

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:

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

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

LADDIC Symposium Agenda:

- ***Welcome & Overview of the Symposium***
- ***Keynote Address: “Legendary Dreams”***
 - *Focus: Define diversity, inclusion, & civility. Define servant leadership and identify strategies that fosters and support servant leadership.*
- ***Lunch*** (Visit by Dr. Christopher M. Fiorentino, President of West Chester University)
- ***Breakout Session I: “Identifying Sparks to Sustain Momentum in Your Organization”***
 - *Focus: Identify action steps that advocate for social justice practices and align with your organizational mission statements.*
- ***Breakout Session II: “Designing Your Organizational Action Plan”***
 - *Focus: Design and create an organizational action plan that infuses social justice practices in your organization.*
- ***Maintaining the Momentum of Your Organization’s Wildfire***
 - **Sharing the Days Take-A-Ways**
 - **Complete Symposium Survey**
 - **Spring 2019: Igniting Your Spark to Maintain a Wildfire**
 - **Closing Remarks**