

Integrating Ignatian Belongings into GSC Staff Training

The Gallagher Student Center should serve as a safe and inclusive environment for faculty, staff, students, alumni, and visitors to be able to themselves regardless of identity. As such it is critical for the staff working in the building to maintain a commitment to Xavier's values of Ignatian Belonging. In order to ensure the concept is embedded into our work, at the beginning of the year during our annual fall training one of our sessions will be on Ignatian Belonging. While we have many different topics to cover, this is of such importance that it must be included in training. Below is a quick outline of the 45-minute training session on Ignatian Belonging.

"Ignatian Belonging in the GSC"

- I. Intro Activity:
 - A. What is Ignatian Belonging?
 - 1. Using the sticky notes on your table write down the words, thoughts, phrases that come to mind when you hear those two words.
 - B. Defining Ignatian Belonging
 - 1. Ask for volunteers to give an opportunity to respond about their definition of Ignatian Belonging.
 - C. Define Ignatian Belonging for the group
 - 1. Put up a slide with the definition and read it word for word. Pause and read again.
 - 2. Ask for thought, reflections, or initial reactions to the definition.
- II. Defining IDEAS Activity
 - A. Break the group into 5 if they are not already. Assign each group one of the words in IDEAS.
 - B. Each group then has 10 minutes to become experts on the definition and come up with a way to teach their peers their definition. They can be as creative as they would like while ensuring that concept is driven home with their peers in 2-3 minutes.
 - C. Groups then present starting with inclusion and ending with social justice.

The goal of this presentation would be to ensure all members of our team have a clear understanding of IDEAS embedded within Ignatian Belonging. An active engagement training with peer facilitated learning is proven to be more effective for grasping a concept completely versus listening to a lecture.

In addition to the group wide presentation, the building managers who supervise their peers and provide onsite event management to faculty, staff, students, alumni, guests, and visitors will have an additional training. This training will focus on event management from an accessible view point. Ensuring team members know how to provide assistance to folks using our spaces by making sure microphones work properly, closed captions are available on videos and presentations, seats are set to allow for folks regardless of ability to participate.

Overall, the goal is not to just post a sign on the door saying the building is an inclusive space, but actually beginning to live out our values in all that we do. Ignatian Belonging must be incorporated into the heart of campus, which is exactly what the GSC strives to be for Xavier.