, **Explore**, involved students completing an Online Diversity Module by early in the fall quarter.

Session 3, **Embrace**, opened up conversation as students facilitated multiple Diversity and Inclusion Small Group Conversations in October, November, and January.

**Total of 6 hours of diversity and inclusion co-curricular experiences**

## Community Values Outcomes

**Survey Results** (529 respondents)

**96.4%** agreed or strongly agreed that “The Community Values presentation helped me understand SCU's commitment to diversity and inclusion.”

**92.81%** agreed or strongly agreed that the Orientation Leader-led discussion that followed the Community Values presentation “provided me an opportunity to reflect on my identity and share my identity with others.”

## Online Diversity Module Outcomes

**99% completion rate**

Analysis of survey results will be completed Winter 2017, with help from Dr. Chan Thai

## Diversity and Inclusion Small Group Conversations Outcomes

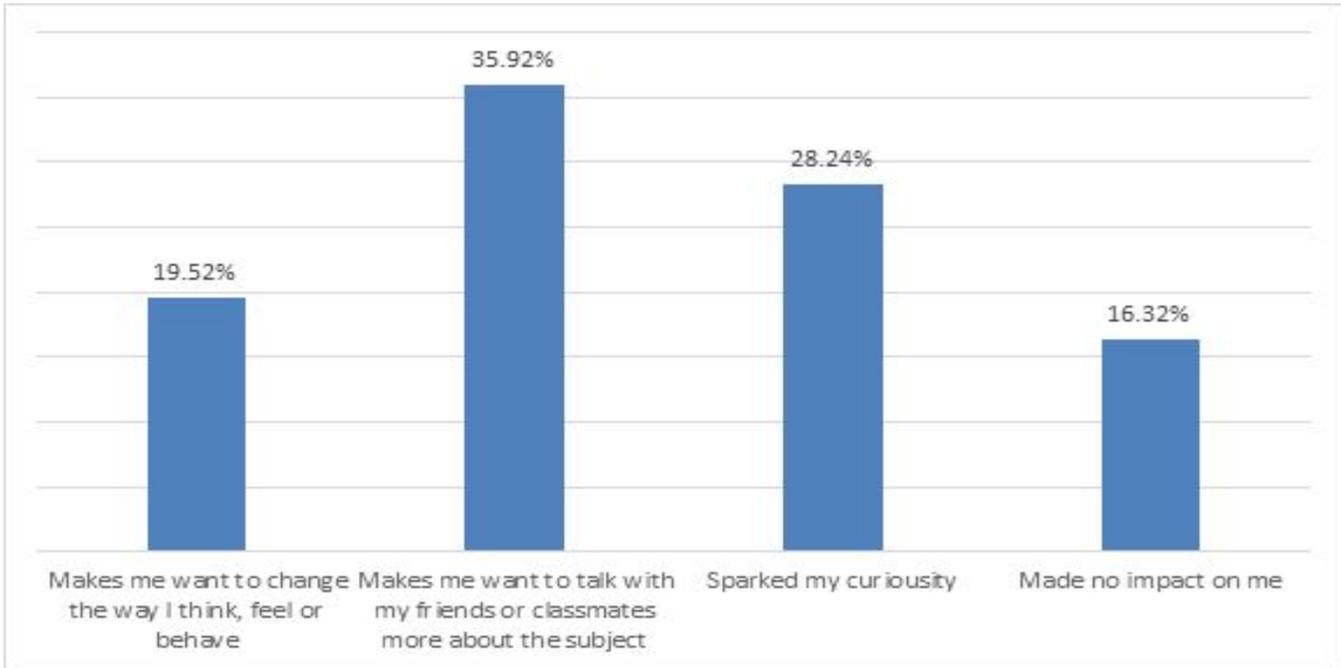
**1420 students participated**

Prior to the discussion, about 50% of students believed their knowledge level to be average. After the discussion, **81% felt their knowledge level was now above average or superior.**

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**This presentation:**



**Student Feedback (Open Responses)**

Common phrases that appeared in students' open-ended survey responses included the discussions being "eye-opening," "informative," "well-prepared," and "thought-provoking."

A few examples:

**"We need to continue to talk about these topics. These issues are absolutely embedded into the culture here, and it is our responsibility as a Jesuit institution to be made aware of our own ignorance. SCU is not just a place where we welcome people in so that they can be "changed"**

**"I hope that I can help to keep a sense of inclusion more alive at SCU. There are so many smaller group discussions but a larger connection of these discussions will lead to change. Being a white male at SCU I think that I am looked at as a more privileged majority and I don't want this to be a negative stereotype and I want to use this status for the better."**

**"My contribution to making SCU a more inclusive community is to make a constant effort to accept those around me. My hope is to leave the stereotypes of my hometown at home. Start accepting and appreciating my fellow Broncos. I feel like the Diversity activity is a huge and helpful step in achieving my goal."**

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## Looking Forward

Based on preliminary feedback we are planning to do the entire series again next year.

Hire more students to facilitate groups, to decrease the number of students per small group.

