What’s the Big I.D.E.A.?
Creighton University’s
Multicultural Competency in Action

National Jesuit Student Leadership Conference
Session II
Thursday, July 9, 2009 at 11:00 AM

Presented by:
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Presentation Outline

- Overview of Institution & Division
- History & Initial Dialogue
- Theoretical Background
- Structure & Mechanics
- Discussion

What We’ll Cover During Session II
Overview of Creighton University

Educating Students for 131 Years

- **History**
  - Founded in 1878 by the Creighton families
  - Has provided professional education since early 1900s
  - Recent campus expansion & development

- **Size & Scope**
  - 6800 students (3400 undergraduate, 3400 professional & graduate)
  - 21% diverse students
  - 3 undergraduate colleges, professional programs in medicine, pharmacy, dentistry, OT, PT, and law
  - Committed to ideals of Service, Faith, and Justice
Staffing - Division of Student Services

- Comprised of 150+ employees, including support staff and professionals
- Departments within the Division:
  - Athletics
  - Career Services
  - Center for Health and Counseling Services
  - Kiewit Fitness Center (recreation)
  - Center for Student Integrity (judicial)
  - Multicultural Affairs
  - Residence Life
  - Student Activities
  - Student Success
  - Student Center
Early Attempts – Multicultural Team

2005 Division of Student Services
Multicultural Team

- Discussion focused around racism, Sexism, Faithism, Homophobia, Social class, and other issues...

- Created Multicultural Team Report (June 2005) to be used as a baseline for future Diversity initiatives
Diversity Action Team

The Diversity Action Team (DAT) has designed a continuing education program for the Division of Student Services employees:

- IDEA debut September 20, 2007
- In spirit of seeking *Magis* (or continual excellence)
- This is a call to all Divisional staff to promote self-awareness and diversity competency

In doing so, we are empowered to promote a climate of acceptance and respect, recognizing the dignity of all persons in the University Community
Diversity Action Team

- Initial charges from the Vice President:
  - Review previous Diversity reports
  - Develop divisional comprehensive diversity statement
  - Develop 5-year strategic plan
  - Communicate with the Division the plan and expected goals, including responsibilities and acceptable assessment measures for Divisional and Departmental goals
  - Review and analyze objectives and assessment measures
  - Any plans are to be broad-based, including racism, sexism, religion, homophobia, social class, and other identities
Intergroup Competencies

- Competencies for Social Group Interactions, developed by Ramsey & Latting, 2005
- 14 intergroup competence skills that may be applied across social group differences.
- Provides a framework for programming & working individually in diverse situations
- Values of this framework:
  - Current
  - Theory-based
  - Practical
  - Developmental
  - Room for Expansion/Addition
## Typology of Intergroup Competencies

|----------|---------------------------------------|-------------------------------------------------|------------------------------------------|---------------------------------------|
Structure & Mechanics

- Charter & Composition of DAT
- Finances
- Logo
- Website & Virtual Information
- Kick-off event
- Program accreditation
- Tracking
  - Requirements/ H.R. performance evaluation
  - Reporting to our Vice President
- Feedback

“The Devil is in the Details”
Diversity Action Team Charter, part 1

- Purpose and Mission
  - Support and Collaboration
  - Review Divisional Diversity policy
  - Coordinate IDEA
  - Review atmosphere
  - Assist Department Directors
  - Meet with Inclusion & Diversity Council (student advisory board) regularly
  - Maintain Website
  - Select and present annual Diversity award
Diversity Action Team Charter, part 2

- **Membership**
  - 10 members, 1 chair
  - **Standing members:**
    - Director of the Office of Multicultural Affairs
    - Associate Dean of Students (*currently DAT chair*)
    - Assistant Vice President for Student Learning
    - One member must be represented from Residence Life
    - One member must be represented from Athletics
    - One member must be an hourly employee
  - All other members are at-large appointments
  - One graduate assistant has been invited to join DAT

- **Term Length**
  - 2 years; Chair serves for 3 years
Fall 2007 Accomplishments

- Kick-off speaker Dr. Amy Reynolds
- Creation of DAT charter and position descriptions
- Providing Structure to the Student Advisory Board
  - Next step – appointing students
- Initial success of IDEA program
  - 72% participation during the first semester
- CUrageous Voices partnership
Spring 2008 Accomplishments

- Major Spring speaker was Dr. Jean Latting
- Finalized evaluation period (Jan. 08-March 2009); incorporated IDEA into divisional evaluations
- Hawaiian, Indian, Vietnamese, International, African American student cultural banquets
- Summer reading discussion group: *White Like Me*, by Tim Wise
Fall 2008 Accomplishments

