

## **Impact Statement for UNL Parents Association Mini-Grant of \$500.00**

### **Description of Purchased Items**

Dr. Maura Cullen's *Diversity, Not Adversity Training Program*. Dr. Cullen's program included the following items:

1. 80-minute program delivered to students
2. A Facilitators guide to generate discussion and process key points of the program
3. A copy of Dr. Cullen's book, *35 Dumb Things Well-Intentioned People Say*
4. Resource CD Guide
5. Diversity Quick Flicks Video Series including the following topics:
  - a. The #1 Reason Why Diversity Initiatives Fail
  - b. Diversity Best Practices: L.E.A.D. Model
  - c. 5 Keys To Make Diversity Training More Effective
  - d. The Business Case For Diversity
  - e. 6 Strategies To Connect With Gen Y
  - f. What To Look For BEFORE Hiring A Diversity Speaker

### **How the purchase was used and benefitted our students**

The Academic Advising Association ran a 5-week lunch workshop series that highlighted a variety of topics related to diversity and inclusion. The rationale for a 5-week lunch series versus a 1 day event was due to timing and adviser availability. The planning committee felt that attendance would be higher with shorter, ongoing sessions. A total of 58 different individuals attended at least one of the sessions that were offered, which confirms this notion, given that the average event put on by the association tends to draw 20-30 advisers. The flier explains who presented in detail, but the topics included:

1. What is Diversity and Inclusion (Attendance = 30 people)
2. Understanding Your Own Identity (Attendance = 25 people)
3. Developing Skills to Engage Diverse Populations (Attendance = 23 people)
4. Advising Needs of Students from Underrepresented Populations (Attendance = 23 people)
5. Interactive Workshop Utilizing Real Case Examples (Attendance = 13 people)

Each presenter(s) were given the opportunity to review Dr. Cullen's book *35 Dumb Things Well-Intentioned People Say* as they were preparing their presentations. In addition, each week's session started with highlighting 2 of the "Dumb Things" that Dr. Cullen presents in her book. The Developing Skills to Engage Diverse Populations session in particular did a thorough review of the book from the Training Program.

Due to time-constraints, we did not use her video presentation within this 5-week series. In our post-series survey, 45% of the participants who completed the survey indicated they would be interested in watching the full-length version of the Diversity, Not Adversity video. A future session is currently being planned to view the full-feature as a follow up to the series.

One of the purposes of this grant is meant to use the purchases to benefit our students. We conducted a series evaluation, and the results strongly support the notion that advisers feel better equipped to assist students as a result of the series.

Session	Highly Unsatisfied	Somewhat Unsatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Highly Satisfied	Did not attend
What is Diversity and Inclusion	0	0	0	2	7	13
Understanding Your Own Identity	0	0	0	3	5	14
Developing Skills to Engage Diverse Populations	0	1	1	4	4	12
Advising Needs of Students from Underrepresented Populations	1	2	0	5	5	9
Interactive Workshop Utilizing Real Case Examples	0	0	0	4	6	12

- When asked if they better understand what diversity and inclusion are:
  - 16/22 respondents (73%) somewhat agreed or strongly agreed
  - 6 (27%) neither agreed nor disagreed
- When asked if the participants felt more competent regarding issues of diversity and inclusion:
  - 16/22 (73%) somewhat agreed or strongly agreed
  - 4 (18%) neither agreed or disagreed
  - 2 (9%) somewhat disagreed
- When asked if the participants had “gained something that I will apply to my daily interactions with the students I work with”:
  - 20/22 (91%) either somewhat agreed or strongly agreed
  - 1 (4.5%) neither agreed nor disagreed
  - 1 (4.5%) somewhat disagreed
- When asked if the participants felt that their “interactions with students will be strengthened as a result of participating in this series of workshops”:
  - 19/22 (86%) indicated either somewhat agreed or strongly agreed
  - 3 (14%) neither agreed nor disagreed.

### Summary

Overall, we felt good about the programming that occurred regarding diversity and inclusion. We recognize there are ways we can improve the series in the future, but feel confident that a majority of the respondents, 20/22 (91%) would recommend that this series should be repeated again. We hope we are able to do this and continue to enhance the sessions that are provided. The presenters and panelists appreciated the opportunity to dialogue and it has built in a mechanism for advisers to be connected to the greater campus conversation regarding diversity and inclusion. Presentation materials will be available on our website, [aaa.unl.edu](http://aaa.unl.edu) in the upcoming weeks for all advisers to reference and benefit from.

My hope for next steps with this program is to find ways to engage the student leaders within our college organizations to help build diversity and inclusion within student organizations. This will serve to not only provide training to students who are impacting the whole student body, but also connecting

students with advisers to enhance personal connections and demonstrate a commitment from advising to diversity and inclusiveness on campus.

Thank you for providing us the grant to help with this advising training opportunity. We are excited to continue the work of our administration in making campus a more diverse and inclusive environment.