

Name: Dr. Tammy Hilliard-Thompson

Title of Project: 2018 Lawrence A. Dowdy Diversity, Inclusion, and Civility Symposium

Amount Awarded: \$2500

Select the key priority areas of the Forum for which the proposal intended to address:

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| <input type="checkbox"/> Staff (AFSCME)                         | <input type="checkbox"/> PT Employees                |
| <input type="checkbox"/> People with Disabilities               | <input checked="" type="checkbox"/> Students - Phila |
| <input type="checkbox"/> People of Color/Non White              | <input type="checkbox"/> Veterans                    |
| <input type="checkbox"/> Women                                  | <input type="checkbox"/> Intern'l Students           |
| <input type="checkbox"/> LGBTQA                                 | <input type="checkbox"/> Non-Trad Student            |
| <input type="checkbox"/> Sexual Assault Policies and Procedures |  |

Brief description and goals and outcomes of your project:

The 2018 Lawrence A. Dowdy Diversity, Inclusion, and Civility Symposium was a student leadership development experience that deepened the knowledge and understanding of servant leadership, diversity, inclusion, and civility. This symposium invited a cross-section of emerging student leaders from organizations and clubs on campus to enhance their knowledge and skills while embracing and promoting these concepts within their student organization.

**Student leaders who participated in the LADDIC Symposium gained a better understanding and skills to do the following:**

- To articulate the meaning of diversity, inclusion, and civility.
- To identify action steps that advocate for social justice practices.
- To identify strategies that foster servant leadership.
- To design an action plan that will infuse social justice practices in your organization.

The LADDIC Symposium had 28 student leaders, 6 student hosts, 6 professional staff facilitators, 7 of the 9 planning committee members, Dr. Christopher Fiorentino, and Larry Dowdy who participated and/or attended the event. Twenty-one students completed the post event survey and shared some of the things that they learned which included some of the following comments:

- *I didn't know many of the faculty and administration behind these movements.*
- *What diversity and inclusion truly means*
- *Mr. Dowdy was black*
- *I learned better ways to formulate a plan, strengthen my organization, and to create dialogue.*
- *I learned about how I can truly spark a change*
- *I learned that each and every organization experiences difficulties, despite how put together they may seem*
- *I learned more about taking specific action steps.*
- *Many orgs are just as excited to collaborate as I am.*
- *How many different recourses are at our disposal to assist us and the growth of our organizations*
- *That organizations on campus are primarily struggling with the same issues*
- *The power in communicating with other student leaders and faculty who can help your goals come true*
- *I learned that shoulder tapping students under me is important*
- *That I can be the spark that creates change*

- *I learned that diversity and inclusion is more than just race. It's about feelings, beliefs and other factors that may affect someone.*
- *Educating everyone on the idea or plan that way they can all move forward.*
- *That there is far more I can do for my org*
- *That equity and equality are different things.*

Description of procedures, steps, timeline:

**LADDIC Symposium Timeline:**

February 2018	<ul style="list-style-type: none"> <li>● Confirmation of committee members &amp; recruited students to join the committee</li> <li>● Clarification of Larry Dowdy's vision</li> <li>● November 2018 selected as event date</li> <li>● Nomination process decided to invite student leaders</li> <li>● Themes &amp; logos discussed</li> </ul>
March 2018	<ul style="list-style-type: none"> <li>● Additional funding sources identified and confirmed</li> <li>● Application submitted to the University Forum Grant</li> <li>● Nomination &amp; selection process decided for student organizations</li> <li>● Potential keynote speakers identified</li> <li>● Date, time &amp; location of the event identified</li> <li>● Breakout sessions discussed</li> </ul>
April 2018	<ul style="list-style-type: none"> <li>● Learning outcomes resources discussed (CAS Standards and connecting them to DOSA Strategic Priorities)</li> <li>● Keynote speaker topics and requirements discussed</li> </ul>
June 2018	<ul style="list-style-type: none"> <li>● Keynote speaker confirmed</li> <li>● Subcommittee assignments confirmed</li> <li>● Dr. Fiorentino confirmed</li> </ul>
July 2018	<ul style="list-style-type: none"> <li>● Planning committee follow up on sub-committee tasks</li> </ul>
September	<ul style="list-style-type: none"> <li>● Theme &amp; logo confirmed</li> <li>● Food menu confirmed</li> <li>● Transpiration for students confirmed</li> <li>● D2L resource site created</li> </ul>
October 2018	<ul style="list-style-type: none"> <li>● Nomination forms sent to student leaders</li> <li>● Event agenda confirmed</li> <li>● All presenters &amp; session materials confirmed</li> <li>● Student leader participants confirmed</li> <li>● Give-aways confirmed</li> <li>● Student hosts confirmed</li> </ul>
November 2018	<ul style="list-style-type: none"> <li>● Event held</li> <li>● Event documents and resources posted on the LADDIC Symposium D2L site for student leaders to use</li> <li>● Follow up LADDIC committee processing meeting held</li> </ul>
<b>February 28, 2019</b>	<ul style="list-style-type: none"> <li>● Student orgs. to connect with the committee members (i.e. in person, via Skype, phone, Zoom, etc.) to share progress, challenges, and/or ask for assistance</li> </ul>

<b>March 29, 2018</b>	<ul style="list-style-type: none"> <li>• student orgs. to invite a committee member to an org meeting (same options as above) to review progress or discuss current concerns</li> </ul>
<b>April 13, 2019</b>	<ul style="list-style-type: none"> <li>• “LAD Diversity, Inclusion, and Civility Reunion... from Spark to Wildfire”</li> <li>• Student leaders to present an analysis of the success of their projects, results achieved, challenges, future plans</li> </ul>

**LADDIC Symposium Agenda:**

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| <ul style="list-style-type: none"> <li>• <b>Welcome &amp; Overview of the Symposium</b></li> <li>• <b>Keynote Address: “Legendary Dreams”</b> <ul style="list-style-type: none"> <li>○ <i>Focus: Define diversity, inclusion, &amp; civility. Define servant leadership and identify strategies that fosters and support servant leadership.</i></li> </ul> </li> <li>• <b>Lunch</b> (Visit by Dr. Christopher M. Fiorentino, President of West Chester University)</li> <li>• <b>Breakout Session I: “Identifying Sparks to Sustain Momentum in Your Organization”</b> <ul style="list-style-type: none"> <li>○ <i>Focus: Identify action steps that advocate for social justice practices and align with your organizational mission statements.</i></li> </ul> </li> <li>• <b>Breakout Session II: “Designing Your Organizational Action Plan”</b> <ul style="list-style-type: none"> <li>○ <i>Focus: Design and create an organizational action plan that infuses social justice practices in your organization.</i></li> </ul> </li> <li>• <b>Maintaining the Momentum of Your Organization’s Wildfire</b> <ul style="list-style-type: none"> <li>○ <b>Sharing the Days Take-A-Ways</b></li> <li>○ <b>Complete Symposium Survey</b></li> <li>○ <b>Spring 2019: Igniting Your Spark to Maintain a Wildfire</b></li> <li>○ <b>Closing Remarks</b></li> </ul> </li> </ul> |
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