~ Snapshots ~
Student Development Programs
2016-2017
Initiatives and programs, through the course of the year, created a dynamic vibrant environment for students across the campus. The Dean for Student Development worked alongside designers crafting elements of the #BUNITED video and Diversity & Inclusion website, led the Division of Student Life Cultural Competence Work Team mapping the conceptual piece of Diversity, Inclusion, and Cultural Humility: Our Journey to Learn, Lead, and Love One Another Well; guided the unveiling of the Division of Student Life Leadership Work Team’s product of the Leadership Framework; and expanded THIS Matters forums with opportunities for dialogue amongst participants. Student Organizations and Departments moved forward proposals that would facilitate a new initiative and/or expansion of an existing program that promotes diversity, cultural awareness, knowledge, and skills within the Division of Student Life. Conversations with students allowed encouragement to them along the road of success while observing student involvement through their interests and passions.

A visual context reflects those initiatives as well as contributions of areas of Academy for Leadership Development, Community Engagement and Service, and Multicultural Affairs. Throughout the year, there was clear recognition of deep connections, robust programming, and thoughtful educational moments. Our hope for students, as they pursue their academic ambitions, is to find a place to invest their talents and giftedness that further enhances student life. We are grateful for those students who so marvelously turned possibilities and dreams into reality that the new generation is enjoying.

Dr. Elizabeth D. Palacios
Dean for Student Development
#BUNITED, a video highlighting the diversity of the student body was presented during the Academic Convocation of Welcome Week for all incoming students. Commentary within the video serves as a key introduction of the caring community at Baylor.

Diversity & Inclusion debuted its web presence http://www.baylor.edu/diversity/ pulling together many resources. Students, faculty, staff, guests, and alumni can peruse within a seamless portal.
Diversity, Inclusion, and Cultural Humility:
Our Journey to Learn, Lead, and Love One Another Well

**Awareness**

Diversity is a description of a community or an environment. Diversity encompasses a range of qualities and conditions that are present within and different from individual to individual.

**Attitude**

In Student Life, we define multiculturalism as the ability to see and to recognize the rich diversity of Creation. It is an attitude, or a way of perceiving the world around us, that acknowledges difference of all kinds, admits that difference is significant and important for a healthy learning environment, and embraces unity, not uniformity, within the differences.

**Skills**

Intercultural competency is a skill set focused on inclusion within a diverse community. Intercultural competency is a knowledge about one’s own culture, the cultures of others, the diversity within Creation, and the ability to work within and across those communities of difference.

**Practice**

Inclusion is the practice of engaging and embracing multiculturalism within a diverse community environment in order to work together towards common goals for the betterment of our local, national, and global society. Inclusion is the embodiment and practice of how to live within diversity and difference—as good neighbors—in ways that celebrate and embrace differences in all its forms while also striving to come together as a unified community based on shared values, attitudes, and beliefs.

**Embodiment**

Cultural humility is a specific inclusive practice within a diverse community. Cultural humility is an integral part of intercultural competency and the ability to nurture a caring and healthy environment of diversity through an attitude of multiculturalism. Cultural humility is the ability to remain open-minded to all aspects of the cultural identity of others, which is achieved through developing the skill set of intercultural competence. Cultural humility includes recognizing and working to reconcile the power imbalances that exist among persons of various cultures by understanding that there is value in all of God’s people.
PATHWAYS OF LEADERSHIP, a framework, crafted by the Division of Student Life Leadership Work Team, was presented during the March 2017 Student Life Staff Development Luncheon with roundtable discussions following the presentation.

**Baylor University Division of Student Life**

**PATHWAYS OF LEADERSHIP**

Baylor University is committed to supporting all students in their leadership growth and development. The Division of Student Affairs’ approach to leadership is framed by and contributes to the Division’s foundational student outcomes. As a result of Division of Student Life programs, services, advocacy efforts and interactions, students will:

- Develop their God-given gifts to meet the world’s needs
- Practice behaviors that promote a healthy integrated life
- Form meaningful relationships grounded in Christian hospitality
- Address the needs of the world through ethical leadership and compassionate service

We understand leadership as one’s ability to influence and empower others while maintaining a commitment to doing what is right and good, even in the face of competing priorities. We recognize and value that leadership development is a life-long pursuit. This development pathway will be continuous as our students seek to become ethical world-wide leaders in all aspects of their lives.

**EXPLORE**

Experiences designed to introduce leadership concepts and practices as well as cultivate areas of interests.

