

NEXT CONFERENCE

2022 Student Life NEXT Conference

On Inclusion, Diversity, Equity, and Access

I.D.E.A.

December 13, 2022

8:00 AM – 4:00 PM

Reitz Union Rion Ballroom

This Booklet Belongs To:

Welcome!

Dear Conference Attendee,

We are excited to have you join us for the 2022 Student Life NEXT Conference on Inclusion, Diversity, Equity, and Access (I.D.E.A). Our hope is that this event will inspire, energize, and engage you as you learn, grow, and connect with colleagues across the Division.

As issues of social justice and equity are increasingly being brought to the forefront of national consciousness, it is critical that we as student life professionals stay abreast of how the current climate impacts the experience of our staff and students. It is our collective responsibility, as emphasized in our mission statement, to cultivate a comprehensively excellent experience for the students we serve. A key piece of achieving our mission depends on our commitment to creating welcoming and inclusive spaces where our students can engage, thrive, and transform. As such, we hope that your investment in today's conference will be meaningful and transformative as we work towards advancing inclusion, diversity, equity, and access within the Division of Student Life.

Brought to you by the Student Life I.D.E.A. Collective and Student Life Assessment and Research, this year's conference will feature a workshop-style training on inclusion, diversity, equity, and access. As sessions will build from each other throughout the day, we highly encourage you to join us for the entire day. The workshop experience is largely informed by what you bring into the space, so we invite you to lean in, embrace vulnerability, and fully engage with what the day has to offer. Our goal is that by the end of the conference, you 1) feel empowered to apply what you have learned to your work 2) can connect I.D.E.A. to student success 3) feel a sense of camaraderie and collective responsibility to advance I.D.E.A. within the Division, and 4) will commit to a personal action plan to advance I.D.E.A. within your work as a student life professional.

Thank you for your participation, and welcome to the 2022 Student Life NEXT Conference!

Sincerely,
Conference Planning Committee

Conference Facilitator



Rev. Dr. Jamie Washington, (He/Him/His) is the middle child and only son of Annette and James Washington and Grandson of Elizabeth and Thurman Williams. He serves as the President & Founder of the Washington Consulting Group (WCG). WCG was named by the Economist as one of the Top 10 Global Diversity Consultants in the world. Dr. Washington has served as an educator, administrator, and consultant for over 38 years. He serves as an invited instructor in the Harvard Graduate School of Education and the Lancaster Theological Seminary. He is the President and Co-Founder of the Social Justice Training Institute and a Past President of the American College Personnel Association (ACPA).

Dr. Washington earned his undergraduate degree from Slippery Rock State College, double Master of Science degrees from Indiana University/Bloomington, a Ph.D. in College Student Development from the University of Maryland College Park, and a Master of Divinity from Howard University School of Divinity. He has been honored as a distinguished alumnus from both Indiana University, Bloomington and the University of Maryland, College Park. Dr. Washington received an honorary Doctor of Business from Shepherd University in May 2019, and he was awarded an honorary Doctor of Laws from Wheaton College of Massachusetts in May of 2021.

In May of 2022, Dr. Washington was awarded the Distinguished Service award by Massbay Community college for his work on inclusion and belonging. He was honored with the University of Maryland Baltimore County's Legends of Excellence Award for his contribution to the lives and education of Black and Latin* faculty, staff, and students. He received the 2020 Annuity Coeptis Senior Leader Award from ACPA. He is the 2021 recipient of the NASPA Dr. Bobby Leach, Leadership in Social Justice Award, and the ACPA Esther Lloyd Jones, Outstanding Service to the Profession of Student Affairs and Higher Education Award. He is a member of Omicron Delta Kappa, Golden Key, Alpha Phi Omega, Phi Delta Kappa and a life member of Alpha Phi Alpha fraternity Inc.

Known as the "The Engagement Specialist," he sees himself as an instrument of change. He works every day to help people find the best in themselves and others. He lives by the words of one of his favorite songs, sung by the late Mahalia Jackson at the funeral of the Rev. Dr. Martin Luther King Jr:

If I can help somebody, as I pass along: If I can cheer somebody, with a word or song,

If I can show somebody, that he, she, zi or they, are traveling wrong, then my living shall not be in vain.

