

ACS Diversity Program **Application Cover Sheet for**  
**ACS Workshop Mini-Grants for**  
**Campus Diversity Leadership Models (Renewal)**

Please send the completed, 2 page form, via e-mail, U.S. Mail, or fax to: Ms. Idella Glenn, Director of Multicultural Affairs, Furman University, 3300 Poinsett Highway, Greenville, SC 29613. [idella.glenn@furman.edu](mailto:idella.glenn@furman.edu). Phone: 864-294-3104 Fax: 864-294-3096

**Please print or type and insert space between items as needed**

Persons Submitting Form: Burr Datz and Tammy Futrell (Marguerite McClinton)

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Institution: Washington and Lee University

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Amount requested: \$1500

Proposed event date(s): September 29 or November 3, 2007

Event Leaders:

Tammy Futrell, Associate Dean of Students, Burr Datz, Director of Leadership Programs, Jason Rodocker Director of Student Activities and Greek Life, and Julie Woodzicka, Assistant Professor of Psychology (social psychologist who studies prejudice, discrimination, and white privilege) -- all from Washington and Lee University

Company/Organization Affiliation: Invited guest and alumni - Dr. Jeffrey Spence, President and CEO of National Conference for Community and Justice of Virginia

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Webpage URL: [campusactivities.wlu.edu](http://campusactivities.wlu.edu),  
<http://studentaffairs.wlu.edu/deanofstudents/index.htm>, and [www.nccj.org](http://www.nccj.org)

Signature of persons submitting  
proposal \_\_\_\_\_

\_\_\_\_\_  
Name of Diversity Officer Name of Chief Academic Officer

Signature of Diversity Officer \_\_\_\_\_ Signature of Chief Academic Officer \_\_\_\_\_  
Date \_\_\_\_\_ Date \_\_\_\_\_

**Signatures of the Diversity Officer and the Chief Academic Office indicate institutional support for this program.**

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1 ACS Diversity Program

**Application for  
ACS Workshop Mini-Grants for  
Campus Diversity Leadership Models**

1. Campus context for event [what issues/concerns, etc., is the event designed to address?

Washington and Lee University is consistently ranked among the nation's top 15 liberal arts colleges and is the ninth oldest institution of higher education in America. Considering W&L's small size, the depth and breadth of our curriculum is impressive. With an undergraduate body of 1770, we offer about 1,000 courses, each of which is taught by a professor as we have no graduate teaching assistants. We are the only top-tier liberal arts college with a fully-accredited business school and fully-accredited journalism program. Washington and Lee consistently has a student to faculty ratio of 11:1. Our current freshman class brings together students from over 40 states and 11 foreign countries. Washington and Lee's academic calendar is somewhat unique, consisting of three sessions – two 12-week terms and a short 6-week spring term. We have approximately 80% Greek life student participation. During the 2005-2006 academic year, we introduced four Historically Black Fraternities and Sororities to the community.

Number of FTE undergraduate students 1766 FTE Undergraduate students with 889 men and 877 women

Undergraduate student demographic information including:

Non-Resident Aliens	3.6%
Black, non-Hispanic	4.4%
American Indian or Alaskan Native	.3%
Asian or Pacific Islander	3.3%
Hispanic	1.2%
White, non-Hispanic	86.6%
Multiracial or Unknown	.6%

The purpose of the event would be to educate our few Greek student leaders and as well as new members of the Greek community to basic issues surrounding diversity. Since the inception of four new Black Greek organizations, we have continue to struggle with insensitive comments toward students of color and students from different ethnic and racial backgrounds.

We are proud that we conducted a successful program this past February. The goal of the program was to provide the knowledge and skills for students at Washington and Lee University to create a more inclusive and affirming living and learning environment (academic and co-curricular) across lines of ability status, class/socio-economic status, ethnicity/race, gender, and sexual orientation. The objectives of the program were to provide a forum for participants to:

1. Express an increased awareness of how attitudes, beliefs, behavior and language can impact the relationships with/between students, staff, and faculty of Washington and Lee University
2. Develop strategies to involve others throughout the school year to increase cohesiveness and increase inclusion of different groups within Washington and Lee University
3. Increase understanding of the communication skills needed when working within a diverse community
4. Be empowered to be leaders in educating and motivating members of the broader Washington and Lee population
5. Be prepared to develop personal Action Plans that will promote a diverse and inclusive environment

After this February event, it is clear more work needs to be done. At this point, students, administrators and faculty believe that a program is needed to engage a smaller group of students and faculty.

