

Creating an Engaged and Inclusive Campus Environment



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2024 Presidents Institute **Spouses and Partners Program**
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2024 Presidents Institute **Spouses and Partners Program**
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Presenter

Sherry L. Turner, Vice President for Strategic Initiatives/Chief Diversity Officer, Rhodes College



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Creating an Engaged and Inclusive Campus Environment

How to Foster an Environment Where Everyone Feels a Sense of Belonging

Sherry L. Turner, Ph.D.

Vice President for Strategic Initiatives/Chief Diversity Officer
Rhodes College



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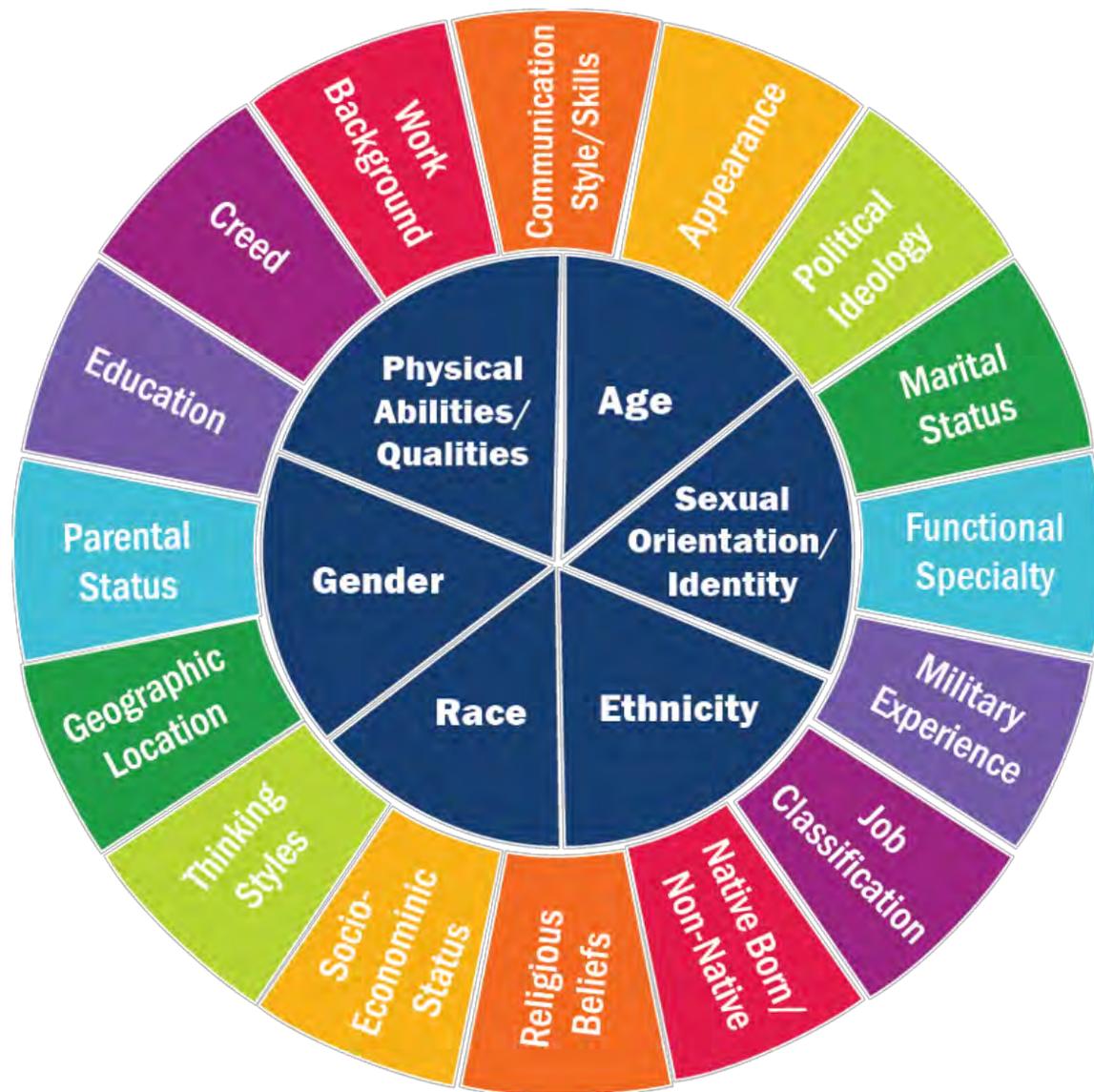
Agenda



