

Fall 2021 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.

- Full Review of the Residence Life Handbook was completed in Summer 2021. An addition was made regarding gender identity in the halls
- Questions were added to the Residence Life Community Feedback Survey about common spaces. Feedback will determine changes made to spaces in the Residence Halls
- Updates made to the Bias Incident Report and Grievance Process. The Bias Incident Report can be found in multiple places on the website.
- Simplified and clarified Campus Demonstration/Protest Policy
- Changes in process to create a space in the International and Intercultural Center.

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 Student staff took part in trainings on Social Justice Topics including:
 - LGBTQ Issues and Resources in MKE
 - Microaggressions and Privilege
 - White Fragility
- All professional staff in SDS took place in 2 professional development opportunities in the Fall Semester. Staff were encouraged to share what they learned with the division. Topics include:
 - Inclusive Supervision
 - Supporting Minoritized Students
 - Social Change
 - Ableism
- A movie series was started within the SDS Director's to start difficult conversations.
- The SDS Staff Retreats included either a movie or article read and discussion with full staff.
- Athletics took part in the NCAA Inclusion Forum. Talking about Social Justice issues and differences from LGTBOQ, disabilities and mental health.
- Hiring diverse candidates, who reflect the identities of our student body, for positions within the division.

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.

- A Student Organization Spotlight was started on the Lobby TVs in both Austin and Clare Hall to recognize a new student organization every week. Student Activities and Leadership is running a campus wide Student Organization Spotlight.
- Counseling & Health Services collaborated with AMOMA to facilitate a conversation with students about cultural and family barriers to help-seeking.

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.

- Community Day is a day that expresses many of the tenets of Servant Leadership