



Western Oregon
UNIVERSITY

Diversity Certificate Program Guide

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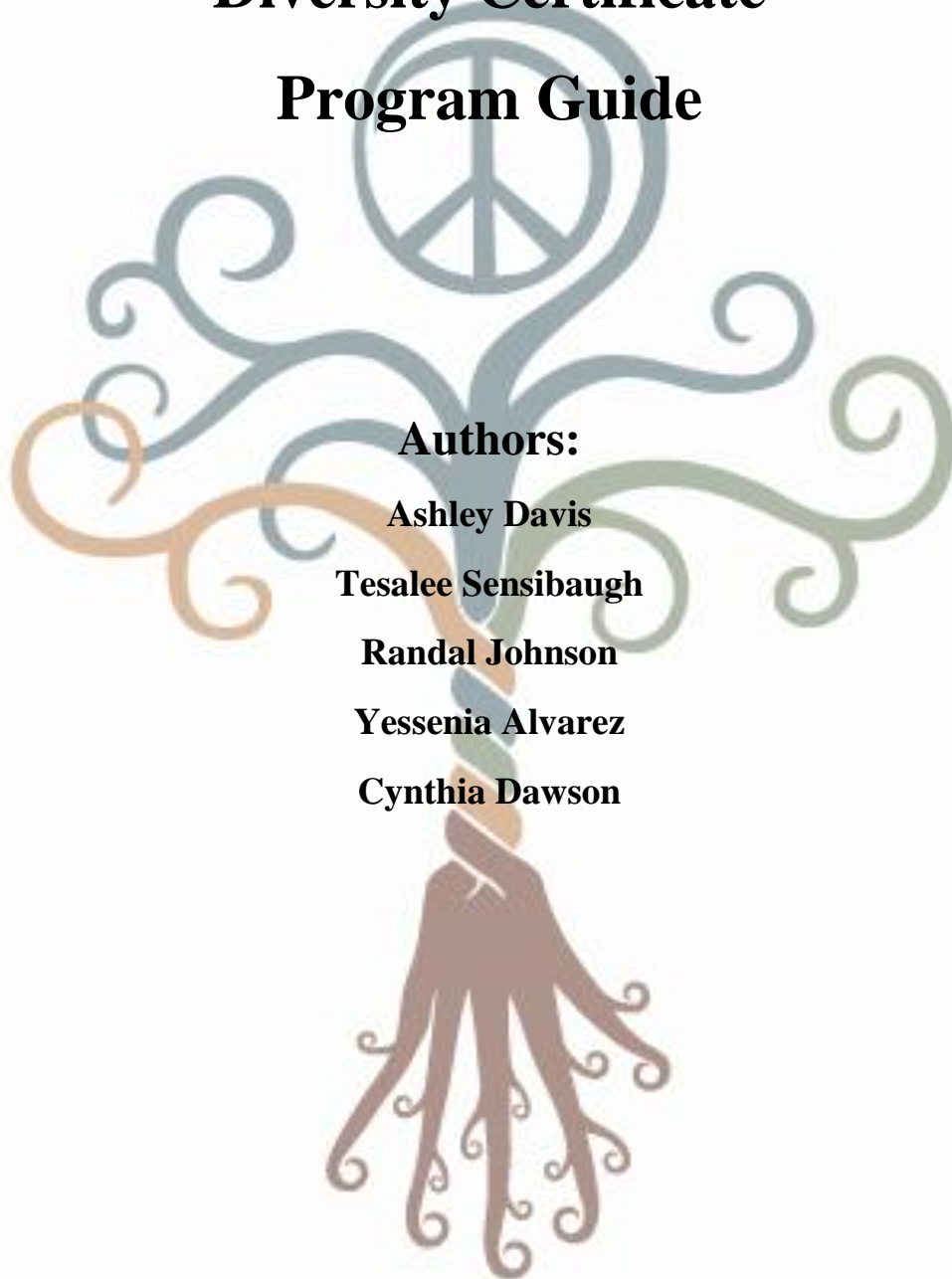
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Welcome to Western Oregon University's Diversity Certificate Program

Western Oregon University (WOU)'s Diversity Certificate Program promotes acceptance, equality, and respect for individual differences by encouraging students to participate in campus activities, clubs, and organizations that facilitate multicultural awareness, advocate equal rights and social justice, and/or provide hands-on experience working in diverse settings. The overall goal of the program is to increase students' awareness and understanding of diversity, culture, and various sociological, psychosocial, and scientific perspectives. The program encourages individuals to move beyond simple tolerance and into celebrating the rich dimensions of multiculturalism and diversity—*race, ethnicity, gender, age, sexual orientation, and ability*, which are contained within each individual's *attitudes, beliefs, values, world views, and commitments to social organizations*.