About the Student Life I.D.E.A. Collective

The Student Life I.D.E.A. Collective was established to advance inclusion, diversity, equity, and access work within the Division of Student Life. The Collective is comprised of representatives across various departments within the Division, and they work cohesively to carry out their mission, which is to “facilitate a developmental journey toward greater understanding and empowerment around diversity, equity, access, and inclusion for Division of Student Life staff.” The Collective focuses its efforts on initiatives that support its three pillars: education, culture, and storytelling. A key component of their “why” rests on their belief that:

“Diversity does not exist without inclusion, equity or access. We cannot have one without the other. When employees feel included, heard, wanted in those spaces, they feel a sense of belonging that drives increased productivity and creates collaborative teams that are innovative and engaging.”

Over the past two years, the group has offered several programs for Division of Student Life employees, including the Make it Make Sense Series, Dialogue Duos, and a Launch and Learn event. They have also prepared resources for inclusive hiring practices and implicit bias trainings. The Collective is actively working on designing new programs and services for the upcoming semester.

How does the I.D.E.A. Collective define I.D.E.A.?

- **Inclusion:** An active effort to involve people of all identities, while providing resources needed by various communities. Inclusion is to be incorporated in all aspects of a process.
- **Diversity:** The presence of differences among individuals in a group. Diversity can include, but is not limited to, race, ethnicity, gender, sexuality, ability, citizenship, socioeconomic class, etc. We acknowledge that these social constructs influence how people are treated and experience the world.
- **Equity:** Creating a level playing field for individuals or groups according to their respective needs, which may include equal treatment or treatment that is different but is considered equivalent in terms of rights, benefits, obligations, and opportunities.
- **Access:** Equal opportunity to fully participate.

Current Members

of the Student Life I.D.E.A. Collective:



Jerri Berry Danso
Assessment & Research



Dr. Shaun Boren
Assessment & Research



Danielle Difato
Strategic Initiatives



Breyonn Davis-Carter
Recreational Sports



Sara Donals
Campus Assistance & Resources
Empowerment (CARE)



Dr. Jessica Francis
Center for Inclusion &
Multicultural Engagement



Estelle Gyimah
Recreational Sports



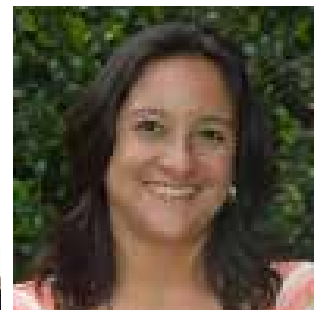
Laura Hall
Recreational Sports



Justin Herres
GatorWell



Shalah Newsome
Recreational Sports



Dr. Zully Rivera-Ramos
Counseling & Wellness Center



Nathalie Turenne
Center for Inclusion &
Multicultural Engagement



Dr. Lane Washington
Office of the Vice President

Flow for the Day

8:00-8:30

Registration and Continental Breakfast

8:30-9:00

Welcome Remarks

Dr. Heather White, Vice President of Student Life

Dr. Marsha McGriff, Chief Diversity Officer and Senior Advisor to the President

Nathalie Turenne and Dr. Jessica Francis, members of the Student Life I.D.E.A. Collective

9:00-12:15

Part I

Welcome and Introductions

Creating a Learning Environment

Key Concepts

Common Language

Key Frameworks and Models

12:15-1:15

Lunch

1:15-4:00

Part II

My IDEA Journey

Real Time

Visioning Success

Now What - Next Steps

Please note that restroom breaks will be incorporated throughout the day. We will also facilitate SPARK activities to encourage movement (and fun!). We welcome you to participate in the SPARK activities as you are able.

Reflection Questions

What do you believe about people?

What keeps you from having real conversations?

What would help you lean into real conversations?

In the context of your department, how is I.D.E.A. discussed or how does it show up?

Reflection Questions

What personal identities are you most conscious of, and how do they inform your work?

Of the tools that were offered, which do you feel can be applied to your work?

If this conference were to matter to you, by next semester, you would like to see or do...

As you leave here today, is there anything that you wish you would have said or asked?

My Action Plan

As we work towards creating greater inclusion, diversity, equity, and access within the Division of Student Life, we encourage you to use what you've learned and transform it into ACTION.

Identify at least 2-3 goals around I.D.E.A. that you will commit to accomplishing within the next year.

What steps will you take to achieve these goals?

How would you know that your goals were successful (In other words, what are your measures of success)?



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