- Speakers included:
  - Tim Wise, antiracism speaker
  - Dr. Ron Sakolsky, anarchist
  - John Bul Dao, Sudanese “Lost Boy”

- First major change in DAT membership
  - New chair, new members, new graduate assistant

- Strong collaboration with Latino Student Association and Native American Association for monthly heritage celebrations
Spring 2009 Accomplishments

- Recognition of highest CEU-completing staff in each department in April

- “Benefits of Adversity” with Frank Pietrantoni, local speaker who is a quadriplegic

- Strong collaboration with CU NAACP for Black History Month events

- Theater of the Oppressed half-day workshop with Sheila Rocha

- Summer Programming discussion
Inclusion and Diversity Council

- Key student leaders invited to participate, including:
  - Multicultural Advisory Committee, Social Greek organizations, Student government, residential student government, others

- Will meet 4 times yearly (2x/Semester)

- Why are we meeting with students?
  - For us to talk to students? For students to talk to us?
  - Become aware of issues earlier, diffuse/ have a grasp

- Still developing!
Finances

- Allocation from Vice President
  - 2007-08 academic year = $10,000
  - 2008-09 academic year = $15,000
  - 2009-10 academic year = $7,000

- Additional funding is available based on discussions with the Vice President and demonstrated need

- Note: Office of Multicultural Affairs funds have been used to fund much of the I.D.E.A. programming; need to look at ways to be more equitable and re-allocate funding
Website & Blog

Connecting Virtually to our Staff & Students

• Diversity Action Team [Website]
• I.D.E.A. [Website] and [Calendar of Events]
• I.D.E.A. [Blog]
• E-mail address: idea@creighton.edu
Program Accreditation

- Selection committee identifies events in advance
  - Seek to have programs that meet core competencies

- Internal—identified by DAT/ Multicultural Affairs (majority of programs)

- External—programs seeking DAT approval
  - Submission process

- Directors encourage employees to participate in multiple competency areas

- 101.5 CEUs offered in 2008-09
Program Recognition

- *Outstanding Campus Program*, Jesuit Association of Student Personnel Administrators

- *Outstanding Program*, Association of Jesuit Colleges and Universities Conference on Multicultural Affairs (Summer 2008)

- *Golden Award Honorable Mention*, National Association of College Auxiliary Services (Fall 2007)

- Presented previously at NASPA Multicultural Institute (Fall 2007)
Tracking Employee Participation

- Attendance issues
  - Attendees sign-in at events on attendance sheet
  - Use of IDEA e-mail address for all communication
  - Do we award partial credit?
- End of semester report goes to Vice President
  - Used in employee performance assessment
- Requirement for Fall 2007 semester = 4 CEUs
- Requirement January 2008-March 2009 = 10 CEUs
  - Cycle corresponds to H.R. evaluation period
- Requirement for March 2009-10 = 8 CEUs
Fall 2007 IDEA Statistics

- Participation Rate = 72%
  - 25% have fulfilled 4 credits
    - Of those who have fulfilled IDEA Requirements, 66% have fulfilled 5+ credits
  - 28% have fulfilled 3-3.5 credits
  - 20% have fulfilled 1-2.5 credits
  - 28% have fulfilled 0 credits

- Majority of those who have completed required CEUs attended kick-off speaker’s workshop
The struggle for our assessment: Do we tie attendance and assessment together?

- What do we expect?
- What do we want to know?
  - How many people were there?
  - What they’re learning? How they’re growing?

Long-term

- Tied to employee’s evaluation to show growth
- Programs, attendance, growth/development of staff’s awareness and competency over long periods
- Connect to Divisional & Institutional assessment and accreditation
The DAT works *(really!)*

- As was said by a member at our annual retreat,
  - “I’ve been on a lot of committees before, but people are committed and productive on the DAT. We really get the work done and are not just talking.”

- DAT meets bi-weekly for 1.5 hours

- Meetings could be described as collaborative, discussion-laden, having depth, listening to a variety of perspectives, hard work, and productive
Brenda’s Perspective

*Brenda joined the DAT in Spring 2009 as the first hourly employee in Team history. Some thoughts:*

- Ambassador for the DAT/IDEA – now have a foot in both worlds (employee and committee member)

- See the struggles and challenges of DAT better
  - More understanding of the variety of issues that arise

- Exposure to new ideas

- Sharing input & getting comfortable
Discussion & Sharing of Best Practices

Let’s Hear from YOU!

- Questions & Discussion
- Initiatives for Diversity Education and Action on your campus
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Connecting after NJSLC