

Student and University Life

Diversity Plan 2007-2010

USM Diversity Goal: ACADEMIC EXPERIENCE

Provide academic experiences including both curricular and co-curricular activities that genuinely reflect and represent the multiplicity and diversity of communities and cultures locally, nationally and globally.

Division of Student and University Life: Objective

The Division of Student and University Life will facilitate collaborative relationships among division departments, other USM departments and community partners designed to use the co-curriculum model and the general education mission and guidelines to promote a welcoming and inclusive environment.

Early Student Success will organize and facilitate a resource fair during summer Orientation days, highlighting offices such as Multicultural Student Center, Interfaith Chaplain, the Women's Resource Center, and the Office of Sexuality & Gender Diversity

Lead: Early Student Success

Outcome Strategies:

Resource Fair created and under represented programs invited to participate. Resource Fair conducted during each summer orientations.

Add a Jewish Hillel Advisor to the Associate Chaplains team.

Lead: Interfaith Chaplaincy

Outcome Strategies:

Contact the Jewish community to develop a plan for integrating a Hillel advisor into the Associate Chaplain team by May 2009.

Develop in collaboration with the Center for Sexualities and Gender Diversity a GLBT Mentor program to place USM students with GLBT youth in area high schools and/or middle schools.

Lead: Community Service and Civic Engagement

Outcome Strategies:

Meet with CSGD Coordinator in August and have recruitment plan in place for September.

Create a LGBT alumni chapter in collaboration with the Alumni Office.

Lead: Social Justice Office

Outcome Strategies:

A chapter will be created and advertised through website and a reception will be scheduled for the 2007 Homecoming.

The Women's Resource Center will meet with the leadership of the Multicultural Center to design and implement a plan for providing collaborative co-curricular experiences between the WRC and Multicultural Center.

Lead: Women's Resource Center

Outcome Strategies:

The Coordinator of the WRC will meet with the Director of the Multicultural Center in the fall of 2007 to discuss and develop collaborative experiences.

The Coordinator of Residential Student Involvement and Activities will actively encourage the development and sustainability of diversity-related student organizations within Residential Life and Resident Education programs.

Lead: Residential Life and Resident Education & Student Involvement and Activities

Outcome Strategies:

1. Provide information to the residential student body about current diversity-related opportunities-involvement fairs, group advertising, a student involvement website.
2. Serve as a resource to new residential diversity focused student groups.
3. Include conversations about diversity in residential focused leadership development opportunities:
4. Encourage and require inclusive practices by all residential life focused existing organizations.
5. Work with diversity-related student life offices to provide opportunities for residential and Gorham based students to gather both formally and informally.
6. Actively assist with the development and implementation of residential focused diversity-related Campus Climate Surveys.

Work with the business community to create a women's golf mentoring program for students who are interested in the business field.

Lead: Athletics and Recreation

Outcome Strategies:

Conduct women corporate partners and or business women known in the community to discuss the possibility of a program by May 2008.

Dining Services will work to move forward our sustainability and environmental stewardship efforts by working to establishing a composting program for our food waste and/or the compostable PLA packaging.

Lead: Dining Services

Outcome Strategies:

Through this program we will provide information and opportunities for involvement to the USM community about the importance and impact of this effort on the environment.

Division of Student and University Life: Objective

The Division of Student and University Life will provide co-curricular experiences that encourage the development of cultural competency as outlined in the Developmental Advising Inventory.

Develop and deliver six Spirit of USM programs with the thematic focus on interfaith dialogue and relationship building.

Lead: Interfaith Chaplaincy

Outcome Strategies:

Six programs will be developed using specific learning outcomes, implemented and assessed by May 2008.

Provide at least one community service or service learning project with a partner agency serving the immigrant population in Greater Portland.

Lead: Community Service and Civic Engagement

Outcome Strategies:

Contact a community agency and develop the ongoing opportunity by May 2008.

Provide at least one community service or service learning project with a partner agency serving at risk children and youth in Greater Portland.

