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

- Hold students accountable to processes to share concerns, challenges and grievances.
- Promote connection and collaboration among students, faculty and staff.
- Provide context and support within the 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 service, equity and compassion.
- Plan time in SDS Staff meeting time 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.

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.

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Educate our community on the College perspective on Justice and Compassion.

- 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.

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.
- Compliance Audit spearheaded by SDS regarding marginalized campus policies and processes. Will ensure all 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 practices.
- Assistant Dean of Student Development 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 physical space for students.
- Applied for and received grants from E 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 1st march.
- Continued work on BLAZE as a tool to better support our students.

Residence Life Staff met with Student Accessibility to discuss ways to make the residential community more accessible to neurodiverse students.
- Removed student life staff from the ongoing training series on microaggressions and privilege.
- Dean of Students and Assistant Dean of Student attended regional NASPA conference, multiple webinars focused on social justice.
- Assistant Dean of Students collaboratively co-hosted a series of Zoom meetings with UWM (grant funded) on immigrant communities and the challenges they face.
- Assistant Dean of Students has secured funding for professional development support related to social justice, especially in areas like supporting D&I & undocumented students open to staff and faculty and students.
- Assistant Dean of Students participated in Homeland - Right To Be training.
- Holding conversations about first amendment on campus for the fall.

SDS Retreat: included information from staff regarding professional development experiences related to social justice.
- Residency Life shared information with resident students about the APR program in Milwaukee and the importance of voting.
- Dean of Students participated in created events and development opportunities in weekly e-news.
- Student Activites assessed representation in booked performances to ensure 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 engages students in the broader Milwaukee community.
- Students in Residence Life took part in the Community Conference on campus.
- Continuous process for assessment, within Counseling & Health Services: participate in policy & protocol meetings and trainings to ensure that students have a safe and confidential space to talk through their concerns and appropriately referred to other campus partners.
- Residence Life has secured on-campus opportunities for students to discuss potential service learning projects.
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FOR MORE DETAILS, VISIT https://www.alverno.edu/Student-Affairs