Program Director

If you have any questions, contact:

John Wilkins
 (503) 838-8229
 wilkinsj@wou.edu
 Werner University Center 210

Program Advisor

Students accepted into the program will each be assigned to a Program Advisor by the Program Director. Program Advisors will guide students through the program and will aid in keeping track of students' completion of the program requirements. Although not strictly required, it is *strongly* recommended that participants meet with their Program Advisors at least twice each academic year and at least once during the term prior to their expected graduation date.

Program Benefits

The WOU Diversity Certificate Program offers numerous benefits to students upon completion. In addition to promoting the development of important skills and offering experiences that cultivate understanding, acceptance, and an open-minded outlook, the program offers:

- A certificate of completion
- Recognition at WOU's Leadership Recognition Night
- Diversity cords to wear at graduation

Reasons to earn a Diversity Certificate:

- It is a fun way to meet new people and get involved on campus
- It looks excellent on a résumé or graduate school application
- It provides a broader understanding of sociocultural issues
- It provides an increased ability to adapt to globalization and a changing sociocultural economic landscape
- It helps foster active open-mindedness
- It enables personal growth

Students who complete the program will be able to distinguish themselves as prominent members of society with skills in many important and marketable areas.

Learning Goals and Definitions

1. Increase Diversity Awareness
 - ❖ **Diversity Awareness:** a concept that encompasses acceptance and respect. It is characterized by understanding that each individual is unique and recognizing our individual differences. Diversity exists along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, ability, religious beliefs, political beliefs, and other ideologies.
2. Increase participants' Cultural Competence
 - ❖ **Cultural Competence:** understanding the facets that differentiate one culture from another and respecting these various differences. Being culturally competent allows one to perceptively interact with and learn from individuals from all cultures.
3. Foster Sociocultural Empathy
 - ❖ **Sociocultural Empathy:** a form of sociological imaginative thinking that encourages a willingness to view the social world from the perspective of others. It involves moving away from thinking in terms of the individual and his/her problems to thinking in terms of the social circumstances that produce social problems. In this way, it counteracts ethnocentrism—the belief in the superiority of one's own social/cultural group—and, in its place, promotes multiculturalism.
4. Foster Sociocultural Etiquette
 - ❖ **Sociocultural Etiquette:** behavior that is respectful to people of all cultures, languages, classes, races, ethnic backgrounds, ability levels, religions, genders, sexual orientations, etc. Importantly, this behavior affirms the value of individuals, families, and communities and protects and preserves the dignity of each. It also is characterized by receptiveness to new and different ideas or opinions of others and by open acknowledgment or acceptance of individuals' psychosocial viewpoints.
5. Encourage the acceptance of an Equity Paradigm
 - ❖ **Equity Paradigm:** a conceptual model that is built upon the promotion of equity and the fair and equal treatment of all people.
6. Promote Social Justice
 - ❖ **Social Justice:** an ethically-oriented ideology that focuses on promoting equality and reducing marginalization, criminalization, and discrimination. It is also characterized by taking a stand against the exploitation, victimization, and harassment of all people of color, creed, and culture.
7. Encourage Ally-partnerships
 - ❖ **Ally:** a person who forms a supportive relationship that is built upon mutual understanding and respect.

Program Overview

Eligibility

To be eligible, a student must...

- Complete and submit an application form and student waiver
- Maintain a minimum 2.5 cumulative WOU GPA and earn a minimum 2.0 GPA per term
- Enroll in a minimum of 8 academic credits per term (excluding summer)
- Be in good judicial standing

Applications are accepted on an on-going basis and can be submitted to the Werner University Center's Information Desk.

Requirements

Intake Interview

- If accepted into the Diversity Certificate Program, a student must complete an intake interview with a Program Advisor. The student's diversity-related interests will be discussed and a personalized Diversity Certificate checklist will be created. It is recommended that during their intake interviews, students specify **5** clubs/organizations that they are interested in participating in.

