

University Committee on Cultural Diversity Student Life

Long Term Action Items and Recommendations

A. Visible statement on Notre Dame's commitment to diversity.

Action Item: "WE ARE ND" A week long celebration of indoor and outdoor events highlighting student group entertainment, a concert with a well known musician, a presentation by a nationally known speaker (e.g., Al Gore), Worldview movies, and programming related to the Academic Forum and a lecture series supported by ND faculty.

Objective: This event would enable Notre Dame to celebrate the strength of our diverse community while welcoming individuals to experience cultural entertainment they may have missed during the academic year. It would engage members of the Notre Dame community in ethnic interaction that is positive, educational and entertaining.

Rationale: As the premier Catholic institution in higher education, it is vital that we demonstrate our commitment to the ideals that led Fr. Basil Moreau to establish the educational mandate of Holy Cross. Academic institutions in the Holy Cross tradition have characteristically espoused the value of service to "a diverse population. Young people served by the school include the economically rich and the economically poor, the intellectually capable and the intellectually less capable, Catholics and non-Catholics. The school approaches its responsibilities with a world-wide perspective. The mission of the school is seen as a part of the world-wide educational mission of Holy Cross . . ." These ideals are honored at Notre Dame not as a result of social pressure, but as a core principle deeply rooted in the founding tenets of Holy Cross.

Who: Option 1 – Creation of new staff line* to coordinate/manage this project.

Option 2 – Existing staff members in Student Activities would work collaboratively with the Communications sub-committee; MSPS; student clubs and organizations.

Timing: This event would take place on an annual or bi-annual basis and occur towards the end of the Spring semester.

B. Diversity Programming Grants

Action Item: A free standing expendable fund designed to facilitate collaborative programming between recognized student clubs, organizations, and faculty.

Objective: For those groups and faculty members who have a desire to provide diversity programming for our campus, this fund will allow them to increase the quality of their programs without decimating their club allocations. It also provides an incentive for groups who serve different populations to develop creative and collaborative ways to promote the common good of our community.

Rationale: Social science research has demonstrated the value of working toward a common goal as it relates to human interaction and the adjustment of personal attitudes. In trying to establish programs that would appeal to our students, we must recognize that students are the experts.

Who: SUB would administer the funding with oversight by Christy Greene and G. David Moss. Also involved in this process would be Student Activities and MSPS. All faculty proposals would be vetted by Christy and David.

Timing: Recognized clubs and organizations would collaborate to write proposals to secure this funding. Proposals would be submitted prior to October 1. Students would also be encouraged to submit proposals during the summer months prior to the academic year.

C. Hero Days

Action Item: Create a series of “days” honoring members from various ethnic/culture groups by sponsoring opportunities to celebrate their contributions in the form of community service, faculty lectures, prayer services, and classroom/residence hall discussions.

Objective: This monthly event would highlight the contributions of individuals from various culture groups, particularly as it relates to “American” or “Catholic” values. It would give students an opportunity to openly honor American heroes from diverse backgrounds while raising the profile of great individuals whose contributions to our society may have gone unrecognized. This would also help us avoid the issue of “most favored status” currently attributed to certain culture groups by our students.

Rationale: It is important for us to recognize that located within each culture group are individuals worthy of emulation and imitation.

Who: MSPS, Student Activities, Student Government and student groups/organizations would work collaboratively to select the individuals to be honored. Student Government would work to organize events on campus and in the South Bend community. The Student Life Committee of UCCD would work with department chairs and residence hall staff to develop and promote ways to incorporate Hero Days into the academic and community life at Notre Dame.

Timing: One person would be honored each month beginning Spring 2009.

Short Term Action Items and Recommendations

- A. Provide a monthly listing of multicultural events to Rectors**
- B. Work with Communications sub-committee to develop an advertising carousel on the Notre Dame website devoted to diverse programming in the areas of academic, spiritual, and social life.**
- C. Survey student body.**
- D. Support the Native American minor that has been approved by Senate.**
- E. Continue supporting the Worldview Initiative.**
- F. Diversify musical performing groups during First Year Orientation's "Spirit of ND" session.**