Lead: Community Service and Civic Engagement

Outcome Strategies:

Contact a community agency and develop the ongoing opportunity by May 2008.

Provide at least one community service or service learning project with a partner agency serving the homeless and/or very low income population in Greater Portland.

Lead: Community Service and Civic Engagement

Outcome Strategies:

Contact a community agency and develop the ongoing opportunity by May 2008.

Develop and implement a non-residential learning community through the Women's Resource Center

Lead: Women's Resource Center

Outcome Strategies:

Learning community implemented by fall 2007 and evaluated in spring 2008.

Develop and implement a non-residential learning community through the Center for Sexualities and Gender Diversity.

Lead: Center for Sexualities and Gender Diversity.

Outcome Strategies:

Learning community implemented by fall 2007 and evaluated in spring 2008.

Search for community or grant funding to consistently offer the "Voices of Change" Social Justice Retreat every spring.

Lead: Social Justice Programs

Outcome Strategies:

Meet with Sponsored Programs and Development to determine a course of action.

The Social Justice Office will continue to provide dialogue and programs that increase the understanding of the natural world as an element of diversity education.

Lead: Social Justice Programs

Outcome Strategies:

1. Work with the new residence hall on their environmental focus.
2. Provide programming opportunities which focus on environmental justice and awareness.

The Office of Student Involvement and Activities will incorporate a diversity track of three workshops with specific cultural learning outcomes in the annual Learn to Lead Conference.

Lead: The Office of Student Involvement and Activities

Outcome Strategies:

1. The Learn to Lead conference committee will solicit diversity workshops from the campus community in August 2007 to meet the programs goals.
2. The workshops are developed and incorporated for November 2007.

Student Conduct Committee members will attend a diversity focused training in 2007.

Lead: Community Standards

Outcome Strategies:

Schedule a date during the fall 2007 semester for an hour and a half training session on exploring diversity as it relates to student conduct.

Child and Family Center's will offer an inclusive early childhood education, whereby we support the right of all children, regardless of their diverse abilities, to participate actively in a group-care child care setting.

Lead: Child and Family Centers

Outcome Strategies:

1. USM's C&FC will utilize community early intervention supports, such as Child Development Services (CDS) and the Center for Community Inclusion and Disability Studies (CCI) so that we can attempt to meet each child's individual needs.
2. USM C&FC will offer two parent-teacher conferences each year, in which teachers and parents will partner in the development of goals for each child.

Strengthen the International Living Learning Community in order to develop connections and a sense of community among international and domestic students living in Portland Hall.

Lead: Residential Life and Resident Education

Outcome Strategies:

1. Raise awareness around different cultures through dialogue between our international and domestic students who participate in the International Living Learning Community.
2. Develop knowledge of the services available for international students (e.g. ESL office, International Exchange Office, tutors, etc.) involved in the International Living Learning Community.
3. Welcome international students at Portland Hall with a packet of information on the ILLC and resources available to them at USM.
4. Provide a resource fair for international students with in the first week, to help get them started.
5. Provide socials throughout the year that is structured to encourage interaction between international and domestic students.
6. Provide a year long multicultural forum in the hall.
7. Incorporate suggested readings and articles on cultural competency in the ILLC newsletter and bulletin boards.
8. Administer personal cultural competency assessment yr. start & end.

Through planned activities, participants in the Community of Arts learning community will develop a greater appreciation of different cultures through explorations of their contributions to artistic expression and performances.

Lead: Residential Life and Resident Education

Outcome Strategies:

1. Offer a variety of artistic expression and performance based programs that focus on different cultures.
2. Provide passive programming on other cultures through out the year, through bulletin boards and COAlition newsletter.

Members of the Upperclass Living Learning Experience will expand their cultural competency through discussion of a variety of contemporary social topics, such as racial, ethnic and gender issues at the monthly multicultural forum.