250 Program Points

- In order to successfully complete the program, students are required to earn at least **250** Program Points by earning a minimum of **150** Club Points (**100** Involvement Points and **50** Flex Points), and **100** Elective Points (*see Program Points, p9*). Students can earn these points by participating in diversity-related activities/events associated with Western Oregon University's organizations/clubs. These activities/events can be located on- or off- campus, but must take place during a student's academic career at WOU. Points are earned on a term-by-term basis and are based upon standardized point totals either determined by a student's Program Adviser or by a list provided by campus departments and administrators most familiar with the program. Diversity Certificate Program participants will have their points tallied electronically.

Service Learning and Career Development Requirements

- Students are required to set up appointments with the Service Learning and Career Development (SLCD) office (Werner University Center Room 119) to complete a career assessment session, a résumé building session, a mock interview, AND a mock salary negotiation.

Safe Zone OR Green Dot Training

- Students must complete either Safe Zone Training (Ally 1 and Ally 2) OR the Official Green Dot Training. For more information about what these trainings entail and when/where they are offered, students should email safezone@wou.edu or [greendot@wou.edu](mailto:green@wou.edu). Students are encouraged (although not required) to attend both trainings. Students who attend both training options will receive **10** Flex Program Points upon completing the second training.

Diversity Capstone Presentation

- Participants in the program are required to meet with their Program Advisors to arrange a Capstone Presentation prior to their completion of the Diversity Certificate. Capstone Presentations should summarize how participants' diversity-related experiences have changed them as individuals. A student's Capstone Presentation must include a professional presentation at least 20 minutes in length that utilizes technology of some sort (PowerPoint, videos, web content, etc.). Additionally, documentation of one's diversity-related experiences and/or written materials may also be required, to be determined/arranged by the student's Program Advisor. The Capstone Project should show members of the campus community how the student has applied the seven Diversity Certificate Program Learning Outcomes (*see Learning Goals and Definitions, p 5*). Further details about the presentation will be provided at the student's meeting with the Program Advisor.

Requirement Summary

Application Form and Waiver
 Intake Interview
250 Program Points
 150 Club Points
 100 Involvement Points
 50 Flex Points
 100 Elective Points
 Safe Zone Ally 1 and 2 Training OR Green Dot Training
 SLCD Requirements
 Career Assessment Session
 Résumé Building Session
 Mock Interview
 Mock Salary Negotiation
 Diversity Capstone Presentation

Policies and Guidelines

In order to ensure the quality and credibility of the Diversity Certificate Program, the Program Advisors reserve the right to contact students' advisors, supervisors, and/or other people outside the university to assess the students' completion of the Diversity Certificate requirements. Students found not to have satisfactorily completed a diversity requirement will not be given credit towards the Certificate Program. The decision as to whether a student will receive credit for participation is at the sole discretion of the Program Advisor in conjunction with the Program Director.

For a student to receive credit for their diversity-related experiences, the student must sign and submit a waiver allowing staff to have access to the student's academic and judicial records. Program Advisors and the Program Director must have access to this information to verify the student's compliance with the requirements of the program.

Academic Policies

- GPA Requirement
 - Students accepted into the program must maintain a 2.5 cumulative GPA from Western Oregon University. If a student falls below that threshold or earns below a 2.0 term GPA for any term at WOU, the student will be temporarily suspended from the Diversity Certificate Program.
- Credit Requirement
 - Students accepted into the program must enroll in a minimum of 8 academic credits per term during the academic year (fall, winter, and spring). Students who enroll in fewer than 8 credits for a term will be temporarily suspended from the program unless they receive approval from their Program Advisor within 2 weeks of the start of the term (if they plan to start the term with fewer than 8 credits) or within 2 weeks of dropping to fewer than 8 credits (if dropping [a] class[es] during the term causes the student to fall below 8 credits for the term).

Student Conduct Record

- Students are required to remain in good WOU judicial standing during their participation in the Diversity Certificate Program. Students in the program are role models and must maintain the highest level of ethical conduct. Students who commit infractions of the Student Code of Conduct will be suspended or expelled from the Diversity Certificate Program. The decision whether a student will be suspended or expelled is to be made by the Program Director.

Suspension and Expulsion

- Failure to comply with the Diversity Certificate Program policies may cause a student to be suspended or expelled from the program.
 - Suspension
 - Suspended students are temporarily excluded from the Diversity Certificate Program, but may re-enter upon meeting certain conditions (e.g. raising one's GPA to/above 2.5) specified by the student's Program Advisor. Once the conditions are met, a suspended student may submit a Suspension Cessation Request to the Program Director to request an end to their suspension. No points may be accumulated while a student is suspended from the program.
 - Expulsion
 - Students expelled from the Diversity Certificate Program are forbidden from re-entering the program and cannot receive a Diversity Certificate.