## 2. Goals for event

The goal of the event is to create a coalition of trained student leaders who are Greek and non-Greek. The University needs to continue to have honest conversations about issues surrounding ability status, class/socio-economic status, ethnicity/race, gender, and sexual orientation. The best way to encourage and foster such conversations is educate one's peers about the importance of such issues. The goal of the event would be a time to "train the trainer". These few individuals or coalition of trained students would then able to facilitate further discussions in the community. This concept is modeling the One in Four program. This program has been successful because students are educating their peers on issues surrounding sexual misconduct.

## 3. Description of collaborative relationships, if any.

The staff members from student leaders, faculty, Campus Activities, the Dean of Students Office and the VCCJ would come together to make a strong and interactive program. The

program would include the Executive Director of VCCJ from the state of Virginia who is also an alum of Washington and Lee University. Students positively respond to alumni and their perspective. We also have Burr Datz, an alum as well. Lastly, we would round out our presentation panel with Assistant Professor Julie Woodzicka who, as a psychology professor, could add a faculty voice and strong insight to issues surrounding sexual orientation and student values. Dr. Woodzicka has served as the Gay-Straight Alliance advisor and is working on a grant to study ethics and student development at Washington and Lee University. We would also look to invite other faculty from the Student Affairs Committee to get involved. Professor Bill Hamilton of Geology and Michael Anderson of Economics would be willing to assist. Linda Hooks professor of Business who is an advisor to Panhellenic could be asked as well.

4. Anticipated impact on the local campus

The impact could be profound. We could make a difference to those students who feel that the University does not take this issue seriously and we do not challenge the majority culture on these issues. I think we could create a new tradition and model. We would have student leaders educating their peers about the importance of such an issue.

5. Anticipated number of participants:

\_\_10\_\_ faculty \_\_2\_\_ staff \_\_20\_\_ students \_\_7\_\_ administrators

6. Others involved in planning this event

Name Title & Department/Office

see above

7. Budget details - list expenditure items and amounts. Explain any large or unusual expenses.

The main expense would be to pay a stipend to Dr. Jeffrey Spence for his travels from Richmond, VA to Lexington, VA. Also to pay him for his presentation. We would pay him for his travel and services \$1200. Then \$300 would be to make copies and provide light snacks and refreshments.

8. Describe how success [regarding this event] will be measured.

Burr Datz will develop a survey to assess students' views on how well the program was organized, what was learned, what they believe was helpful, and what they thought could be changed. We would use a Likert-scale to determine overall satisfaction with program. The presenters would also ensure there are clear learning objectives and assess if they were clearly conveyed.

9. How will you share the results of this event with ACS colleagues?

We will write a one-page report explaining the program format, goals, and objectives. Then we will share the survey feedback. Then lastly we will share the presenters' overall assessment of the program as well.

10. If this is a non-NCBI affiliated event, please attach information about the diversity leadership model this event espouses.

For Office use only

Date received \_\_\_\_\_ By \_\_\_\_\_

Date sent to Review Committee \_\_\_\_\_

Action \_\_\_\_\_ Notification sent \_\_\_\_\_

Award Accepted \_\_\_\_\_

## Ideas

### Snapshot of the Status of Diversity within the Greek Community 2006

Two years ago, we had houses that taught their new members racial chants, allowed for racial slurs, disallowed certain students in their houses, hosted racially themed parties, and had parties where individuals were in Black face. In addition, we had a fraternity host a band party where many of our students of color emphasized how much fun they had and felt welcomed. Again certain houses are more open than others. As of now no reports of such issues. However, we do have house directors that have pottery and pictures of black face in two of the Fraternity Houses.

**Name:** Content of Character Workshop

**Tentative Date:** Saturday, February 3 (1-4)

**Participants:** Black Greek Council, Presidents, Recruitment Chairs, House Directors and New Members (W&L Community)

**Objectives:**

- Power of Language in our community
- Educating about the Black Greek System and NPHC
- White Privilege

**Measuring Objectives:** Maybe a pre / post test