Outcome Strategies:

1. Provide a year long multicultural forum in the hall.

2. Incorporate suggested readings and articles on cultural competency in the UE newsletter and bulletin boards.
3. Administer a personal cultural competency assessment at the start and end of the year.

Provide consistent annual diversity focused presentations to all student athletes and staff.

Lead: Athletics and Recreation

Outcome Strategies:

1. A plan will be drawn up every fall that outlines yearly presentations that will be offered based on diversity related learning outcomes.
2. Strategies will be used to assess the learning outcomes.

The civility training offered through the Center for Hate and Bias Prevention will be presented every fall to student athletes.

Lead: Athletics and Recreation

Outcome Strategies:

The Center for Hate and Bias Prevention will be contacted to schedule the training fall of each academic year. Learning outcomes will be established and assessed.

USM Diversity Goal: CAMPUS CLIMATE

USM will build a welcoming campus climate in the spirit of democratic values such as academic freedom, civic engagement and respectful discourse. Therefore, USM is receptive to diversity in all its dimensions including, but not limited to: diversity based on class, ethnicity, gender, nationality, mental and physical disabilities, political/philosophical points-of-view, religion and sexual orientation.

Division of Student and University Life: Objective

The Division of Student and University Life will provide a welcoming and accessible physical campus environment that is safe and healthy for all its members.

Information about families will be utilized within Child and Family Centers to adapt the program environment, curriculum and teaching methods to the families that are served.

Lead: Child and Family Centers

Outcome Strategies:

1. As part of the enrollment process, families will be asked questions about their family/culture and home language.
2. Evidence reflecting learning about different cultures
3. Photos and other documentation that demonstrate children's home lives and cultures will be integrated into the classroom experience through classroom materials (word labels, books, food, dolls, dramatic play materials, pictures on wall, music, etc.)
4. Children will be provided varied opportunities and materials to build their understanding of diversity in culture, family structure, ability, language, age, and gender, in non-stereotypical ways.

Opportunities for diverse interpreter services will be obtained and offered to families within the Child and Family Centers when needed.

Lead: Child and Family Centers.

Outcome Strategies:

1. Families will be offered interpreter services upon enrollment and when needed thereafter.
2. Enrollment materials will be translated into a family's home language, if needed.

3. That they receive information at enrollment and throughout the year about the program and their children's classroom in a language that they understand.
4. The teacher and the family will discuss the language used to teach their child. The family is told about their child's progress in language they understand and in ways that are respectful to the parents/guardians and their family.

Review and Update ADA Project Summary as it relates to residence and dining halls. Create and implement a 5 year plan by January 1, 2007.

Lead: Residential Life and Resident Education

Outcome Strategies:

1. Complete a new 5 year plan by January 1, 2008
2. Initiate and/or complete projects designated for Year One of the plan

Residential Life and Resident Education will analyze opportunities to create more space for student groups, student life support offices and informal gathering continues to be a challenge on the Gorham campus.

Lead: Residential Life and Resident Education

Outcome Strategies:

1. Space was identified that would allow for expanded visibility of student life offices or student groups.
2. Include student life offices and student groups to participate in long term planning for space on the Gorham campus.
3. Track number of students and staff that utilize the provided space.

Division of Student and University Life: Objective

The Division of Student and University Life will create a systematic process that encourages and solicits diverse voices that address concerns about campus climate.

The Office of Student Involvement and Activities will recruit student and/or staff member from the Multicultural Center to hold membership on the University Leadership Development Board.

Lead: Office of Student Involvement and Activities

Outcome Strategies:

1. The Office of Student Involvement and Activities will contact Keita Whitten upon her arrival on campus to invite her and a student to the Leadership Development Board's fall meeting.
2. A student and/or staff member from the Multicultural Center will be attending Leadership Board meetings by October 2007.

The Office of Student Involvement and Activities will meet with the Student Senate Executive Board to encourage, guide and support them in creating and implementing two diversity action steps which will be included in the USM Diversity Plan.