Appeals

- Appeals to any of the guidelines above may be made in writing to the Diversity Certificate Committee. The Diversity Certificate Committee will have a final determination on any appeals.

Program Points

In order to be awarded a Diversity Certificate, a student must earn a minimum of **250** Program Points. These points are divided into two subtypes, Club and Elective Points, with a total of three sub-areas, Involvement Club Points, Flex Club Points, and Elective Points.

Club Points

Club Points are Program Points earned through participation in approved organizations/clubs' (*see Organizations and Clubs, p 13*) activities/events (*see Activity/Event Point Values, p 10*). There are two types of Club Points: Involvement Points and Flex Points. Students must earn at least **100** Involvement Points and **50** Flex Points to complete the Club Point requirements.

100 Involvement Points

Students are required to earn a minimum of **100** Involvement Points by participating in **5** different organizations/clubs' (*of the student's choosing—see Organizations and Clubs, p 13*) activities/events (*see Activity/Event Point Values, p 10*). Students must participate in a minimum of **4** activities/events from each of the **5** organizations/clubs that they have selected AND must earn a minimum total of **20** points from each of the **5** chosen organizations/clubs.

50 Flex Points

Flex Points are earned in the same way as Involvement Points (i.e. by participating in organizations/clubs' activities/events), but differ in that they can be earned from any number of different organizations/clubs (*see Organizations and Clubs, p 13*). For example, a student could earn all **50** Flex Points by attending events hosted by the same club. Alternatively, the student could earn the **50** Flex Points by attending events hosted by multiple organizations or clubs.

Elective Points

Elective Points differ from Club Points in that in addition to earning points by participating in approved organizations/clubs, students can earn points through other forms of involvement, including *Volunteering* (*see Volunteering Opportunities, p 10*), *Mentorship Programs* (*see Mentorship Programs, p 10*), and *Individual or Group Projects* (*see Independent or Group Project, p 10*). Students must earn at least **100** Elective Points to satisfy the Elective Point requirement.

100 Elective Points

The **100** Elective points can be earned by participating in additional activities/events, volunteering, completing a Leadership Commitment, participating in an approved mentorship program, and/or completing an individual or group project. The student decides how they are going to meet these points and it is their responsibility to notify their Program Advisor about these choices.

Leadership Commitment

- Leadership Commitments involve students serving in leadership roles for approved organizations or clubs (*see Organizations and Clubs, p 13*). These commitments are expected to last for a yearlong period. Such commitments may take the form of serving as club officers (e.g. president, secretary, or treasurer) or may involve other types of leadership roles (e.g. Abby's House advocacy or belonging to a Sorority or Fraternity).

Participating in a Leadership Commitment of any sort will earn a student **50** Elective Program Points. A student will not earn any additional Program Points beyond the **50** for any activities/duties completed entirely as part of a Leadership Commitment (e.g. the president of a club will not earn additional points for attending the meetings of that particular club). Leadership Commitments lasting less than one full academic year will be worth fewer than **50** Elective Program Points (with the specific amount of points to be decided by the student's Program Advisor). Additionally, Leadership Commitments must be approved by a student's Program Advisor for any points to be earned.

Independent or Group Project

- Independent or group projects can vary in points and are open for negotiation between the Program Advisor and student(s). However, the number of points awarded will be based on: **1)** the amount of time and effort it takes to complete the project **AND 2)** how relevant the project is to the Diversity Certificate Program's given learning outcomes (see *Learning Goals and Definitions, p 5*). The number of Program Points earned will be based on a mutual agreement made between the Program Advisor and the student(s).

Mentorship Programs

- The Mentorship Programs (see *Mentorship Programs, p 16*) seek students (*mentors*) who are interested in developing dyadic interpersonal relationships with mentees. Mentoring is about establishing a partnership where the more-experienced or more-knowledgeable person (*mentor*) helps guide a less-experienced or less-knowledgeable person (*mentee*) through a relationship based on reciprocated respect, learning, and open communication. Participating in a mentorship program will earn a student **15** Elective Program Points per academic term.

