NADOHE: Addressing Campus Demonstrations and Responding to Student Demands

July 12, 2016
Inclusivity

Diversity, Equity and Inclusion

- Academic and Social Programming
- Collective Direction and Assessment
- Student Leadership and Activism
- Senior Staff Participation and Response
Campus Involvement

Black Lives Matter: Black Out Week at Union

• Student Leaders Meetings
  − Keeping CDO informed
  − Multicultural Director actively working with students
  − Daily updates on plans

• Keeping Senior Staff informed
  − Engaging Senior Staff
  − Supporting Student Initiatives
Assessment

**Movements and Marches**

- Active participation of the campus community
  - Senior Staff present and supportive
- Follow up meetings with organizers
  - Assess strengths and challenges
  - Campus Climate Survey
Opportunities for Dialogue

Follow up programs

• Large and Small Scale Dialogues
  − Follow Up Luncheon with Students, President, CDO and COS
  − History of Civil Rights at Union
  − Campus Ministry: Dinner and Discussions around Diversity
  − Identity Dialogues
Open Communications = Difficult Conversations

Support for Programs

• Attend Events
  – Acknowledge College’s Commitment
  – Senior Staff presence should be a priority
A Welcoming and Inclusive Community

Become Actively Engaged

Chief Diversity Officer, Multicultural Affairs Director, faculty, administrators and students dressed for Black Out Week

Top Right: Student Housing Sign

Bottom Right: Social Justice Retreat Discussion
Strategic Vision

• Become actively engaged with student leaders
  – CDO, Multicultural Affairs and Religious Life Directors, Faculty
  – President and Senior Staff
• Offer support and opportunities for dialogue
• Assess programs and campus climate
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Student Video on Black Out Week

https://www.youtube.com/watch?v=U0OPPZS-kRQ