**CONNECT**

Experiences designed to draw deeper insight into the concepts and practices of leadership and cultivate more specific areas of interest.

**ENRICH**

Deep learning opportunities for students to help shape programs and mentor other students resulting in the advanced knowledge and practice of leadership.

**ENGAGE**

Experiences where students invest in organizations, programs, and departments that require a deeper level of involvement and lead to a more advanced understanding of concepts and practices of leadership.
We kicked off the fall semester in chapel with a panel that explored questions still lingering from national events that dominated the summer news and a challenge to our students to begin to engage in reconciliation early in their college journeys. This panel featured Drs Candis Cann, Sam Perry, and Mia Moody-Ramirez and was moderated by University Chaplain Burt Burleson.

Another panel was held soon after to highlight the research our faculty have done around the subject of sexual violence and aggression. Drs Lenore Wright, David Pooler, and Elizabeth Gostaley joined us to share the scope, underlyings causes, and deep roots of these issues. Their helpful commentary gave our small groups much to discuss and think about long after the panel ended.

In October, we brought our ‘My Culture is NOT a Costume’ campaign back to remind students to be thoughtful during the time around Halloween to not appropriate or make fun of other students’ cultures through costumes. Our campaign received recognition beyond Baylor by other institutions and was reshared widely on Twitter.

As the Presidential Election loomed large during the fall, we hosted two panels that highlighted issues of the odd and unprecedented campaign. This election was the first in which many students could exercise their civic power, and we wanted to offer context for them regarding the power of their voice and vote by welcoming Drs Joseph Brown, Martin Medhurst, and Mia Moody-Ramirez.

The day after the election, we were able to provide a space for students to reflect on what to do with results that were either favorable or unfavorable. Drs Charles McDaniel, Joseph Brown, and Mia Moody-Ramirez offered their sincere reflections and personal stories and plans for how they were going to move forward during the Trump Administration. This was a well attended panel, and we were grateful to be recognized by students as a place where they could debrief and reflect.

The beginning of the Spring semester was quickly followed by the beginning of the Trump Administration, a host of executive orders, the historical Women’s March and myriad petitions to create “Sanctuary Cities” and “Sanctuary Campuses.” One thing was clear in the new political era, people wanted to speak out for their views and speak up for marginalized groups. Dr. Sam Perry, and Laura Lysen, co-author of the petition to Baylor’s Administration to make our campus a “Sanctuary Campus,” joined us to share their thoughts, stories, and research on the most effective ways that students can make their voices heard.

As part of Stay Woke week, THIS Matters hosted two panels on refugees and immigration, in partnership with the Baylor Interdisciplinary Core and the LatinX Coalition, respectively, to help our students gain awareness about global and national issues that have a local impact. Drs Mark Long and Candis Cann spoke about the current refugee crisis that desperately needs a solution that involves all of us. Dr. Laura Hernandez and community members and advocates Kent McKeever and Hope Mustakim joined us later in the week to discuss immigration. They were able to offer an explanation of the system and how it is affecting our neighbors. During the small group breakout, many shared personal stories of how immigration laws and systems are impacting them right now. Our wonderful panelists were able to offer practical solutions and stayed long after the panel to chat with students.

The final panel of the year, which happened to fall during Sexual Assault Awareness Month, focused on hypermasculinity and hyperfemininity and how those ideas affect us all. Drs Ed Rogers, Lenore Wright, Mia Moody-Ramirez and graduate student Ayla Farhat sat on this panel to offer their research and different perspectives to add to our understanding of this topic. Our small group discussion time provided the panelists with challenging questions and allowed them to delve further into the subject and give our audience food for thought to take with them.
Reflections....

**Kenton Lee** ~ I enjoyed the lecture by Kenton Lee very much. His dedication and perseverance is truly admirable. After listening to his speech, I began thinking a lot about what I hope to accomplish and how to begin. Since listening to his speech, I have begun writing down my business ideas and moving towards starting them. His speech really made me realize the immense opportunities I have at Baylor and how if he, a regular man with few resources can achieve his dreams, I can definitely achieve mine with all of the resources available to me on campus.

**Dr. Jedidah Isler** ~ This session helped me further understand my role as a leader. I need to stand in the place where choices are made and influence people while they make those choices and act upon them. We should put ourselves out there and strive for our goals. She talked about being a pioneer in whatever you are passionate about, this made me think about trusting others and how important that is as a leader. You must trust others to make the right decisions when working together. We cannot treat others different because of their gender or race, we should treat everyone equally so the organization can work fluently without any difficulties.
Cross Cultural Dinner hosts LEAD LLC panel

Rachel Smith | Reporter

At Cross Cultural Engagement’s Cross Cultural Dinner, domestic and international students and Leadership Living Learning Community members met Tuesday night to discuss the culture of LEAD LLC.