Lead: The Office of Student Involvement and Activities

Outcome Strategies:

Two action Steps will be included in the USM Diversity Plan by November 2007.

Families within the Child and Family Centers will be provided opportunities to be involved in decision making processes that affect the centers.

Lead: Child and Family Centers

Outcome Strategies:

Upon enrollment and at other times, families will be given opportunities to participate in the program in a variety of ways.

Residential Life and Resident Education will regularly schedule time for department dialogue about how we can effectively “let learning happen vs. assuming responsibility for solving problems” while still providing a residential environment where we provide a customer service environment and where people feel safe.

Lead: Residential Life and Resident Education

Outcome Strategies:

We will know from an analysis of department agenda’s if we accomplished this objective.

Formulate an internal and short term task force within Residential Life and Resident Education to look at the department image as it relates to diversity. Analyze the components of our work and recommend changes as needed in the form of a task list. For example, one task might be to review all department publications (both web and hard copy) and update as needed with a commitment to using current inclusive language and imagery.

Lead: Residential Life and Resident Education

Outcome Strategies:

We will know if this action step was accomplished if the task force is formed by September and if a task list is created by December of 2007.

Division of Student and University Life: Objective

The Division of Student and University Life’s diversity initiatives and learning outcomes including co-curricular and service-oriented programs/events, will be evaluated and assessed at regular intervals (annually, bi-annually depending on type of programs.)

Participate in developing and implementing a campus climate survey on a yearly basis which focuses on diversity issues and under-represented populations.

Lead: Social Justice Programs

Outcome Strategies:

Create and implement the survey as a member of the Presidents Council on Diversity each fall semester.

Students who are parents will be identified and their needs for “non-traditional hours” care will be assessed.

Lead: Child and Family Centers

Outcome Strategies:

1. Develop a needs assessment that targets students who are parents by
2. Continue to pursue options to provide and market child care services for students and student organizations during “non-traditional” hours.

In collaboration with Student Involvement and Activities the Social Justice Programs will work with Student Senate and BSO to encourage culturally responsive practices and inclusive dialogue.

Lead: Social Justice Programs

Outcome Strategies:

1. Meet with Student Involvement and Activities to determine a course of action.

2. Meet with Student Senate and BSO to explain the Social Justice Office role and offer guidance.
3. Attend Student Senate and BSO meetings regularly.
4. Provide opportunities for skill, knowledge and awareness building.
5. Offer cultural competency inventory to the Student Senate.

Offer a template for inventory and assessment of staff/student staff cultural competencies to various units.

Lead: Social Justice Office

Outcome Strategies:

Develop and provide inventory spring 2008.

Develop a tool for compiling demographics of student athletes which can be utilized to enhance recruitment of under-represented populations. (example, keeping track of What state/country students are from?)

Lead: Athletics and Recreation

Outcome Strategies:

Develop the tool by May 2008. Meet with under-represented offices to discuss marketing techniques for recruitment.

USM Diversity Goal: FACULTY/STAFF RECRUITMENT/RETENTION

USM will increase the diversity of faculty and staff, as diversity is defined and will also develop structures, mechanisms and relationships which support the retention of faculty and staff.

Division of Student and University Life: Objective

The Division of Student and University Life will insure the cultural competence of all divisional staff through hiring and ongoing professional development.

Provide “SAFE ZONES” training for all divisional staff.

Lead: Center for Sexualities and Gender Diversity

Outcome Strategies:

All divisional staff will attend a safe zone orientation by spring 2008.

Women’s Resource Center will work with Student Activities in Gorham to provide a 1st responder training to all student leaders.

Lead: Women’s Resource Center

Outcome Strategies:

WRC will be included in Resident Assistant training and offer 1st responder training to student organizations during the each fall semester.

Child and Family Centers will include topics of inclusion, multiculturalism and anti-bias as part of its professional development plan for staff.

