



**commUNITY partners:**

Mario Paredes and Kelvin Castillo (Lambda Sigma Upsilon Latino Fraternity, Inc.), Christa Wessels (Office of Fraternity and Sorority Affairs), Matt Kitchie (Student Activities), Silagh White (Arts Lehigh), Deborah Sacarakis (Zoellner), Allison Ragon (Office of First Year Experience), Quiana Daniel (Residence Life), Dialogue Center (Seth Goren), Jame'l Hodges and Courtney Jones (Office of Multicultural Affairs), Julie Sterrett (Athletics Leadership), Jessica Manno (Office of Student Leadership Development), Michelle Issadore (Women's Center), and Timothy Gardner (LGBTQIA Services)

*with support from:* The Council of Equity and Community and the Core Competency Grant

**Background of commUNITY Initiative:**

In the fall of 2009, Mario Paredes and his brothers of Lambda Sigma Upsilon Latino Fraternity, Inc. sought to bring N\*W\*C: The Race Show to Lehigh's campus following the racial bias incidents from the 2008-2009 academic year. Seeing the success of the T.J. Leyden program, and spurred by their own experiences, Mario and his fellow brothers wanted to continue the conversation on campus in regards to race, inclusion, and diversity.

In the spring of 2010, Mario, with the assistance of Matt Kitchie and Christa Wessels convened a committee of individuals who shared in the vision of N\*W\*C, and from this start, the concept of commUNITY was created. Mario did not want the conversation to end at the end of the program; rather, his vision was to continue to find opportunities to engage the greater Lehigh community in consistent programming and dialogue which could build on each component to create a more inclusive campus. Rather than recreate programming, the intent is to bring all campus initiatives together under the umbrella of commUNITY and to provide opportunities for dialogue spurred by these programs in the arena of commUNITY meetings.

**Learning Outcomes:**

*commUNITY* as an initiative will:

- Unite the Lehigh community through university wide programming and discussion
- Dispel the myths and trepidations associated with diversity/inclusion discussions
- Empower students to take initiative and proactively approach issues that affect the Lehigh community
- Shift the attitudes and behavior of students, faculty and staff in an effort to create an overall understanding of the concept of community
- Educate students on the changes and initiatives driven by offices, departments, faculty, staff, and other students

As a result of these learning outcomes, the following secondary goals will also be achieved:

- Various offices and departments on campus will unify in a common goal to create a more inclusive campus community
- Faculty and staff will be educated regarding current trends in the campus community and efforts to make the community a more inclusive and equitable one

## Assessment:

- Assessment following the N\*W\*C program
  - Post Video – immediately after the program, staff members with flip cameras will video students reactions to the program
  - Immediate post show – hand held surveys with minimal questions for first reactions
  - Post Survey (Student Voice)
    - Using card swipers at entrances to program (borrowed from Women’s Center)
    - Will email student voice survey to these attendees
    - Questions need to be outlined still – using questions from TJ Leyden as framework
- Fall 2011 - Sampling of all students (Random) about 1<sup>st</sup> year experiences focusing on impressions of Lehigh University in regards to inclusion, diversity, and community

## Action Steps

- August 24, 2010 – Gryphon Training
  - Introduction of N\*W\*C
- August 25, 2010 -Leadership Kickoff
  - Mario to speak about commUNITY and purpose behind program
  - commUNITY logo on back of t-shirts
- August 30, 2010 - Club Expo
  - N\*W\*C adds – with commUNITY logo on back as a teaser
- October 19, 2010 – N\*W\*C – FIRST INTRODUCTION OF commUNITY
  - Lunch with performers
  - Program – 7:30 PM
- After N\*W\*C - Kick off of Faces of Lehigh photograph campaign – with Gina Donato
  - Faces of Lehigh marketing campaign
    - Booth – Club Fair
      - Waivers for photos
      - Council of Student Presidents
    - Campaign – following N\*W\*C program
      - Take over Grace Lounge boards
      - Ulrich Wall of Fame
      - M Room
      - Women’s Center
- October 20, 2010 – commUNITY meeting – 7 PM EST (Put in request for Packard 101)
  - Meeting to bring campus community together to discuss N\*W\*C
  - Provide constructive, facilitate discussion for students and other Lehigh community members to discuss impact of program, etc.
  - Structure – One central location and students will break out into smaller groups for discussion
    - Show video of initial reactions from N\*W\*C filmed after show
    - Facilitators (staff and students) to guide discussions and questions (created in advance)
  - Wall of Hope –students will be given cards to write on with thoughts for the future to help create change – to be scanned and posted on campus
- Other debrief:
  - Possibility for Gryphons to continue conversations in their halls this week for a more intimate conversation