The dinner began with a responsive reading and prayer. The event was live streamed on Facebook as a panel of five LEAD students discussed their program. Cross Cultural Engagement offers dinners to students, staff and faculty every other week, often partnering with student organizations to discuss different cultures over international cuisine.

“We believe that Jesus calls us to love God and love our neighbor,” Josh Ritter, assistant director for formation, said. “How do we do that if we don’t know how to get to know our neighbor?”

Anaheim, Calif. sophomore Allie McMurtry served as a panelist.

“For me, I think the biggest thing that makes [LEAD] stand out is, as a freshman, you’re assigned to an upperclassman mentor,” McMurtry said. “I think it helps build a sense of community within the hall.”

As a social work major, McMurtry said being a mentor has fed into her passion for helping people.

“It’s helped me build skills I think a lot of people don’t get unless they take a leadership course or participate in LEAD,” McMurtry said.

McMurtry said her mentors kept her grounded and helped her through hard times during her freshman year.

“Long story short, if I wasn’t in LEAD I would probably be sitting back at home in California,” McMurtry said. “They showed me the big picture. I could not be more thankful for the LEAD program.”

Graduate student Karel Kalecky came to America in August 2015 from a village in the Czech Republic.

“I Like the school very much,” Kalecky said. “The student life is much more student friendly, more developed than what I’m used to in Prague.”

Cross Cultural Dinner’s slogan is “getting to know your neighbors, one dinner at a time.”

“Long story short, if I wasn’t in LEAD I would probably be sitting back at home in California,” McMurtry said. “They showed me the big picture. I could not be more thankful for the LEAD program.”

Kalecky has stepped into some leadership roles at dinners after attending the events with a friend.

“The most valuable thing I’ve learned is probably listening to people more, having no stereotypes and managing the events a little bit more,” Kalecky said.

Shawnee, Okla., Truett Seminary student Chris Williams became involved with Cross Cultural Dinners as an intern with Spiritual Life.

“There is beauty of diversity at Baylor,” Williams said. “We think that everyone’s story is sacred and valuable, and we want to carry that mentality outside the dinner as well, into everyday interactions.”

-I Want to figure out the disconnect some students may face when physically participating in service without actively being engaged in it. Moreover, I want to convey the message that when we choose to serve others or a community, we are also being served in an even greater capacity.*

-Victoria Ette, CES Peer Leader
Community Engagement & Service

• Steppin’ Out:
  • Fall 2016 - 2200 student volunteers,
  • Spring 2017 – 1900 student volunteers
• 2/2016-2/2017, CKBU (Campus Kitchen) recovered approximately 25,400 pounds of food and served approximately 19,300 meals
• 80 established service partnerships in the community
• 6 Public Deliberation forums on pressing social issues –
  • national security, racial & ethnic tensions, climate choices, human trafficking, political system reform, and drug abuse & recovery

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Baylor Free Farmers Market & Mobile Food Pantry

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Baylor Free Farmers Market April, 2016, 1,731

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Santa’s Workshop

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Healthy Soul Food Cooking Demonstration

APRIL 8

11 a.m. to 3 p.m.
Waco Multipurpose Center
1020 Elm Ave.

Free Activities: Hip-Hop Zumba, Taste Testing, Gardening & More!

Free Testing: BMI, Blood Pressure, Blood Glucose, HIV

Free Giveaway

For more information contact Ramona Curtis at (254) 710-1294 or Ramona_Curtis@baylor.edu

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Building Communities

THE CAMPUS KITCHEN at BAYLOR UNIVERSITY
Community Partners

Community Engagement & Service

Advocacy Center for Crime Victims and Children
Community Engagement &... Health & Wellness

Animal Birth Control Clinic
Community Engagement &... Animals

Apollo 20
Community Engagement &... Post-Graduate Opportunities

Austin Avenue United Methodist Church
Community Engagement &... Urban Outreach

Avance Waco
Community Engagement &... Education - Children & Youth

Baylor VETS
Community Engagement &... Urban Outreach

Big Brother Big Sister
Community Engagement &... Education - Children & Youth

Cameron Park Zoo
Community Engagement &... Animals

Campus Kitchen
Community Engagement &... Hunger & Nutrition

Care Net Pregnancy Care Center
Community Engagement &... Health & Wellness

Caritas
Community Engagement &... Hunger & Nutrition

City of Woodway
Community Engagement &... Arts & Culture

City Year
Community Engagement &... Post-Graduate Opportunities

Communities In Schools -HOT
Community Engagement &... Education - Children & Youth

