

## Working Group Directives for Diversity Committee Initiatives

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Special Advisor to the President  
Diversity and Strategy

DIVERSITY COMMITTEE	
<i>Reports to University President</i>	
<p><i><b>Purpose:</b> To promote understanding of cultural differences and focus on ways to meet the needs and encourage full participation of every student in campus life, to promote the celebration of diversity for all ethnic and underrepresented groups, to help recruit underrepresented faculty, staff, and student groups, to provide ongoing diversity education for faculty, staff, and students, to search for financial resources for programs and scholarships to support diversity efforts on campus, to make policy recommendations regarding diversity, and to make recommendations regarding the need for additional financial resources to be used for new diversity initiatives.</i></p>	
<u>Membership Title</u>	<u>Member Name</u>
Special Advisor to the President on Diversity and Strategic Planning (chair)	Kathy Purnell, chair
Senior V.P. for Academic Administration	Robert Young
V.P. for Student Development	Dennis Negrón
Director of Student Life and Activities	Alexis Castro
4 faculty members selected by the Faculty Senate, to serve 2-year terms.	Adrienne Royo (25)
	Matthew Duffy (25)
	Chanda Daggs (24)
	Adam Heck (24)
1 Residence Hall Dean appointed by V.P. for Student Development to a 2-year term	John Willis (25)
Collegedale Church pastor appointed by the Church Senior Pastor to a 2-year term	Pastor Reginald Horton (25)
Recording Secretary appointed by the chair for 2-year term	Dennis Negrón (25)
2 students appointed by Student Senate for 2 year term	Railyn Duarte (25)
	Minha Yang (25)
Up to six members appointed by the chair	Joseph Hyde (25)
	Jasmine Johnson (25)
	Bethany Howard (25)
	Christina Donesky (26)
	Robert Ordonez (26)
	Sunia Fukofuka (26)

### Diversity Committee Norms

*Respect*

*Open-mindedness*

*Equality*

*Commitment*

March 4, 2024

Dear Members of the Diversity Committee,

Our institution prides itself on its commitment to diversity, equity, and inclusion by intentionally exploring strategies to build a community where every person feels a sense of belonging. The development and implementation of Working Groups provide opportunities for diversity committee members to utilize their strengths to deliver actionable strategies that align with our core values and address the current needs of our campus. Presently, the office of the president's diversity and strategy team is working on several initiatives to achieve this.

We would like our diversity committee members to begin working in **Working Groups**, where you can set aside time to brainstorm. In January, 2024, we provided a link for each member to sign up. All Working Group ideas contribute to building a **Belonging Strategy @ Southern Adventist University**.

Note: At the conclusion of the upcoming Belonging Research: '*Understanding Student and Employee Perceptions on Belonging at Southern Adventist University*' we aim to identify key themes and needs which will add to the following Working Groups (new diversity-related programming and development), or lead to an adjustment of items below.

**Here's what we need to do in our working groups:**

1. Sign up for a Working Group where you feel your strengths will be most beneficial. Use the test below to assess what group lines up best with your interests if you are unsure:
  - a. **Link to 16 personalities quiz:** <https://www.16personalities.com/free-personality-test>
2. Plan and schedule a brainstorming session with your group, either in-person or online.
3. Select a Lead Facilitator and a Co-Facilitator for your group.
4. Establish dates and times to meet.
5. Share dates and times with Dr. Purnell: [Purnell@southern.edu](mailto:Purnell@southern.edu)
6. During your meetings, contribute to our shared document

Thank you for your collaboration!

NOTE: Please see the following to help guide your first brainstorming meeting:

**WORKING GROUPS**

Strategic Working Groups: Belonging At Southern

**Summary:**

At Southern Adventist University, we are dedicated to fostering a Christ-centered community where diversity is embraced, and every individual feels valued and included. Our strategic working groups play a crucial role in this mission, each focusing on specific initiatives that align with the core purposes of our Diversity Committee. Through these focused efforts, we aim to create a more inclusive, respectful, and innovative community that reflects our commitment to diversity, equity, and inclusion.

**Core Purposes of the Diversity Committee:**

1. To promote understanding of cultural differences and focus on ways to meet the needs and encourage full participation of every student in campus life.
2. To promote the celebration of diversity for all ethnic and underrepresented groups.
3. To help recruit underrepresented faculty, staff, and student groups.
4. To provide continuous diversity education for faculty, staff, and students.
5. To search for financial resources for programs and scholarships to support diversity efforts on campus.

