

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

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. Phone: 864-294-3104 Fax: 864-294-3096

Please print or type and insert space between items as needed

Persons Submitting Form: Marguerite McClinton and Burr Datz

Department/Office: Campus Activities/Student Affairs

Institution: Washington and Lee University

Phone: 540-458-8753 & 540-458-4045

Fax: 540-458-8155

E-mail: mmcclinton@wlu.edu & bdatz@wlu.edu

Amount requested: \$1500

Proposed event date(s): Thursday, January 30, 2007

Event Leaders:

Tammy Futrell, Associate Dean of Students, Burr Datz, Director of Leadership Programs, Jason Rodocker Director of Student Activities and Greek Life, Margo McClinton, Director of Elrod Commons and Campus Activities, 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

Phone: 804-515-7950

E-mail: nccj.virginia@verizon.net, jrodocker@wlu.edu, tfutrell@wlu.edu, mmccinton@wlu.edu, bdatz@wlu.edu, woodzickaj@wlu.edu

Webpage URL: campusactivities.wlu.edu,
<http://studentaffairs.wlu.edu/deanofstudents/index.htm>, and 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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**Application for
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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 78% 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 Greek student leaders and new members of the Greek community to basic issues surrounding diversity. Since the inception of four new Black Greek organizations, we have struggled with insensitive comments toward students of color and students from different ethnic and racial backgrounds. We, as an institution, have been disappointed overall with our student media, comments made in the classroom, and informal discussion among peers and in open forums. Of course this issue expands beyond the classroom. We have parents and alumni who have made racial and inappropriate comments about admission standards of the University and the worthiness of students of color attending the institution.

One does not have to belabor the point; however, it is a fact the historical roots of Washington and Lee University, as the home of Robert E. Lee, has not always exemplified a safe place for our students of color or students of various sexual orientations. We work hard to eradicate sexism, racism and bigotry. This grant would aid our process and assist us in addressing a tough issue we face here on campus.

2. Goals for event

The goal of the event is to bring together the leaders of all Greek organizations to first learn about the basic tenets that surround understanding people from different backgrounds and cultures. In addition, the goal would be to get students from differing perspectives to have sincere and open dialogue about their perceptions and stereotypes and present an opportunity to mirror tolerance.

3. Description of collaborative relationships, if any.

The staff members from Campus Activities, the Dean of Students Office and the NCCJ would come together to make a strong and interactive program. The program would include the Executive Director of NCCJ 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.

4. Anticipated impact on the local campus

The impact could be profound. It could also cause a lot frustration and anger among students who do not understand that they are not open to the issues surrounding diversity. 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.

5. Anticipated number of participants:

___3_ faculty ___3_ staff ___55 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