Volunteering Opportunities

- Volunteering (see *Volunteering Locations, p 16*) helps individuals develop job skills, a professional attitude, and a propensity for altruism. It also provides new opportunities for personal growth, contact references, and an enhanced résumé. Volunteers get real-world, hands-on experience. Furthermore, volunteers are trained specifically in areas that interest them, such as health, education, and/or community development. Additionally, volunteering provides the volunteer with job experience, which is desired by employers, particularly during the hiring process. Approved volunteer work will earn students **2** Program Points per hour.

Activity/Event Point Values

✓ Yearlong Leadership Commitment	50 points
✓ Mentorship Programs (per term)	15 points
✓ Additional Safe Zone <u>OR</u> Green Dot Training	10 points
✓ Workshops/Seminars	5 points
✓ Guest Speakers/Lectures	4 points
✓ Movies/Films	3 points
✓ Club Meetings/Activities	2 points
✓ Volunteer Work (per hour)	2 points
✓ Independent or Group Project	Varied

Program Points Student Example

100 Involvement Points

Club/Organization	Activity/Event	Points
Abby's House	Workshop	5
Abby's House	Workshop	5
Abby's House	Workshop	5
Abby's House	Guest Lecture	4
Abby's House	Movie	3
	<i>Club One: Point Total</i>	<i>22</i>
Triangle Alliance	Workshop	5
Triangle Alliance	Guest Speaker	4
Triangle Alliance	Guest Speaker	4
Triangle Alliance	Guest Speaker	4
Triangle Alliance	Guest Speaker	4
	<i>Club Two: Point Total</i>	<i>21</i>
Black Student Union	Seminar	5
Black Student Union	Seminar	5
Black Student Union	Club Meeting	2
Black Student Union	Club Meeting	2
Black Student Union	Club Meeting	2
Black Student Union	Club Meeting	2
Black Student Union	Movie	3
	<i>Club Three: Point Total</i>	<i>21</i>
SLCD	Seminar	5
SLCD	Workshop	5
SLCD	Workshop	5
SLCD	Workshop	5
	<i>Club Four: Point Total</i>	<i>20</i>
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
SPEAK	Club Meeting	2
	<i>Club Five: Point Total</i>	<i>20</i>
	<i>INVOLVEMENT POINT TOTAL</i>	<i>104</i>

50 Flex Points

Club/Organization	Activity/Event	Points
Green Wolf	Club Meeting	2
Green Wolf	Club Meeting	2
Green Wolf	Club Meeting	2
International Club	Movie	3
International Club	Club Meeting	2
Black Student Union	Guest Speaker	4
Black Student Union	Club Meeting	2
Abby's House	Guest Speaker	4
Abby's House	Movie	3
Model United Nations	Club Meeting	2
Model United Nations	Club Meeting	2
Model United Nations	Club Meeting	2
MechA	Guest Speaker	4
MechA	Club Meeting	2
Multicultural Student Union	Workshop	5
Hawaiian Club	Club Meeting	2
Hawaiian Club	Club Meeting	2
Hawaiian Club	Club Meeting	2
Hawaiian Club	Workshop	5
Stonewall	Movie	3
Stonewall	Movie	3
	<i>FLEX POINT TOTAL</i>	58

100 Elective Points

Club/Organization	Activity/Event	Points
Abby's House	Leadership commitment	50
Latino Mentor Project	Mentorship (1 term)	15
Green Dot	Additional Training	10
Multicultural Student Union	Seminar	5
Multicultural Student Union	Seminar	5
Multicultural Student Union	Movie	3
Multicultural Student Union	Movie	3
MechA	Guest Speaker	4
MechA	Club Meeting	2
MechA	Club Meeting	2
MechA	Club Meeting	2
	<i>ELECTIVE POINT TOTAL</i>	101

INVOLVEMENT POINT TOTAL 104

FLEX POINT TOTAL 58

ELECTIVE POINT TOTAL 101**OVERALL POINT TOTAL** 263 points: **Requirement Completed**

NOTE: The Program Points are accumulated during fall, winter, spring, and summer terms.

