

Spring 2022 Progress



Remove and/or reduce barriers and challenges to student success on campus

- Help students understand processes to share concerns, challenges and grievances.
- Review division and college wide procedure/policies and advocate for change
- Ensure student spaces are welcoming
- Connect students with opportunities to be involved in advocacy on the local, regional and national level on issues of justice.

- Compliance Audit spearheaded by SDS regarding many campus policies and procedures. Will ensure processes are easily accessible to students.
- Revised student handbook policies, including the platform policies are shared in
- Relationship between SDS (especially DOS Office) and Accessibility Coordinator has been intentionally deepened.
- Bias Incident Response Team has continued to assess and enhance our process and practice.
- Assistant Dean of Students has secured funding to support DACA & undocumented students in emergency need.
- Continued support for the Alverno Food Pantry, which serves as an unofficial supplement to financial aid.
- Created a new space for students in the International and Intercultural Center. The space offers a social space for students.
- Applied for and received grant from IIE to cover the cost of a passport for pell eligible, first generation college students.
- Youth Empowered in the Struggle (student organization) took part in the May Day march.
- Continued work on BLAZE as a tool to better support our students.

Create a professional environment/experience in which we continuously develop our knowledge of and perspective towards justice and equity regarding the many identities that exist within our student body.

- Offer educational opportunities for the SDS staff regarding social justice education and growth
- Create a year long professional development plan for SDS staff relating to justice, equity and compassion.
- Plan time in SDS Staff meeting times to intentionally discuss racial and other forms of discrimination on campus
- Create a system and training for bystander intervention when instances of injustice are taking place.

- Residence Life Staff met with Student Accessibility to discuss ways to make the residential community more accessible to neurodiverse students
- Residence Life student staff took part in an ongoing training series about microaggressions and privilege.
- Dean of Students and Assistant Dean of Students attended regional NASPA conference and multiple webinars focused on DEI development
- Assistant Dean of Students collaboratively coordinated a series with partners from UWM (grant funded) on immigrant communities and the pandemic's effect on them.
- Assistant Dean of Students has secured funding for professional development support related to social justice, especially in areas like supporting DACA & undocumented students open to staff and faculty and students.
- Assistant Dean of Students participated in Homepage - Right To Be training.
- Holding conversations about first amendment rights and on campus activism.
- SDS Retreat included information from staff regarding professional development experiences related to social justice.

Educate our community on the College perspective on Justice and Compassion through SDS run programs and events.

- Develop cultural humility for SDS staff and students at Alverno College.
- Create and provide opportunities for students to engage in on and off campus educational opportunities.
- Support and advocate for the organizations and communities on campus that are advocating and empowering students.
- Listen to students regarding major instances of social injustice and providing space for the students who are impacted by their experiences.

- Residence Life shared information with resident students about the April election in Milwaukee and the importance of voting.
- Dean of Students office included events and development opportunities in weekly e-news
- Student Activities assessed representation in booked performers to assure speakers and entertainers have representation that roughly mirrors our student population.
- Renewed efforts to add additional contact with multicultural student organization leaders to strengthen multicultural orgs and programming. These serve as a support network for students from diverse backgrounds.
- Increased resources dedicated to off-campus programming/excursions that engage students in the broader Milwaukee community.
- Student Workers in Residence Life took part in the Community Conference on campus.
- Continuous process improvement within Counseling & Health Services: participate in policy & protocol meetings and trainings to insure that students have a safe and confidential space to talk through their concerns and be efficiently and appropriately referred to other campus partners.

Bring an understanding of the theory of Servant Leadership and its connection to justice to the Alverno College community.

- Provide information about servant leadership - what is it? How to recognize it in yourself?
- Highlight and share the histories of diverse leaders who may not be discussed in standard curriculum
- Educate about campus services and offices that exhibit servant leadership.

- Plans for a student Summer Leadership Retreat were started. There will be information regarding servant leadership shared at the retreat.
- Student Activities planning for Fall 2022 has begun and includes a new emphasis on providing regularly scheduled service opportunities and assessments following each activity. This is partly a response to continued ambiguity around Campus Ministry.
- Student Activities is actively recruiting a leadership team for a service student organization, which the college hasn't had for several years

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<https://www.alverno.edu/Student-Affairs>