Lead: Child and Family Centers

Outcome Strategies:

1. At least one of the following topics will be offered during one of the four staff in-service training days each year: Safe Zone, Anti-bias Curriculum, Multiculturalism, Working With Families and Weaving Diversity.
2. Staff will be offered the opportunity to attend training on the topics listed above as well as others that are available in the community.

3. Training certificates will reflect this training and will be kept in staff's individual files.

The Department of Residential Life and Resident Education will develop a comprehensive professional development model for the department that covers the topic of inclusion and respect within the various department roles.

Lead: Residential Life and Resident Education

Outcome Strategies:

1. Review with supervisors their obligations regarding staff development
2. Brainstorm possible staff development topics with the group and establish a goal.
3. Assign responsibility for the staff development to a member of the group for coordination purposes.
4. In May 2008, review what was offered for staff development to see if we met our goal.

Division of Student and University Life: Objective

The Division of Student and University Life will review all divisional and unit employment practices, procedures and marketing strategies to insure that they include opportunities to hire and retain diverse staff.

USM Police will create a recruitment flyer which will be given to a list of community venues which are frequented by multicultural populations.

Lead: USM Police

Outcome Strategies:

A recruitment flyer is created along with a list of venues

USM Diversity Goal: STUDENT RECRUITMENT

USM will increase the diversity of its student body through active outreach, recruitment and admission.

Early Student Success will partner with Undergraduate Admissions and all under-represented program offices to determine which programs, initiatives, and messages regarding early student success to highlight in order to encourage applications from historically under-represented prospective students.

Lead: Early Student Success

Outcome Strategies:

A meeting will be schedule with all appropriate offices to discuss and formulate a plan for Early Student Success by May 2008.

Early Student Success will invite under-represented students to participate in creating podcasts that will be used to highlight student involvement experiences at USM.

Lead: Early Student Success

Outcome Strategies:

Three under-represented students will be invited through the academic year to create the podcasts. Podcasts will be complete by May 2007.

The Women's Resource Center will partner with Undergraduate Admissions when connecting with high schools in order to market the programs and support services available at the Women's Resource Center.

Lead: Women's Resource Center

Outcome Strategies:

The WRC will meet with Admissions by May 2007.

The Center for Sexualities and Gender Diversity will partner with Undergraduate Admissions when connecting with high schools in order to market the programs and support services available at the Center for Sexualities and Gender Diversity.

Lead: Center for Sexualities and Gender Diversity

Outcome Strategies:

The CSGD will meet with Admissions by May 2008.

USM Diversity Goal: RETENTION

USM will develop structures, mechanism and relationships which support the retention of all students.

Division of Student and University Life: Objective

The Division of Student and University Life will develop strategies that foster a celebrative and supportive campus community that will include opportunities for dialogue, education, cultural enrichment, and information sharing across cultures.

Early Student Success will organize and facilitate a resource fair during summer Orientation days, highlighting offices such as Multicultural Student Center, Interfaith Chaplain, the Women's Resource Center, and the Office of Sexuality & Gender Diversity

Lead: Early Student Success

Outcome Strategies:

Resource Fair created and under represented programs invited to participate. Resource Fair conducted during each summer orientations.

Review and revise The Residential Life approach to community building to effect positive change.

Lead: Residential Life and Resident Education

Outcome Strategies:

1. Address safety, inclusiveness and cultural awareness.
2. Further refine and integrate the proposed department core values (Civility, Community, Connection, Diversity, Education, Respect, Responsibility, Safety, Service to the Customer, Student Success, Sustainability).
3. Establish the 2006/2007 EBI results for Factors 1 (Q2, 4, 8, 10 & 11) and Factor 7 (Q39, 40, 41) as the baseline.

Dining Services will work to increase the volume of local purchases for use in the USM Dining program.

Lead: University Dining Services

Outcome Strategies:

Local purchases will be defined as within 150 miles from campus or within the state of Maine. Furthermore, we will provide educational information and opportunities to the USM community about the importance and impact of local purchasing on the surrounding community and the environment.

