



# **Fostering a Sense of Belonging and Support for All**

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# Workgroup Description

The University of Memphis often receives the highest scores in the state on exit surveys of undergraduate students and on surveys administered by other national, professional organizations measuring students' appreciation of diversity on this campus and their sense of belonging. However, post-baccalaureate students, staff and faculty who are few (if not the sole person of their race) often report feelings of alienation or marginalization. The primary goals of this work group are to develop ideas and methods to acknowledge, celebrate, and critically engage all diverse groups on campus; and integrate this inclusiveness into the University culture.



# Committee Members

- Lucienne Auz
- Tara Marie Buchannan
- Daniel A Bureau
- Gloria Fulton Carr
- Z U Ivy
- Rebecca Howard
- Holly Lau
- Chelsea Dawn Liddell
- Linda Steele
- Isabel Machado Wildberger
- Shan'Tertera Aqua'Netta Williams
- Leah Windsor

# Rewrite and Represent

- Goal 3: Rebrand UofM to emphasize multicultural past, present, and future.
- Goal 8: Collaborate to create an exhibit that travels around our campus to highlight our university's diversity and our commitment to social justice.
- Goal 5: Eliminate exclusionary barriers to student learning and engagement.
- Goal 9: Honor and celebrate (more) intersectional identities.



University of Memphis and Shelby County Detention Center Mural, image from [CFA Blog](#)

# Invest in our students: Expansion of Service Learning (Goal 1)

## What we already do:

- 3000 student volunteers annually.
- 100+ community partners.
- 20,000 hours donated (approx. \$450,350 worth of time)
- Recognition and support for students involved in service learning and faculty with engaged scholarship.

## What we want to do:

- Build service hours into majors or college graduation reqs.
- Identify underserved communities and neighborhoods for partnerships.
- Collaborate with community partners to establish goals.
- Build relationships between the university and organizations serving the Memphis Community.

# Invest in ourselves so we can invest in our community: Tigers Reach (Goal 2)

Allows all employees to use Community Service leave in three options:

- Meet with a teacher or school administrator concerning employee's child or attend school-sponsored functions (non-athletic), or volunteer in community service organizations.
- Mentor students in the school system.
- Provide community service at local non-profits in Memphis/Shelby County.

- Estimated cost of the program to the UOM would be \$1.5M if at least 50% of employees participate. This data was provided in December 2020.
- UOM could possibly gain valuable return on the investment in recruitment, enrollment and gifts from community partners to the university.

# Invest in each other: Mentoring and Training

## **Mentorship Across Ranks: (Goal 6)**

**Women's+ Mentoring Network-Dr. Leah Windsor, PI**—funded through Communities of Research Scholars (CORS).

Goals include:

- Sharing knowledge and best practices about retaining women+ at all levels of academia.
- Workshop research ideas.
- Discuss computational approaches.
- Foster mentorship across rank attainment and disciplines.

Mentoring of university faculty, staff and students began in January 2021 with meetings every other Friday, continuing through April with a virtual mentorship conference scheduled in May.

## **Social Justice Training (Goal 8)**

OIE will collaborate with NCRM to design social justice training modules for faculty, students and staff using museum display materials.

UofM will set aside a paid day for all employees of university to participate in training/workshops.

Work with HR and all units to create criteria in annual evaluation where evidence of annual training is required.

# Share our Investments: UofM as a Social Justice Hub

## Open the University to the community (Goal 4)

Allow organizations of all sizes to make the University of Memphis their hub for events.

- Make meeting/event space more
  - Available
  - Accessible
  - Affordable
- Social Justice Research Collection with McWherter Library and the Hooks Institute.

## Social Justice Symposium (Goal 7)

The University of Memphis is uniquely situated to play a major role in this country's ongoing debate about social justice.

- Home of the National Civil Rights Museum and the Benjamin Hooks Institute for Social Change.
- Drawing from and serving a community with racial, ethnic, religious, economic, ability, religious, and linguistic diversity.
- Bring attention to UofM and people/business to our local industry and organizations.





Questions?