Cultural Arts of Waco
Community Engagement &... Arts & Culture

Delta Sigma Theta, Waco Alumnae Chapter
Community Engagement &... Urban Outreach

Doris Miller Veterans Affairs Medical Center
Community Engagement &... Health & Wellness

Faith, Hope, and Charity Concerned Citizens Organization for Youth, Inc.
Community Engagement &... Education - Children & Youth

Family Abuse Center
Community Engagement &... Health & Wellness

Family Health Center
Community Engagement &... Health & Wellness

Girl Scouts of Central Texas
Community Engagement &... Education - Children & Youth

Greater New Light Baptist Church
Community Engagement &... Urban Outreach

Greater Waco Chamber
Community Engagement &... Arts & Culture

Greater Waco Sports Commission
Community Engagement &... Health & Wellness
Collaboration with Spiritual Formation
Public Deliberation Initiative

Fall 2016: Special Election Series

Civic engagement is always important, but is especially needed as we elect new leaders. During the Presidential Election, Baylor PDI offered 4 forums as a space for participants to understand national issues at a deeper level and to consider their own views and those of their neighbors.

- September: Participants discussed “Racial Climate on College Campuses” and different ways higher education institutions can be more inclusive
- October: Discussed “America’s Role in the World,” how and why America ought to engage in the global political landscape.
- November: our last forum tackled the American Political System and ways we could improve it

Spring 2017 Forums

Baylor PDI offered two forums in the Spring semester. The first, in February, focused on Climate Choices, a topic that received heightened media coverage after the presidential inauguration and subsequent political decisions. In March, as part of Stay Woke Week, Baylor PDI offered a forum on Human Trafficking, an issue with local relevance that needs greater awareness and action.
Multicultural Affairs

- Approximately 1,000 attendees participated in the annual Mosaic Mixer
- Luncheons/Banquets providing over 1,500 students, staff, administration, and community members the opportunity to celebrate various cultures represented at Baylor
- Over 35 student organizations are served through three coalitions (Black Student Union, Coalition of Asian Students, and LatinX Coalition)
LATINX COALITION

FALL 2016

Nine Hispanic organizations came together to form the LatinX Coalition during the fall of 2016. Through the coalition, these organizations were able to organize and help out at different events with the purpose of continually addressing systematic issues by creating unity, cross-cultural education, and advocacy to support the LatinX community at Baylor and the greater Waco area.

HISPANIC NIGHT

At the beginning of the semester, the first ever Hispanic Night was organized in order to showcase the Hispanic organizations on campus. Representatives from each organization had the opportunity to share insights about their experience at Baylor and the impact their organization had on them. Around 150 students showed up, from freshman to graduate students, learning about the organizations and what they had to offer.

SPRING 2017

IMMIGRATION FORUM

During the spring of 2017, in partnership with This Matters, the coalition hosted a panel discussion on immigration. Dr. Laura Hernandez, Kent McKeever and Hope Mustakim were part of the panel in which they explained the myths and realities surrounding immigration. Students were then given the opportunity to share their experiences and talk about how to move forward.

PROMOTING UNITY AND RESPECT FOR EVERYONE

In collaboration with the Hispanic Student Association, this event gave students of diverse backgrounds the opportunity to share their stories. Students could also pledge to respect one another by leaving their handprint on a canvas.

LOVE THY NEIGHBOR

After a fraternity event, students held a demonstration to emphasize unity and the need for change on campus.

The Black Student Union and the Baylor NAACP came together to host the third annual Black Student Welcome on Thursday, Aug 25, 2017. The event had about 500 students in attendance and all 16 of the black student organizations were showcased. This event is held annually to showcase the African American Experience at Baylor University. The program consists of dance, food and fun.

At this event the contract for the HBCU Domestic Exchange Program with Xavier University of Louisiana was officially signed.

On February 6, 2017 the BSU held its Inaugural Celebration at a celebratory event where all of the new presidents and representative body members were sworn in. The creation of a Black Student Union is something that students have been requesting for years.