Division of Student and University Life: Objective

The Division of Student and University Life will review all policies and procedures across the division and insure that they are reflective of the needs of our diverse populations.

Community Standards will expand outreach efforts to attract a larger more diversity applicant pool for the Student Conduct Committee.

Lead: Community Standards

Outcome Strategies:

During the summer of 2007 develop a marketing plan for reaching out as broadly as possible across the University to notify students, faculty, and staff about the opportunity to be part of the SCC and encourage students to apply.

USM Police will add a language line or similar service to dispatch. This will allow dispatchers access to help to determine which language a caller is using, and also help with translation.

Lead: USM Police

Outcome Strategies:

1. Complete research of businesses that provide this product, and contract with one of them.
2. Train all dispatchers in the use of this service. Let the community know when this is in effect.

Create a performer/outside contractor agreement that explicitly outlines USM's non-discrimination policy and commitment to diversity and respect.

Lead: Residential Life and Resident Education

Outcome Strategies:

Incorporate use of this agreement by all student groups and student life university offices. A new agreement will be in place no later than May of 2008.

Division of Student and University Life: Objective

The Division of Student and University Life will update promotional/operational and resource materials so that they reflect the diversity we strive to welcome and retain at USM.

Early Student Success will incorporate specific information and links within their new student success website that addresses the concerns and issues of under-represented students.

Lead: Early Student Success

Outcome Strategies:

The website will be created and launched by August 31, 2007

Early Student Success will launch and manage a new website for parents and family members which will provide answers to questions/concerns, addressing college life, and will frame how parents and family members can appropriately support their under-represented students.

Lead: Early Student Success

Outcome Strategies:

The website will be created and launched by August 31, 2007

An electronic Child and Family Center's Resource Guide will be developed for students who are parents.

Lead: USM Child and Family Centers

Outcome Strategies:

1. The Resource Guide will be created and marketed to the campus community.

2. Child and Family Centers will provide student parents with information and materials about accessing affordable, quality child care options in the community when on-campus child care is unavailable.

A review and update of the University Health and Counseling Services websites will be conducted and the websites will be updated to include specific information regarding health and counseling concerns of under-represented populations

Lead: University Health and Counseling Services

Outcome Strategies:

Health and Counseling Services staff will be assigned to review and update website by May 2009. Under-represented program offices will be consulted and give feedback.

The University Health and Counseling Services community resources guide will be reviewed and expanded to include an advanced list of resources that students can be referred to that specifically addresses health and counseling concerns of under-represented populations.

Lead: University Health and Counseling Services

Outcome Strategies:

A review of the guide will be accomplished by December 2007 and a plan for expansion will be developed and implemented by spring of 2008.

Review all University Health and Counseling Services forms to assure awareness of the needs of diverse populations.

Lead: University Health and Counseling Services

Outcome Strategies:

University Health and Counseling Services will assign two staff who will meet with under-represented offices to review forms and give feedback by May 2008.

Review, update and expand all University Health and Counseling Services educational tabling materials to better reflect the needs of diverse populations.

Lead: University Counseling and Health Services

Outcome Strategies:

Staff from under-represented offices will be asked to collaborate on this project by attending a resource fair and giving feedback regarding the tabling information by December 2007. Updated materials will be developed and implemented by May 2008.

USM Police will provide written domestic violence literature in several languages and display this literature at various locations on campuses.

Lead: USM Police

Outcome Strategies:

Research languages spoken on our campuses. Contact the Cumberland County Violence Intervention Partnership to procure DV literature in as many of those languages as possible. Display the literature at strategic locations on campus. Check with the Family Crisis resource that serves the Lewiston/Auburn area, and have literature pertinent to services offered in that jurisdiction. Communicate the availability of the literature to the community.

All units will continue to review forms, publications and tabling materials to assure they are welcoming and sensitive to unique needs of diverse individuals and groups.

Lead: All units

Outcome Strategies:

A divisional task force will be formed in the fall 2007 semester to review all materials.

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