- Same opportunity or guided questions can be provided by staff for other student organizations if needed
- October 19<sup>th</sup> – November 12<sup>th</sup>, 2010 – Power and Privilege Series
  - Furthering their leadership development, students will be immersed in more intensive experiential opportunities and deeper theoretical discussions about leadership beliefs and practices in order to enhance their own development and to assist others. Understanding how they interact in the world around them, participants will have the ability to affect and create positive social change in their local community. Being well trained on various leadership concepts and having focused a great deal on continually developing their own self-concept, students will be prepared to share their knowledge and experiences with other students in facilitating, training, and mentoring roles.
  - Multiple Sessions Offered
- November 12, 2010 - One Revolution
  - Chris Waddell was a promising young skier at Middlebury College in 1988 when a skiing accident left him paralyzed from the waist down. Determined to get back on the slopes, he began skiing on a monoski roughly one year later. A little more than two years later, Waddell was named to the US Disabled Ski Team. Waddell went on to become the most decorated male skier in Paralympic history, winning twelve medals over four games, and spending a total of 11 years on the US Disabled Ski Team.
  - Waddell speaks to the resilience of the human condition, with topics ranging from leadership to adversity to quality of life.
- OMA/OFSA Inclusion Series (Oct-Dec – one a month)
  - Encourage dialogue amongst the fraternity and sorority community and greater Lehigh community in regards to the challenges of inclusion and identity at Lehigh.
  - Discuss myths and realities of the fraternity and sorority experience, and the non-affiliated experience as it relates to inclusion and identity.
  - Foster relationships and collaborative opportunities based off of shared experiences and conversations.
- November 2010 - commUNITY meeting
- Fall/Spring – Speak Up II
  - Use same video from last year and splice in new videos
  - Hopefully after N\*W\*C more students will be willing to be video taped
- Spring - Statistics Campaign
  - Poster campaign using statistics that show the progress that Lehigh's campus has made over the last 5 years (Ex: no Rainbow Room 5 years ago, no MGC 5 years ago, etc.)
  - Stats from IR and stats from Quiana's TJ Leyden survey on what students wanted to see
  - Change over last 5 Years - DOS significant changes
- Spring – House of Privilege – OMA (Tentative)
  - The House is an experiential museum project based upon the traditional Tunnel of Oppression model. However, the House hopes to shed some of the negative aspects of the traditional program. The Tunnel of Oppression is an over 20 year old project in which participants are lead through experiences that help them to understand the impact of various forms of oppression such as body image, racism, able-ism, etc.
  - The House of Privilege takes a more museum approach to displaying inequity. Each of the experiences highlight how privilege, in many forms, creates inequities. In this way, the project avoids stereotyping groups or individuals, but focuses more on the construct of privilege and the fact that it is artificial and separates people. Although participants will be immersed in the scenarios, they will not be forced into situations where they will

be oppressed or to act as an oppressor. They will witness inequality. Lastly, each scenario will include a “Window of Opportunity” that will highlight what can be done to level the playing field and create scenarios that embraces difference.

#### **Marketing/Next steps for program**

- **Promo video road show** – Attend various council/student org. meetings to introduce N\*W\*C
  - CSP
  - President/Treasurer training for student organizations
  - evolutions courses – make available to instructors
- **Dean of Students meeting** – September 7<sup>th</sup> to introduce N\*W\*C and commUNITY
- **Council of Equity and Community** – set up update meeting to introduce commUNITY
- **Greg Ryman and other faculty** – find ways to incorporate into syllabus and market to faculty
- **Brown and White**
  - Each office take an ad with a Face of Lehigh starting in Late October
- **Patriot** – Jame’l
- **Linda Harbrecht** – feature on website
- **Stickers**
- **Facebook page**
- **Statistics campaign** – based on Quiana’s data from TJ Leyden and Speak Up

**N\*W\*C FUNDING NEEDS**

- \$8500 plus hotel
- \$2000 for Zoellner

**Projected Budget**

Total: \$10,500

Raised: \$11,600 as of July 30, 2010 + hotel and lunch

Extra for marketing: \$1,100

**Confirmed**

\$1,000 Arts Lehigh, Siglah White

\$500 Dean of Students

\$2,000 Student Activities, Matt Kitchie

\$2500 Core Competency

\$1000 Residence Life, Quiana Daniel

\$1000 Council of Equity and Community

\$100 Lambda Sigma Upsilon, Mario Paredes and Kelvin Castillo

\$500 Office of Fraterniy and Sorority Affairs, Christa Wessels

\$500 Dialogue Center, Seth Goren

\$2500 Visting Lectures Committee, Deborah Sacarakis

(Hotel) Office of First Year Experience, Allison Ragon

(Food) Office of Multicultural Affairs – for lunch with performers, Jame’l Hodges and Courtney Jones