

# Diversity Advocate

**Purpose of the position:** A Diversity Advocate encourages their hall staff to focus on creating a Just Community as defined by Ernest Boyer; *A college or university is a place where the sacredness of the person is honored and where diversity is aggressively pursued.* Below are the three roles of the Diversity Advocate.

## A Diversity Advocate...

- I. **Learns.** The DA recognizes that CUW is home to students of diverse backgrounds, that we strive to be a place where all students feel safety, inclusion, and belonging, and that we are each on a journey of learning about the perspectives of others.
  - a. Application: The DA from each staff meets each month with the DRL for further learning, discussion, and processing the DA role.
  - b. Application: The DA talks with their RD about what they are learning and how they are growing. In collaboration with the RD, the DA brings new insights to staff meetings and facilitates conversations with the other RAs.
  - c. Application: The DA seeks to apply knowledge of CliftonStrengths, honoring the unique talents God has created in each person.
  - d. Application: The DAs will attend additional training and diversity conferences as able.
- II. **Advocates.** The DA seeks to bring to light voices and perspectives that are different from their own through forming relationships with all kinds of people at CUW.
  - a. Application: In leadership development conversations during staff meetings, the DA raises the question of those in the minority at CUW and makes sure all students are considered in the conversation.
  - b. Application: The DA assists with promoting interest in diversity initiatives and activities around campus (i.e. CIC, BSU, ResLife programs).
- III. **Models.** The DA pursues relationships with a wide variety of students.
  - a. Application: In their interactions with the students in the hall and around campus, the DAs make an effort to form relationships with students who have different experiences than themselves. This allows a deeper, more personal understanding.
  - b. Application: DAs look for opportunities to introduce students with different backgrounds to each other, championing the “sacredness of the person.”

## A Diversity Advocate is not...

- I. **The spokesperson.** The DA should not speak for students who do not share their own experiences. Instead, Diversity Advocates can pose questions, reminding their staffs to keep all groups of students in mind during discussions and planning meetings. The idea is to empower voices and bring them to the forefront, not to be the spokesperson for students.
- II. **The expert.** Diversity Advocates do not need to be the expert or have all the answers regarding multicultural topics. They are committed to *learning* more about multicultural diversity, becoming more aware of their own blind spots and biases and humbly helping other students do the same.

***While there is no additional financial compensation for this position, DAs will receive resources, training and travel at no cost to themselves.***