### **Working Groups & the Purpose:**

#### **Cultural Ambassadors Program Design Group**

- **Purpose 1 & 2:** This group's work in celebrating cultural diversity and fostering intercultural dialogue, and immersive learning experiences will enhance understanding and appreciation for cultural differences, encouraging full participation in campus life, virtual engagement, and celebrating diversity through shared experiences

#### **Diversity Website Update Group**

- **Purpose 4:** By turning the diversity website into a vibrant resource hub filled with educational materials, event information, and diversity stories, this group directly supports the aim of providing continuous diversity education and engagement for the entire campus and the community.

#### **Future Diversity Conference & Programming Planning Group**

- **Purpose 2, 4, & 5:** The organization of a diversity conference will not only celebrate diversity but also provide continuous education on diversity and inclusion, offering workshops, keynote speakers, and forums for community engagement, thus fostering a culture where diversity and inclusion are actively practiced.

#### **Inclusive Teaching and Learning (ITL) Initiative**

- **Purpose 3 & 4:** By promoting inclusive teaching practices and increasing diversity and a sense of belonging among participants in all educational programs, ITL supports the recruitment of underrepresented groups and ensures an inclusive learning environment, reflecting a deep commitment to respect and inclusivity. It also embodies the diversity within every aspect of an organization, from culturally responsive interactions.

#### **Collaborative Events Partnership Group**

- **Purpose 2:** Planning and executing cultural events in collaboration with campus organizations allows this group to celebrate diversity across all ethnic and underrepresented groups. By organizing events like Black History Month and Indigenous Peoples' Day, this group creates educational and celebratory platforms that foster a sense of belonging and community spirit.

Through the concerted efforts of these strategic working groups, Southern Adventist University continues to advance its commitment to creating a diverse, inclusive, and equitable campus environment where every individual can thrive.

## 1. Cultural Ambassadors Program Design Group

### Members:

Kathy Purnell  
Isabella Eklund  
Kilah Runnels  
Chanda Daggs

Goal: *To create a program that celebrates cultural diversity and promotes intercultural dialogue, and activities.*

- **Tasks:** Define: What is a Cultural Ambassadors Program? What purpose will it serve? How? Why is this important to the Southern Adventist Institution/community?
- Other things to consider. Develop criteria for selecting Cultural Ambassadors who are reflective of our diverse student body. Plan events such as international food fairs, cultural storytelling sessions, and language exchange meet-ups. Establish mentorship connections between ambassadors and new students to foster an inclusive community spirit. Whom would you collaborate with?
- Example: Look at models like the 'Global Ambassador Program' at other universities, where ambassadors run cultural workshops and write monthly blog posts about their experiences and traditions.

### Notes from Working Group meeting: Met 3 times

- *What is a Cultural Ambassadors program? A Southern-Specific program that celebrates diversity through shared learning experiences, storytelling, programming through CEUs and training.*
- *Southern's version of D.E.E.P. (Diversity Educational Learning Experience)*
- *Incorporate ACA students and staff (Adventist Colleges Abroad & Missions insights)*
- *Language Meetups (Round Robin)*
  - *Departmental Convocations where worship is done in another language*
- *Engage students outside of Cultural Nights*
- *Language exchange event -> students and faculty attend class lectures, worship events, convocation, all hosted in another language -> professors who may speak another language would host a class lecture in the language, English as a first language students will attend the lectures to learn what it is like to attend lectures in another language. Building campus wide empathy for students or faculty with English as a second language. Worship events, campus convos, convocation / worship held in another language as well.*
- *Comedy show in other languages - international nuances of english (ex. spanglish) - have a theme like food, or transportation*
- *Scholarship programs for ACA or SM or ENCATUS -> connect with the offices for these missions.*

*What is cultural ambassador:*

*-Provide educational opportunities*

*-Peer-to-Peer & Train the trainer opportunities "We are ambassadors"*

*-Identify a student or employee within other departments - develop cultural awareness through shared experiences.*

*-student leadership -> trainings leading to a half day summit*

*-Employee leadership, on campus trainings and workshops -> shaping mindset to be inclusive*

*-service-learning opportunities. Partner with local organization*

*SMART GOAL for Cultural Ambassador First Steps:*

*Specific: Learn about the Interest*

*Measurable: Needs Assessment*

*Attainable: Google Forms*

*Realistic: Booth with Food, Grab and Go / Posters Throughout Departments / Belonging*

*Time-based: Wednesday, April 24th 11-1pm*

### **Other Questions for Consideration:**

Who are we?

- An online learning hub? An Online Community

What are we?

- We provide education, training, create a sense of community, cultivate cultural awareness and understanding, we empower our student body, employees, and members of the community...

### **Draft:**

The purpose of the Southern Adventist University Cultural Ambassadors Program is to nurture empathy, enhance cultural awareness, and deepen faith-based connections, empowering our community to contribute to a more inclusive, compassionate, and faith-driven online community through education, training, coaching, and mentoring.