Diversity Certificate Affiliates

Organizations and Clubs

Abby's House

- Abby's House provides the WOU community with educational programming, information, and referral services designed to promote equity and non-violence. We embrace a feminist model that empowers all people to actively stand against all forms of violence, harassment, verbal abuse, discrimination, and hatred.
- **Faculty/Staff Sponsor Contact:** Mary Ellen Dello Stritto, dellostm@wou.edu

Black Student Union (BSU)

- The Black Student Union exists to promote cultural awareness, political awareness, and to provide support for all students and the community. BSU fosters a sense of community among all students of African descent at WOU. We agree to establish an understanding of the African American culture and to extend open arms to all students, faculty and staff of all ethnic backgrounds. BSU provides opportunities for students to develop leadership skills, be in a stimulating and supportive learning environment, and gain knowledge of the different Black experiences in the United States and worldwide.
- **Faculty/Staff Sponsor Contact:** Ed E-Nunu, enunue@wou.edu

Conversation Partners

- This course provides students with a practical cross-cultural communication experience. Domestic and international students are paired as conversation partners with the purpose of sharing cultural information, discovering and reflecting on similarities and differences, and developing interests in (and better understanding about) their home countries and cultures. In addition, the course provides international students with an opportunity to practice speaking conversational English and domestic students with an opportunity to adapt to differences in English dialects. These language proficiency skills benefit all students interested in cross-cultural communication.
- **Faculty/Staff Sponsor Contact:** Robert A. Troyer, CP@wou.edu

Green Dot

- A Green Dot is any behavior, choice, word or attitude that promotes safety for everyone and communicates utter intolerance for sexual violence, partner violence, and stalking.
- **Faculty/Staff Sponsor Contact:** Amy Hammermeister, hammerma@wou.edu

Green Wolf

- Green Wolf Sustainability Club is an open minded group that works together to create sustainable changes, education, and events on the WOU campus. Our purpose is to create a more sustainable campus, town, and lifestyle, while increasing education about such things.
- **Faculty/Staff Sponsor Contact:**

Hawaiian Club

- Hawaii Club exists to bring student of Hawaiian heritage and their friends together to promote cultural events, perform cultural activities, and engage in positive recreation.
- **Faculty/Staff Sponsor Contact:** Gary Dukes, dukesg@wou.edu

International Club (IC)

- The International Club provides students with the opportunity to learn about different cultures and make friends from around the world without leaving Oregon. We also provide members with the means to share with the Western Oregon University campus and area communities, the politics, economy, culture, religion and history of the various countries represented by our members.
- **Faculty/Staff Sponsor Contact:** Adria Zampich-Gibbs, zampicha@wou.edu

M.E.Ch.A de WOU

- Movimiento Estudiantil Chicano de Aztlán (MEChA) De Western Oregon University is a student organization that promotes higher education, cultura (culture), and historia (history). MEChA was founded on the principles of self-determination for the liberation of our people. We believe that political involvement and education is the avenue for change in our society.
- **Faculty/Staff Sponsor Contact:** Brenda Watts, wattsb@wou.edu

Model United Nations (MUN)

- As a Model United Nations club (MUN) we promote the awareness of international issues through fundraisers for certain events (such as land mines) and attend MUN conferences where we participate in debates on global issues. MUN is determined to stimulate a deeper knowledge of the United Nations Organization and to develop and establish a working understanding of the humanitarian, social, economic, cultural, legal, and political problems of the world. We aim to provide a free and open forum for the study and discussion of these problems and have resolved to combine our efforts to accomplish these aims.
- **Faculty/Staff Sponsor Contact:** Eliot Dickenson, dickinse@wou.edu

Multicultural Student Union (MSU)

- Multicultural Student Union (MSU) promotes diversity and cultural awareness throughout the Western Oregon University campus and the surrounding community. MSU gives students, faculty, and staff an opportunity to share their cultural background while learning about others.
- **Faculty/Staff Sponsor Contact:** Anna Hernandez-Hunter, hernana@wou.edu

Office of Disability Services (ODS) Disability Awareness Month Committee

- The Office of Disability Services (ODS) at WOU hires notetakers in over 300 classes every term. Notetakers provide lecture notes for students with documented disabilities which affect their ability to take notes in class. If you are interested in the opportunity to earn extra money, have a minimum GPA of 2.5, have legible handwriting and good class attendance, then you are qualified to be a notetaker. ODS pays \$20 per credit hour, per class, per term for students lecture notes.
3 Credit Class = \$60.00 4 Credit Class = \$80.00
- Uploading your notes to an online system is EASY and is a great way to be paid for something you are already doing! Many notetakers claim that their notetaking assignments encourage them to take better notes and therefore get higher grades on their own exams!
- **Faculty/Staff Sponsor Contact:** Malissa Larson, ODS@wou.edu

