

Student Life Change Team Annual Report 2019-2020

Student Life Change Team Mission:

To provide leadership within the Division of Student Life to further social justice, equity, and respect for diversity in all its forms.

2019-2020 Members:

Brenna Hucka** (Student Conduct & Conflict Resolution), Jody Elwell (Disability Resources), Jonna Korpi (Sustainability), Kristi Dalbec (Transportation & Parking Services), Laura Young (Kirby Student Center), Mick McComber* (Recreational Sports & Outdoor Programs), Robin Mensinger (Health Services), Toni Christensen* (Budgets & Personnel), Daemon Williams (Dining Services), Jennifer Barnes (Budgets & Personnel), Sandra Gbeintor Oyinloye (Diversity & Inclusion), Wendi Christenson (UMD Stores)

***Denotes Chair*

**Denotes Director Liaison*

The Student Life Change Team (SLCT) met monthly from September 2019 - May 2020. We had strong member attendance and effectively utilized meetings to both take care of committee business, but also hold discussions around current events and diversity and equity topics related to our work in Student Life.

2019-2020 Achievements

1. Directive: Future Directions for SLCT

The SLCT began the year with a directive from the Vice Chancellor of Student Life to evaluate what was working and what was not, and then to determine the best path forward for this group. We were to consider what the best makeup for membership might look like, as well as what the function of SLCT should be.

We considered these questions throughout the 2019-2020 academic year. We imagined what our ideal version of the SLCT would be and consulted with departments along the way. Ultimately, we compiled our thoughts into a proposal that will be presented to the Student Life Directors group for consideration and implementation in the 2020-2021 year.

[Student Life Change Team Future Directions Proposal](#)

Proposal Summary

- General Membership
 - Open to anyone interested in serving with permission from their Supervisor/Director
 - At least 1 Director Level Employee

- Committee Leadership
 - 2 Co-Chairs
- Term Lengths
 - General Members - 1 academic year, with the possibility to continue longer
 - Co-Chairs - 2 academic years, alternating start date by 1 year
- Meetings
 - September through May
 - Monthly or as needed
- Communication
 - Co-Chairs meet with all departments at the beginning of the academic year
 - Director liaison reports to and from Directors group
 - Co-Chairs report to and from Campus Change Team
 - Possible future directions
 - Semesterly Newsletter
 - Listserv or email digest
 - Larger web presence

2. Training: EVERFI Diversity & Inclusion Modules

In the Summer and Fall of 2019 UMD began implementing two training modules for Faculty & Staff: 1) Managing Bias and 2) Diversity: Inclusion in the Modern Workplace. All members of the SLCT were asked to complete the modules so that we could discuss the topics discussed. Most felt that the modules were a good reminder, though didn't feel like for them much new information was gained. Members recognized that for folks who don't undertake diversity, equity, and inclusion training as often many of the concepts would be informative.

In the future, we would like to continue to have training and discussion on topics related to diversity, equity, and inclusion be a key piece of SLCT meetings. Many current members have taken part in the [Intercultural Leadership Development \(ILD\) Initiative](#) and have either earned or are making progress towards earning the [Equity and Diversity Certificate](#); those who have not had the opportunity to participate in these trainings yet would like to do so in the future. We hope that this will be possible in the future. Members have appreciated discussion and educational opportunities integrated into meetings, which we plan to continue for the future.

3. Trauma Informed Practices Panel

The SLCT Chair for this year also sat on the Student Life Staff Engagement Team (SLSET), which seeks to provide educational and engaging opportunities for Student Life Staff. Through this connection, the two committees decided to work together on a joint event. The SLCT was charged with determining what the topic would be and

identifying potential speakers, the SLSET would take care of the planning and execution of the event.

We ultimately decided on a panel to speak on the sources of trauma and trauma informed practices related to the students we serve. This event was scheduled for March 31, 2020; but also was cancelled due to the COVID-19 Pandemic. We plan to reschedule this event during the 2020-20201 Academic Year.

4. UMD Martin Luther King Jr. Day Breakfast

In an effort to support the UMD Martin Luther King Jr. Day Breakfast, the SLCT invited all interested Student Life employees to join us at the event on January 20, 2020. We were hoping to be able to have one table from Student Life, but were actually able to fill two tables. Folks brought their families and all were able to engage in meaningful conversation and reflection on this important day. We considered this a great success and will plan to continue this in the future.



Student Life Employees & Family at UMD MLK Breakfast

5. Pronouns for Name Tags Proposal

In January 2020 Dori Decker in Health Services brought forward a suggestion for Student Life to purchase ribbons that Student Life employees could put on their name tags to indicate their pronouns.. The Student Life Change Team has reviewed options related to this suggestion and put forth the following recommendation for the Division Leadership and Directors to consider.

When we began discussing considerations related to this proposal we wanted to ensure that this initiative would be beneficial, easy to implement, and cost effective. We also wanted to know how staff would most prefer to display their pronouns on their name tags. We recognized that some departments have already begun engraving pronouns directly onto name tags either for new staff or when replacing their name tags and that some departments make their own name tags and are able to easily adapt them.

We ultimately came to a recommendation that included both engraving pronouns directly on name tags when possible and desired by the employee; and having stickers available that could be added directly to the name tag. We will be presenting this proposal to the Student Life Directors group and suggesting that the plan be implemented as early as the beginning of the Fall 2020 semester. However, we recognize that since discussing this recommendation, budget restrictions have changed due the COVID-19 Pandemic and will leave it to the Directors and Division Leadership to determine when the purchases required to facilitate this initiative would be appropriate.

[Full Pronouns for Name Tags Proposal](#)

6. *CCLT Grant Requested for ODI Speaker*

The Campus Climate Leadership Team offers up to \$2000 grants for unit change teams to use for events and initiatives. In February Anna Gilmore from the Office of Diversity & Inclusion approached the Student Life Change Team to request that we put forth a grant proposal for the March ODI Speaker, Reyna Montoya. The SLCT discussed the request at our meeting and overwhelmingly decided to support the grant proposal. The grant was ultimately awarded, however the event was unfortunately cancelled due to the COVID-19 Pandemic. The SLCT felt that this was a good function for our team to undertake and as possible, plan to more broadly advertise these grants and partner with departments for future requests.

2019-2020 Summary

We achieved our goal of taking this year as a step back and an opportunity to reflect on the purpose and makeup of the Student Life Change Team. Simultaneously, we were still able to undertake a number of initiatives over the past year. We feel that these initiatives were well balanced and served the needs of Student Life. We feel that we have a clear idea of what the path forward for this team is and look forward to implementing our new membership structure and considering initiatives for the 2020-2021 academic year.