Start student facilitator selection and trainings in Spring Quarter 2017.

Resolve the technical issues with the online diversity module that were cumbersome for students to navigate website. We are working closely with Academic Technology to utilize a different delivery method for the online module next year. Camino will remain the host site.

Exploring future grant opportunities with Dr. Thai to review assessment plan for the entire series.

A more detailed report about 2016-2017 Diversity and Inclusion Series will become available to the campus community at a later date.

Compensation options for staff/faculty small group facilitators.

# SCU Diversity & Inclusion Series

*“Power of Proximity and Contact”*

**Establish, Explore, Embrace**



**establish**  
**Community Values**

EXPLORE

Online Diversity Module

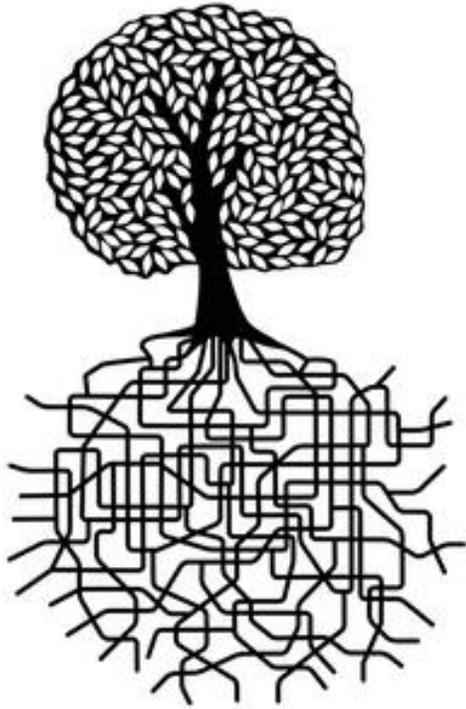


**Embrace**

Small Group  
Conversations

# Diversity & Inclusion Series

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# Establish

CONVERSATION

# Agenda

- Campus Ministry Intro
- Stand up/Set Down
- What's Diversity and Inclusion at SCU?
- Personal Narrative
- Orientation Leader Led Activities

# Diversity & Inclusion Series

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**Online Diversity Module**

# Explore

CONVERSATION

# Agenda

- Orientation Recap
- Privilege and Oppression
- Bias and our socialization
- Microaggression (vignettes)
- Intent vs. Impact
- Now what? What role do I play in create change?

# Diversity & Inclusion Series

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# Embrace

CONVERSATION

# Agenda

- Introductions
- Framework
- Step In (Small Groups)
- Identity Shuffle (Small Groups)
- Reflection (Letter to our Community)
- Evaluation

# Open Ended Questions

What will be my contribution to making SCU a more inclusive community?

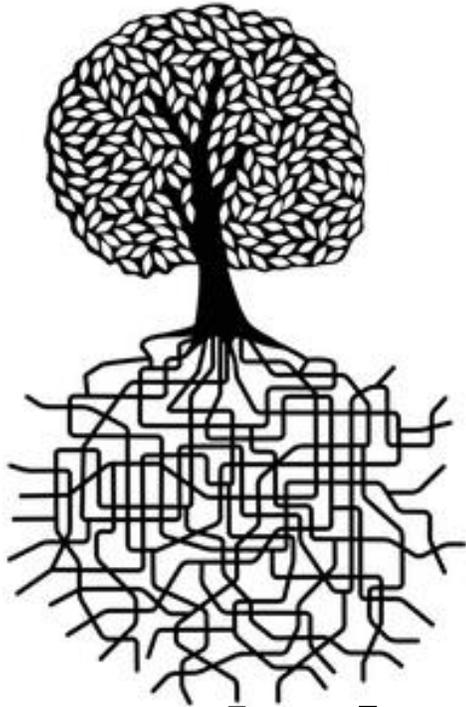
What is my hope for the SCU community?

**“We need to continue to talk about these topics. These issues are absolutely embedded into the culture here, and it is our responsibility as a Jesuit institution to be made aware of our own ignorance. SCU is not just a place where we welcome people in so that they can be "changed"**

**“My contribution to making SCU a more inclusive community is to make a constant effort to accept those around me. My hope is to leave the stereotypes of my hometown at home. Start accepting and appreciating my fellow Broncos. I feel like the Diversity activity is a huge and helpful step in achieving my goal.”**

# Diversity & Inclusion Series

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# Establish

CONVERSATION

# Findings

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# Diversity & Inclusion Series

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Online Diversity Module

# Explore

CONVERSATION

# Findings

# 99%

## Completion Rate

Analysis be  
completed by Spring 2017, with help  
from Dr. Chan Thai (Communication)

# Diversity & Inclusion Series

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# Embrace

CONVERSATION

# Findings

# 1420

students participated

Prior to the discussion, about **50%** of students believed their knowledge level to be average. After the discussion, **81%** felt their knowledge level was now above average or superior.

“The sharing of joy, whether physical, emotional, psychic, or intellectual, forms a bridge between the sharers which can be the basis for understanding much of what is not shared between them, and lessens the threat of their difference.”

- Audre Lorde