Safe Zone

- The Safe Zone program seeks to form an allying network of students, faculty and staff committed and trained to provide safe, non-judgmental and supportive contacts for all WOU community members regarding Gay, Lesbian, Bisexual, Trans, Queer, Questioning, Intersex, and Ally (GLBTQQIA) issues; we are committed to providing a campus atmosphere of universal acceptance and assistance.
Vision: To provide continuing education to the community about GLBTQ inclusiveness on and off campus.
- **Faculty/Staff Sponsor Contact:** Angie Barry, safezone@wou.edu

Service Learning & Career Development (SLCD)

- The Center for Service Learning & Career Development provides a comprehensive approach to career preparation, professional development, and service to the community through relevant experiential education opportunities.
- **Faculty/Staff Sponsor Contact:** Adry Snorraddottir Clark, clarka@wou.edu

Students Promoting Equity Activism and Knowledge (SPEAK)

- SPEAK's mission is to promote activism by providing educational programming that addresses a wide range of social issues, both current and longstanding. We aim to foster equality, tolerance, and understanding by providing a safe environment where all people are free to gather and express their ideas.
- **Faculty/Staff Sponsor Contact:** Mary Ellen Dello Stritto, dellostm@wou.edu

Stonewall Center

- The Stonewall Center serves as Western Oregon University's GLBTQ resource center. The combined mission and vision is to be the school's center for resources which creates and supports environments wherein gay, lesbian, bisexual, and transgender students, allies, faculty, administration, and staff have access, inclusion, recognition, equality, and respect in all facets of higher education.
- **Faculty/Staff Sponsor Contact:** John Wilkins, wilkinsj@wou.edu

Student Enrichment Program (SEP)

- The Student Enrichment Program (Federal TRiO SSS) works with students who are first-generation, low-income, or have documented disabilities. SEP helps students develop skills that lead to academic and personal success, with the goal of persisting through to graduation. SEP services are typically limited to program participants. Students may apply at wou.edu/sep.
- **Faculty/Staff Sponsor Contact:** Marshall Guthrie, sep@wou.edu

Suit UP!

- To assist women who are entering the workforce by providing interview appropriate attire. We strive to boost women's confidence for the interview process.
- **Faculty/Staff Sponsor Contact:** Adry Snorraddottir Clark, clarka@wou.edu OR Mary Ellen Dello Stritto, dellostm@wou.edu

Triangle Alliance

- The Triangle Alliance club of Western Oregon University is a student run and led organization that aims at creating a place for members and allies of the GLBTQ (gay, lesbian, bisexual, and queer) community to feel safe, welcome, and connected. Triangle

Alliance asks no questions of a member's sexual orientation or gender identity, but rather welcomes anyone who would like to be involved in a social network focused on acceptances, equality, and education.

- **Faculty/Staff Sponsor Contact:** Megan Habermann, habermam@wou.edu

Wolves Helping Others (WHO)

- Serving others by doing volunteer services, fundraisers, and advocating
- **Faculty/Staff Sponsor Contact:** Melissa Larson, larsonm@wou.edu

Mentorship Programs

Peer Mentor

- The WOU Peer Mentor Program is designed to provide students with peers that act as positive role models in promoting healthy lifestyles, assisting in the transition to college, and providing services to peers and the community.
- **Faculty/Staff Sponsor Contact:** Craig Wimmer, wimmerc@wou.edu

Multicultural Representatives (MCR)

- The MCRs (Multicultural Representatives) are a group of students strongly committed to assisting Western Oregon University's Multicultural Student Services and Programs Office retain ethnic and culturally diverse students. MCRs provide support and mentorship for new students from first generation, low-income, and culturally underrepresented backgrounds. In turn, the MCRs will have the opportunity to grow and develop leadership skills as active members of the Western Oregon University community and as individuals. MCRs are expected to consistently keep in contact with their mentees and complete specific activities with their mentees to help build the mentoring relationship. In addition, they are expected to attend all MCR meetings and events/workshops, assist in additional programming as well as possible evening and weekend programs (such as: preview day, SOAR, group presentations/tours) and with the Cultural Connections program during New Student Week. Cultural Connections is an orientation program for culturally underrepresented students at WOU. Students are accepted through an application and interview process that occurs during the Spring Term and must commit to mentoring for the full academic year.
- **Faculty/Staff Sponsor Contact:** Anna Hernandez-Hunter, hernana@wou.edu

Volunteering Locations

On-Campus

- On-Campus volunteer opportunities may be discussed with the student's Program Advisor. Potential on-campus organizations with which one can volunteer include the Stonewall Center and the WOU Food Pantry. For a student to earn Program Points for volunteering, the volunteer work must be approved by the student's Program Advisor.