A Primer on Inclusive Excellence



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Dimensions of Diversity

The full range of psychological, physical, and social differences that exist within and outside the community such as race, ethnicity, nationality, religion, social class, education, language, age, gender, gender expression, sexual orientation, ability, veteran or military status and learning style.



What Does Inclusion Look Like?

Dimensions of Inclusion

Our desire to work toward a campus climate that fosters a sense of belonging, relationship building and community building across difference.

Providing information

Welcoming others

Valuing and respecting all

Listening to others

Using someone's preferred form of communication

Giving choices

Actively involving all

Meeting specific requirements and care needs

Building positive relationships

Seeking broad input



Dimensions of Equity



This image has been modified with permission from the "Better Health for All" infographic, © 2017, Saskatchewan Health Authority.

Our efforts to 1) ensure fair treatment, access, opportunity, and advancement; 2) identify and eliminate barriers that have prevented the full participation and recognition of some groups; 3) correct historical and current imbalances in the provision of effective opportunities to historically underserved and underrepresented populations.



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Dimensions of Belonging

Belonging is a feeling of community with the people and environments that make us feel connected.





Dimensions of Justice

Justice refers to a desire for social change and requires a strategy to redress histories of violence, inequality, trauma, and the unjust treatment of groups. Justice involves engaging in dismantling oppressive structures at the community, societal or global level to create equitable access to opportunities and resources.



Understanding Your Campus Climate and Needs

How to Determine Needs on Your Campus



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What Contributes to Isolation and Loneliness on Campus?

- Lack of Representation
- Microaggressions
- Cultural Differences
- Reliance on Social Media
- Diversity of Campus Community
- Lack of Programming
- Home-sickness
- Pre-Existing Mental Health Needs
- Difficult Adjustment to New Environment



Uncovering Your Campus Needs

- Student outcomes and other institutional data
- Participation in High-Impact Practices (HIPs)
- Self-Assessment Rubrics and Inventories
- Campus Climate Data
- Complaints to President or other administrators
- Campus Newspaper
- Social Media
- Focus Groups
- Consultant Reports
- College ratings sites like Niche



Let's Make it Personal

Cultivating Cultural Humility



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Cultural Humility

- A personal lifelong commitment to self-evaluation and self-critique whereby the individual not only learns about another's culture, but one starts with an examination of her/his own beliefs and cultural identities
- Recognition of power dynamics and imbalances, a desire to fix those power imbalances
- Commitment to develop partnerships with people and groups who advocate for others



Let's Make it Personal

Activating Your Own Circles of Influence



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Activating Your Circle of Control