@BaylorBSU on Twitter
FALL 2016

MOSAIC ASIAN NIGHT
For the first time ever, Baylor hosted a night for each affinity group and their organizations. For Mosaic Asian night, we had all 13 organizations represented, offering the chance for interested students to meet each one and see what they are about. Held in the SUB Barfield Room, the event featured food, presentations, and performances by each organization. This is the first time all of our Asian organizations have been given a chance to specifically welcome incoming students.

ASIAN HERITAGE MONTH
Also a first in Baylor’s history is our Asian Heritage Month! Through the newly formed Coalition of Asian Students our 13 organizations offered a range of events, panels, and luncheons for Baylor’s staff and student body to experience Asian culture. For our student panel, student leaders from several of the Asian organizations were asked to speak about our experiences as Asians and Asian Americans and our different backgrounds. The same panel was extended to faculty and staff luncheon in order to educate our administrators and professors on the pride we have in our heritage and the struggles that we face. We wrapped up the month with the Asian Student Association (ASA) annual AsianFest which showcased performances from nearly every Asian student organization along with visiting ASAs from other schools. We are very happy to finally have a collective month to share Asian cultures with Baylor’s campus and are looking forward to planning for this coming semester.

COALITION MEETINGS
With our newly established coalition, we hosted two official meetings per semester for our 18 organization representatives. In the fall semester, we started off preparing for Asian Heritage Month and Mosaic Week then finished with planning for the next semester in the spring semester, we re-established our goals as a coalition to collaborate and support each other. For our final meeting, we discussed our plans for next year’s Mosaic Asian Night, and introduced some new ideas for Asian Heritage Month. We also chose to create one large Facebook group for all us, offering a platform to share our events and discuss relevant topics for the Asian community. Within this year, we are already able to see how much easier it is to be united and supportive of each other. Our fundraisers and events have seen a significant increase in attendance and we are also able to come together to support our fellow Black Student Union and Latin-X Coalition.

SPRING 2017

COALITION BANQUETS
This marks the first year that all of our major Asian student organizations have hosted a banquet. For the first time, the Vietnamese Student Association’s formal was open to all student organizations, so they were much more successful than they were in the previous year. The Korean Student Association’s Hanin Gala carried over its success from the previous year and their dance group reached a new record of 40 members. The Filipino Student Association held a semi-formal which also was open to anyone involved in the Coalition. The Indian Subcontinent Student Association continued their formal tradition. We are so happy to see the continued growth of each of our organizations and are excited to see the mutual support for each other’s banquets.

ASIAN NIGHT MARKET
Wrapping up the year, alpha Kappa Delta Phi and the Vietnamese Student Association hosted Baylor’s first ever Asian Night Market. This marked the first collaborative event of this scale and we saw every organization in the coalition come together to make it a success. Hosted on 5th Street, Night Market offered cultural performances, authentic Asian food, food trucks, and tabling by our student organizations. Each of our organizations that chose to table were able to represent their unique culture, and it truly felt like a community event. The organizations that were not able to table, came out to support and we had around 200 in attendance. This was a family friendly event and some attendees brought their children to enjoy the performances and the food. Faculty and students were equally pleased with the environment and the overall experience and we look forward to seeing it at Baylor for years to come.
Collaboration with Spiritual Formation
Cross Cultural Engagement Dinners

SEPTEMBER
To kick off a year of “getting to know our neighbors . . . one dinner at a time,” we invited Executive Vice President and Provost E. Gregory Jones and Rev. Susan Pendleton Jones to join us at the table and share with our students the importance of gathering together and engaging in meaningful relationships through conversation and story sharing. The following week, Dr. Mike Stroupse came to share with us about neighboring well.

OCTOBER
Partnerships: Better Together UTL, Mayborn Museum, Interfaith Youth Care, Korean Student Association

NOVEMBER
Partnerships: Korean Student Association, Filipino Student Association, Baylor NAACP

JANUARY
We welcomed everyone back around the table in January for another semester of stories shared over delicious meals. We celebrated the legacy of Dr. Martin Luther King Jr. with a special performance by David Poland, and kicked off another semester of partnerships with LEAD UGC.

FEBRUARY & MARCH
Partnerships: Ethiopian/Eritrean Student Association, Baylor and Beyond
Special themed dinners: Southeast Asian Cuisine & Stories and Czech Dinner and Stories

APRIL
Partnerships: Indian Subcontinent Student Association and African Student Association
We ended the year with our 3rd Annual Story Slam, a storytelling competition that highlights our purpose - to give people the opportunity to share and listen to stories from their neighbors on campus.