Off-Campus

- Search in the **Volunteer** section of WolfLink: <https://www.wou.edu/wolflink>
- Visit Hands On Willamette: <http://www.handsonw.org/>

- Register for the Service Learning and Career Development (SLCD) Volunteering Listserv by emailing slcd@wou.edu or visiting SLCD, Werner University Center Room 119
- Western Oregon University Gerontology Student Association (WOUGSA) Volunteer Site List can be picked up at the Todd Hall Psychology Office Room 325

Leadership Commitment Options

Officer Position

- Yearlong involvement as an officer (e.g. President, Vice-President, Secretary, or Treasurer) of any approved club (*see Organizations and Clubs, p 13*) can be considered a Leadership Commitment if approved by one's Program Advisor. Duties completed as a club officer will vary by position and by club, and students should seek the guidance of current/previous club officers, the club advisor, or their Program Advisors for further information about what a particular Leadership Commitment will entail.

Abby's House Advocacy

- Abby's House provides the WOU community with educational programming, information, and referral services designed to promote equity and non-violence. We embrace a feminist model that empowers all people to actively stand against all forms of violence, harassment, verbal abuse, discrimination, and hatred. Advocates act as discreet, non-judgmental listeners for students, staff members, or faculty members who are dealing with distressing or challenging situations. Advocates serve the campus community by planning and coordinating events and educational programs that focus on antiviolence awareness, job preparation, gender equality, healthy relationships, women's history, and much more. Also, Advocates have the opportunity to develop important career building and leadership skills by participating in research projects, fundraising organization and management, advertisement design, and/or office coordination. If you are interested in becoming an Abby's House Advocate, you must submit your application to Abby's House by spring term for the following school year. If you are selected to become an advocate, you must be available to attend advocacy training one week before fall term starts and be able to work a minimum of 4 hours a week. Applications are available at Abby's House, Werner University Center Room 118.
- **Faculty/Staff Sponsor Contact:** Mary Ellen Dello Stritto, dellostm@wou.edu

Kappa Delta Chi

- Kappa Delta Chi Sorority is a Latina founded, 501 (c) 7, national sorority who aims to achieve professional development, academic excellence, and graduation of all its members; an organization dedicated to community service to their local university communities with an emphasis on the Hispanic/Latino population. The Purpose of Kappa Delta Chi is to promote the traditional values of Unity, Honesty, Integrity and Leadership among women at colleges and universities. Through numerous service events, sisterhood retreats, and academic and cultural workshops, KDChi's learn more about themselves and each other. They sprout into impacting leaders and help guide the next generation to success.
- **Faculty/Staff Sponsor Contact:** [Affie Eyo, Eyoa@wou.edu](mailto:Eyoa@wou.edu)

Omega Delta Phi

- Omega Delta Phi is a multicultural service/social fraternity that aims at graduating its members while giving back to the community. Although founded mainly by Latinos, the Fraternity has traditionally always been open to men of different backgrounds, as demonstrated through its "One culture, any race" philosophy.
- **Faculty/Staff Sponsor Contact:** Marshall Guthrie, Guthriem@wou.edu

Safe Zone Trainer

- To become a Safe Zone trainer you need to attend a "Train-the-Trainer" session. Before students can take this class, they are required to have done the Ally 1 and Ally 2 trainings. Ally 1 and 2 trainings take 2 ½ hours each. The "Train-the-Trainer" session is an 8 hour extensive training that is usually done in 2 evenings. Once students have completed the "Train-the-Trainer" session, they have the ability to be a trainer on- and off- campus. Trainers will typically run future Ally 1 and 2 trainings, sometimes participating in other trainings such as Trans Awareness, Ally Week, Lunch and Learn, and many more. Trainers must conduct a minimum of two Ally 1 or Ally 2 trainings.
- **Faculty/Staff Sponsor Contact:** Angie Barry, Barrya@wou.edu

Application for Western Oregon University's Diversity Certificate Program

To apply to the Western Oregon University Diversity Certificate Program, please complete an application form and submit it to the Werner University Center Information Desk along with the following completed questions.

Please answer the following questions, either in the space provided or on a separate sheet of paper (must be in complete sentences).

1. Briefly explain why you are interested in being a part of the WOU Diversity Certificate Program.
2. Describe what diversity means to you.
3. Due to technological advances and globalization, why would it be important for an individual to understand diversity?
4. Give 3 examples of how diversity benefits society.