Circle of Concern

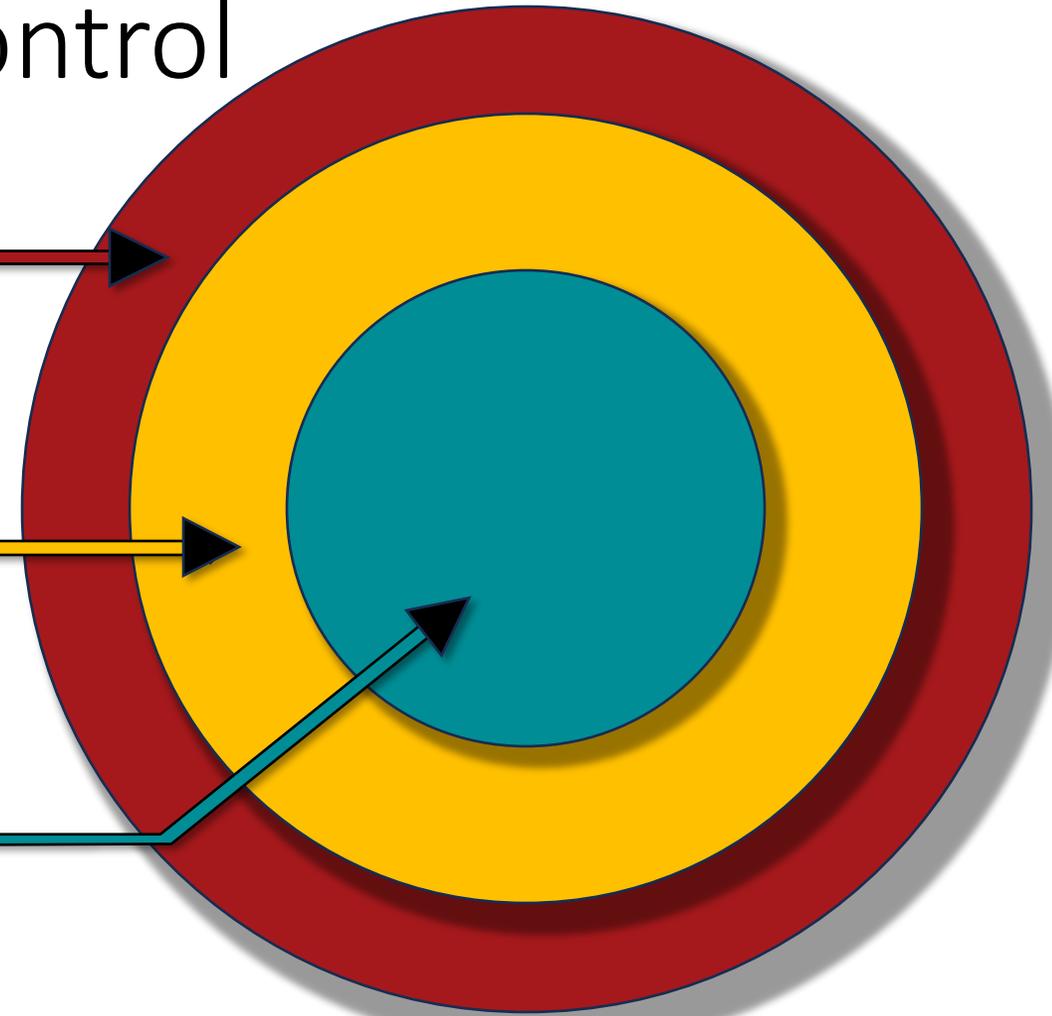
Avoid focusing here, you don't influence it.

Circle of Influence

Expand this circle!

Circle of Control

Focus effort here, you have control!



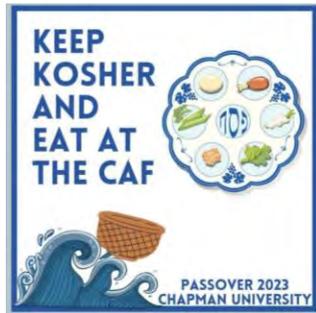
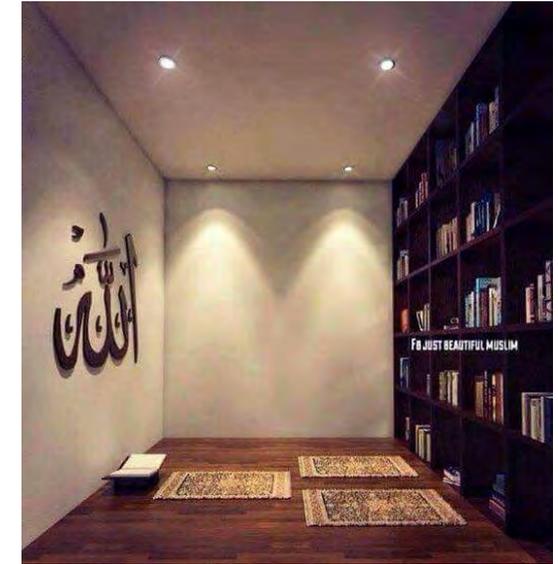
Best Practices and Bright Ideas Roundtable Discussions

Promoting Engagement and Inclusion within Your Circles of Influence and Control



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Symbols of Inclusion



Thank You!

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Q&A Session



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