

NDSU Department of Residence Life Diversity Goals, Strategies and Actions 2013-2016

NDSU Residence Life makes focusing on inclusion and awareness of the diverse needs a priority. The development of goals, strategies, and actions over the past three years (2013-2016) shows continued growth and direction toward those priorities.

Mission:

The Department of Residence Life supports students by providing a vibrant, healthy place to live and learn.

NDSU Residence Life values:

- 1) A climate where every individual is encouraged and supported
- 2) The discovery and expressing of each person's identity in order to develop environments that recognize and appreciate the diverse characteristics that make every individual unique
- 3) Relationships with all whom we have the opportunity to engage.

NDSU Residence Life is committed to:

- Sustaining a diverse living environment where all participants are welcome and feel safe
- Seeking understanding of all people in contact with the department
- Creating a community of respect for all to interact and learn from one another
- Allowing each individual the opportunity to discover and express their identity
- Providing diversity and respect training for students and professional staff
- Fostering opportunities to learn from one another and grow through shared experiences

Goals and strategies were identified through assessments, observations of need, feedback from students and members of the department.

Diversity Plan: Goals and Strategies

Goal 1: Establish the expectation of an on-campus community that accepts and embraces students and their individual identities and differences rather than simply tolerating them.

- Strategy 1.1: Develop and incorporate a statement about living in a diverse community at NDSU.
- Strategy 1.2: Incorporate discussion regarding acceptance and embracement of individual identities and differences into community contracting and development processes.
- Strategy 1.3: Establish a system for addressing acts of intolerance within the on-campus living communities.
- Strategy 1.4: Establish criteria in building and remodeling projects that consider and address the diverse needs of students and staff.

Goal 2: Increase students' engagement in learning about the different interests, cultures, backgrounds, and beliefs of others.

- Strategy 2.1: Effectively incorporate a greater presence of cultural appreciation education into the Residential Curriculum.
- Strategy 2.2: Incorporate a cultural component into each learning community
- Strategy 2.3: Establish specific positional responsibility to intentionally foster student engagement in cultural programs and activities. (ex: Residence Hall Association/Hall Government Social Justice Coordinator, RA/Complex Manager special assignments, graduate assistant.)

Goal 3: Increase and retain the diversity of the residence life staff which will reflect and support the diversity of the on-campus student population.

- **Strategy 3.1:** Assemble an ad hoc committee of residence life staff and non-department representatives who will create a comprehensive plan to achieve this overall goal. The plan will be approved, supported, and implemented by the director's team.
- **Strategy 3.2:** Provide training on reducing bias in hiring decisions for all members of the department who are involved in making hiring recommendations and decisions.

Assessment Plan

Throughout 2013-2016 the following assessment techniques will be utilized to measure and determine attainment of each goal and strategy.

- EBI Residence Hall Survey
- EBI Apartment Survey
- NASPA Consortium Residence Life Survey
- National Survey of Student Engagement (NSSE)
- Residence Life Employee Survey
- Focus Groups – to determine attainment of goals 1 and 2
- Tracking of activities offered in hall and apartment communities – to determine attainment of goals 1 and 2
- Utilize Human Resource's equal opportunity data to determine demographics of people who apply for full time positions.

Accomplishments and Areas of Growth 2013-2016

List of Accomplishments

- Beginning of a multi-year bathroom replacement/renovation project for all low-rise buildings. Bathrooms in Stockbridge Hall (2013 & 2014), Dinan Hall (2014), and Reed – west stack (2015). Bathrooms offer greater privacy, convenience and include one full handicap accessible gender neutral bathroom on each floor.
- Beginning of Anti-bias training for residence life staff responsible for hiring at any level. A professional presenter from the Village Business Institute was invited to provide “anti-bias in hiring” training to 22 staff members (in 2014) and 30 staff members (in 2015).
- A statement was developed by student leaders from the Residence Hall Association identifying their specific commitment to diversity and inclusivity to all people on campus (2015).
- A student diversity group called Diversity Initiative Leaders combines representatives from each hall government and RA staff to learn about diversity perspectives and share activities with their halls (fall 2015).
- Started anti-bias training for resident assistants during fall training (2014, 2015)
- Started resident assistant diversity training experiences called World Café which allows student staff to talk about diverse topics together and learn from one another (2014, 2015).
- Hall Directors participated in the ACPA: Racism in the Academy hosted by St. Louis University (2015).
- Expansions to goals within the Residential Curriculum allow for a specific diversity focus during each wave (2015).
- All new staff participate in Community of Respect Training (2013, 2014, 2015)
- Hosted custodial training on recognizing bias in the hall communities, focused on signs, actions and reporting.
- RAs were required to write preferred names on resident door decorations starting with their first one on move in day. RAs ask each resident when they check in for the student’s preferred name and write that directly on the door decoration.
- Participated in day of diversity experience at local middle school where Hall Director team facilitated activities, discussion and reflection around areas of inclusivity, social justice, and diversity.
- Surveyed students about preferred cable channel lineup and what additional stations, if any, they would prefer.
- Developed a poster to inform residents of the Anti-Bias reporting system utilized by NDSU. Placed in all residence halls and apartment areas and the Residence Life Office
- Develop monthly programming for the Transfer and International/Exchange Student Community. Developed a Welcome event to be hosted August 2016.
- Host Vernon Wall to provide social justice sessions to custodians and student staff/HDs

Areas of Continued Growth

- Assess the mattering survey data for levels of mattering of minority students
- Conduct and review results from EBI Survey data
- Develop Residential Curriculum further so it can be consistent across campus
- Provide micro activities to focus on diversity throughout the year in multiple locations
- Reconnect with the Office of Multicultural Programs and the International Students and Study Abroad Office
- Blend the diversity strategic plan with the departmental values
- Improve dialogue to inform the campus population of goals, plans, and actions
- Host custodial meetings by area to show how they can be impacted by diversity actions
- Identify methods for sharing our story with stakeholders across campus
- Build and improve upon the Transfer and International/Exchange Learning Community
- Create a venue for apartment residents to meet on a regular basis for an open forum and a location for their voices/opinions to be heard and addressed.
- Expand upon student staffs understanding of social justice
- Further support our transgender students and provide housing options that adequately address their needs
- Address technology needs, specifically for name changes/utilizing preferred names
- Invite diversity speakers to campus