

## **Xavier University Diversity & Inclusion Initiatives**

2015-2016

September 16, 2015

### **University-Wide**

#### Rankin & Associates Climate Study

\*Facilitated by President & Climate Study Working Group

- The consultant will help to document Xavier's climate with the hope of discovering current initiatives that help in creating a positive climate, and developing strategies to make it even better based on the data gathered from a focus group process and implementation of a campus-wide survey that will include staff, faculty and staff.

#### President's Diversity & Inclusion Action & Advisory Committee

\*Facilitated by President

- To convene key stakeholders across campus in shaping and carrying out campus-wide diversity and inclusion initiatives.

#### Bias Advisory Team (BAT)

- This team both advises on and responds to bias incidents on campus by using forums, prevention education and documenting biases.

### **Admissions & Orientation**

#### Destination X

\*Facilitated by Admissions Office and Center for Diversity & Inclusion

- Invite accepted students of color to campus during Spring semester.

#### Smooth Transitions

\*Facilitated by Center for Diversity & Inclusion

- Pre-orientation and year-long mentoring program for first-year students who identify as first generation and/or students of color.

#### Interlink & International Student Orientation

\*Facilitated by Center for International Education

- Creates a welcoming environment for undergraduate, graduate, Intensive English and exchange students during their first year on campus.

## **Academic Support**

### Study Tables, Academic Workshops & Research Opportunities

\*Facilitated by TRiO, Student Support Services

- Provides an educational environment that helps traditional, non-traditional, first generation students and students with a disability persist and graduate with a bachelor's degree.

### Ernest Just Scholars

\*Facilitated by Center for Faith & Justice

- An academic support group space where students of color and women are empowered to persist and thrive in the STEM fields.

## **Emotional & Cultural Wellness**

### Identity Support Groups: Phenomenal Womyn Rising, Queeries & Xmen

\*Facilitated by Center for Diversity & Inclusion

- These identity-specific support groups are designed to have staff and faculty facilitate a space for participants to explore their identity, talk about oppression/privilege and develop wellness strategies for navigating campus and life in general.

### Cultural Adjustment Re-Entry Workshops

\*Facilitated by Center for International Education

- Works to help U.S. citizens reflect on their experience abroad as they return back home.

### Juma Prayer

\*\*Facilitated by Center for Faith & Justice

- Designed to support Muslim students in their worship.

## **Prevention Education & Professional Development Training**

### Student Wellness Advocacy Group (SWAG)

\*Facilitated by Dean of Students

- SWAG Peer Educators develop and facilitate prevention education programming on the critical wellness issues of sexual health, interpersonal

relationships, gender identity, and alcohol and/or drug use using a bystander intervention model.

#### Days of Dialogue & Bias Education (New)

\*Facilitated by Bias Advisory & Team (BAT)

- Both initiatives are meant to be prevention education methods. The Day of Dialogue will take place twice a year (once a semester) and will invite students, staff or faculty to engage in dialogue rather than debate about current topic diversity and inclusion issues. There will be trained facilitators who will lead about 7-10 dialogues during the Day of Dialogue. In addition, BAT will do bias education training for Res Life throughout the year and use social norm campaigns to challenge the community to reflect on biases they may carry.

#### Safer Zone (New)

\*Facilitated by Center for Diversity & Inclusion

- This year being offered to Xavier employees by request or scheduled dates to learn about how to be an ally to members of the LGBTQ community.

#### Diversity 101 (New)

\*Facilitated by Center for Diversity & Inclusion

- Professional development opportunity for Xavier employees by request or scheduled dates to get a 101 on diversity and inclusion terminology, issues and cross-cultural competencies.

### **Intergroup & Solidarity Building**

#### Cross-Cultural Retreat

\*\*Facilitated by Center for International Education, Center for Faith & Justice and Center for Diversity & Inclusion

- A retreat that seeks to help 30-40 students better understand their culture, and learn how to communicate across cultures.

#### Interfaith Leadership Cabinet

\*\*Facilitated by Center for Interfaith Community Engagement

- Students of multiple faiths plan interfaith programming focused on fellowship, education and local field trips.

#### Common Ground Service

\*\*Facilitated by Center for Faith & Justice

- Designed for celebrating and bridging Christian faiths every Sunday during the academic year.

## **Intellectual Engagement**

### Ethics, Religion & Society Lecture Series

\*Facilitated by Professor Gabe Gottlieb

- Lecture series to educate campus on issues related to ethnics, religion and society. Specific areas of focus for 2015-2016 are: racial justice, economic justice and sustainability.

### I.D. Series

\*Facilitated by Center for Diversity & Inclusion

- A four-part series throughout the academic year that will use performance, lecture and workshop formats to engage the campus in conversations about identity development and intersectionality.

### Powerful Women Lecture Series

\*Facilitated by Office of Student Involvement

- A lecture series to highlight the diverse experiences of women.

### Student Activities Committee Film Series

\*Facilitated by Office of Student Involvement

- Film screening of culturally relevant films that invite dialogue about social and/or political issues.

### Heritage and Awareness Month Programming

\*Facilitated by Center for Diversity & Inclusion

- Educate the Xavier campus and our neighbors about issues related to specific social groups and societal issues.

## **Service, Justice & Experiential Learning**

### Guatemala Medical Service Trip

\*\*Facilitated by Center for Interfaith Community Engagement

- Pre-med students participate in experiential learning opportunities by setting up mobile clinics, exploring connection between faith and medical service, and working in medical rotations that include triage and dental.

#### Dorothy Day Immersion Program (New)

\*\*Facilitated by the Center for Faith & Justice

- Places students in experiential learning opportunities in Ferguson, Baltimore and NYC to explore racial and economic justice.

#### Holy Land Alternative Break Trip

\*\*Facilitated by Center for Faith & Justice and Philosophy, Politics & the Public Honors Program

- During winter break, students will travel abroad to explore faith communities.

### **Diversity in the Workplace**

#### Uncensored

\*\*Facilitated by Career Development Office & Center for Diversity & Inclusion

- Is a professional development program that explores diversity issues in the workplace, and provides workshops and networking opportunities to underrepresented students. Highlights are: workplace tours, diversity reception & mock interviews by alums.

### **Student Advocacy**

- Student Government Association Inclusion Panel (New)
- Student Identity & Advocacy Organizations (16)
- XUPD Accountability and Community Engagement Committee (New)

### **Scholarships & Awards**

- Antonio Johnson Scholarship (Senior-Year Full Ride; Macy's Runner Up \$10,000)
- SOL Book Scholarship (\$250)
- ASA Book Scholarship (\$500)
- LGBTQ Book Scholarship (\$500)
- First Year Admission Multicultural Scholarships: Miguel Pro & Francis X. Wenniger (Admissions Office oversees)
- Diversity & Inclusion Leadership Award (April 2016)
- Inclusive Excellence Graduation Ceremony (May 13, 2016)