### STILL EDITING

Through innovative badging, targeted training, dynamic workshops, and personalized mentorship, we equip students and staff with the tools to embrace diversity and build meaningful relationships.

Partnerships: *(local churches, School of Social Work internship for Intro to Social Work students, SDA global institutions of higher education)*

By partnering with ACA, the Missions Office, and local organizations, we offer experiential learning and service opportunities that enrich understanding and promote unity.

## **2. Diversity Website Update Group:**

### **Members:**

Joseph Hyde

Adam Bellis

Kathy Purnell

Isabella

Others:

Goal: *To enhance the Diversity website as a vibrant hub of information and resources that reflects our community's initiatives, activities, and programming.*

- Tasks: Conduct a brainstorming session and review the current site.
- Conduct an assessment of need.

- Need photos of diversity committee members and short quotes from each. What other features would begin to tell our story?
- Create an interactive calendar of diversity-related events, a news section highlighting diversity achievements, stories, and a resource library with materials on diversity education.
- Ensure accessibility features are implemented, like screen reader compatibility and multilingual support.
- Example: Take inspiration from the Office of Spiritual Life's website, which features video testimonials and an FAQ section addressing common questions about cultural and religious practices.
- Website Features: About section to highlight the president, Kathy, and diversity team members. Vision, mission, and goal. Diversity Committee Members with images and short word or a quote-include Working Groups. Events (past, present, and future). Research (Belonging Research, Survey, Focus Groups & Retention & Graduation Initiatives. Diversity Conversations/Stories & Podcast. GA/Diversity Officers page. Policy. NOTE: Kathy set up a meeting with Kroania & Working Group members for 3/7/24
- Other ideas?

Notes from Working Group meeting:

- *What do we want on the website so viewers/audience walk away impressed to participate and/or support diversity on campus and community*
- *About*
- *Diversity Committee Members*
- *Initiatives*
- 
- *Calendar of Events*
- *Diversity Stories "PhotoVoice"*
  -
- *Diversity Podcast Series*
- *Infographic that displays current student body diversity*
- *Research*

*Met on 3/25 to outline pages for the website.*

- *Discussed name of website "**Belonging at Southern**"*
- *Identified potential areas (Home, About Us, Diversity Committee, Initiatives, The DEEP Retreat, Research*

*Met on April 1, 2024:*

*Training*

*Added Adam & Isabella who can edit the website*

### **3.Future Diversity Conference & Programming Planning Group**

#### **Members:**

Kathy Purnell  
Reginald Horton  
Adam Bellis  
Isabella Eklund  
Jasmine Johnson

Others:

**Goal: *To organize an innovative, groundbreaking conference that acts as a catalyst for change and a showcase for diversity & belonging. Build on the Mini Belonging Summit.***

- Tasks: Begin with a brainstorming session. What? Why? How? Who? Community partners? Themes? Location? Overall goal? Identify potential keynote speakers (students, staff, faculty, community, internationally). Think about programming (breakout sessions that cater to various interest groups, including workshops on related diversity topics, panels, forums on inclusive teaching and learning) etc....
- Example: Model the conference on the Mini Belonging Conference, or think about other innovative ways which included interactive conversations, keynote, include exhibits and opportunities for attendees to engage in community service projects.
- Includes support with the DEEP Program, a collaboration between Oakwood University and Southern Adventist University. Will include participating in the DEEP Planning Group, and on-campus programming.

Notes from Working Group meeting:

- *Microaggressions in Academia and workplace*
- *Bring creatives together to discuss Diversity*
- *423 Night SA (as a model): Diversity collaborate DEI of student & employee ethnicity, culture, and values*
- *SPARK Event*
- *Reach out to local shops to display student DEI work (4 corners cafe, etc.)*
- *Inclusive Teaching & Learning (ITL)*
- *STEM & Diversity*
- *Enactus (Business Dept)*
- *Diversity Stories "PhotoVoice"*
  -
- *Diversity Podcast Series*

#### **4. Inclusive Teaching and Learning (ITL): Exploring Diversity in the Teaching and Learning Environment**

##### **Members:**

Kathy Purnell

Jasmine Johnson

This initiative is in its infancy stage with Mike Harris ( Director of Outdoor Leadership) & Office of the President's Diversity & Strategy team. Mike & Kathy have met three times to explore strategies. However, while we are focusing on the outdoors, we are also keen to explore ITL across the curriculum.

**Goal: To increase diversity within Southern Adventist Curriculum**

- Assess curriculums
  - How?
  - Engage Dr. Felix to begin exploring ITL
- Is there a rubric to assess ITL across SAU?
- Is there a sample rubric?

- Undergraduate degree in Outdoor Leadership & SOAP Program (Southern Outdoor Adventure Program)
- Notes from Working Group Meetings
- Goal & vision for the program?
- Conversations with Mike Harris
  - The need - to diversify demographics of participants in outdoor programming.
  - Discussed relevant literature
  - What organizations are doing to address this need?
  - Use the SAU Open Ropes event on April 18th as a joint Diversity & Outdoor Program event
- Set up conversations
- Other ideas under meeting notes

Inclusive teaching and learning refers to educational practices that recognize and accommodate the diverse backgrounds, learning styles, abilities, and needs of all students to create a supportive and engaging learning environment. This approach aims to ensure that every student & employee has equal access to learning opportunities, feels valued and respected, and can fully participate in the learning process. Inclusive teaching and learning involve:

**Diversity Awareness:** Recognizing and valuing the diverse backgrounds and experiences students and employees bring to the environment and learning experience.

**Curriculum Inclusivity:** Designing course content that reflects a diverse range of perspectives and contributions. It includes incorporating materials and resources that represent different cultures, histories, and viewpoints.

**Teaching Strategies:** Employing a variety of teaching methods and assessments to accommodate different learning styles and needs. This could involve a mix of lectures, group work, projects, discussions, and technology-enhanced learning tools.

**Safe Climate:** Creating a safe, welcoming, and respectful learning & working environment where all students and employees feel valued and are encouraged to contribute. This involves promoting respectful dialogue, addressing biases, and ensuring that interactions support learning and engagement for everyone.

**Accessibility:** Ensuring that all materials and activities are accessible to students and employees who live with disabilities, including providing accommodations as needed, creating intentional interventions and support mechanisms to ensure success.

**Feedback and Support:** Providing constructive feedback that supports learning and growth, and being available to meet diverse academic and emotional needs through office hours, advising, and referrals to campus resources.

Inclusive teaching and learning not only benefit students from underrepresented and marginalized groups but enhance the learning experience for all students by fostering a richer, more diverse educational environment. It prepares students and employees opportunities to thrive in a diverse world, promoting understanding, empathy, and collaboration among individuals from different backgrounds.

## **5. Collaborative Events Partnership Group:**

### **Members:**



Adam Bellis  
Isabella Eklund  
Dennis Negrón  
Alexis Greutz  
Others?

**Goal: To foster a sense of community by celebrating cultural events in collaboration with campus organizations and the campus community.**

- Tasks: Begin with a brainstorming session, what, when, who, why, how? Plan joint events for occasions like Black History Month, and Indigenous Peoples' Day. Create a 'Cultural Celebration Toolkit' to assist organizations in event planning, ensuring that celebrations are respectful and educational.
- Example: Partner with various Organizations to host festival events, featuring traditional performances, food stalls, workshops, and more.
- Other ideas?

#### **6. Retention & Graduation Working Group**

We are assembling a large Working Group for this initiative.

We will need 1-2 volunteers from the Diversity Committee to join this team.

Meeting# 2 is set for April 17th.

#### **7. Agile Team for Data Analysis Review Group:**

**The Research Collective will do this.**

- **Meet on April 11, 2024**

**Goal: *To dissect and understand the data on campus diversity to inform our strategy moving forward.***

- Tasks: Prepare university for **campus-wide Belonging Survey and Focus Groups**.
- Examine survey data to understand the experiences of underrepresented groups on campus. Use focus group feedback to identify gaps in services and support. Present findings using visual tools like infographics and dashboards to make data accessible to all stakeholders.
- Example: Analyze patterns from the 'Campus Climate Survey' and use the insights to propose new or build on current diversity training modules for faculty and staff.

**8.Strategic Planning Group based on Campus Belonging Research & Retention: This group will review ongoing data and provide suggestions and recommendations as we build a Belonging Strategy at SAU.**

**Kathy Purnell  
Dr. Shaw  
Isabella Eklund  
Adam Bellis  
Bethany Howard  
Professor Fukofuka**

**Goal: *To leverage research findings to create strategic initiatives that promote a sense of belonging for all campus members.***

- Tasks: Develop a strategic plan that includes diversity training programs, policy revisions, and community-building events. Set short-term and long-term goals with clear metrics, such as increasing diverse representation in leadership roles or improving retention rates among minority students.
- Example: Create a 'Belonging Index' to measure and track students' sense of inclusion over time, similar to the initiative conducted by a college doing similar work, which resulted in targeted support programs.

**Possible Ideas Discussed in Meeting:**

- Photo Research and Design: Photovoices: to tell the stories found in the data and transcripts with the campus.

Thank you.

Your expertise in diversity and inclusion is critical in shaping a campus culture that is truly representative of all voices. We look forward to your thoughtful contributions and strategic planning that will set new standards for inclusivity in higher education.

Dr. Kathy Purnell: PhD  
Special Advisor to the President  
Diversity & Strategy