



Student Org Training

Diversity, Equity, Inclusion. and Belonging

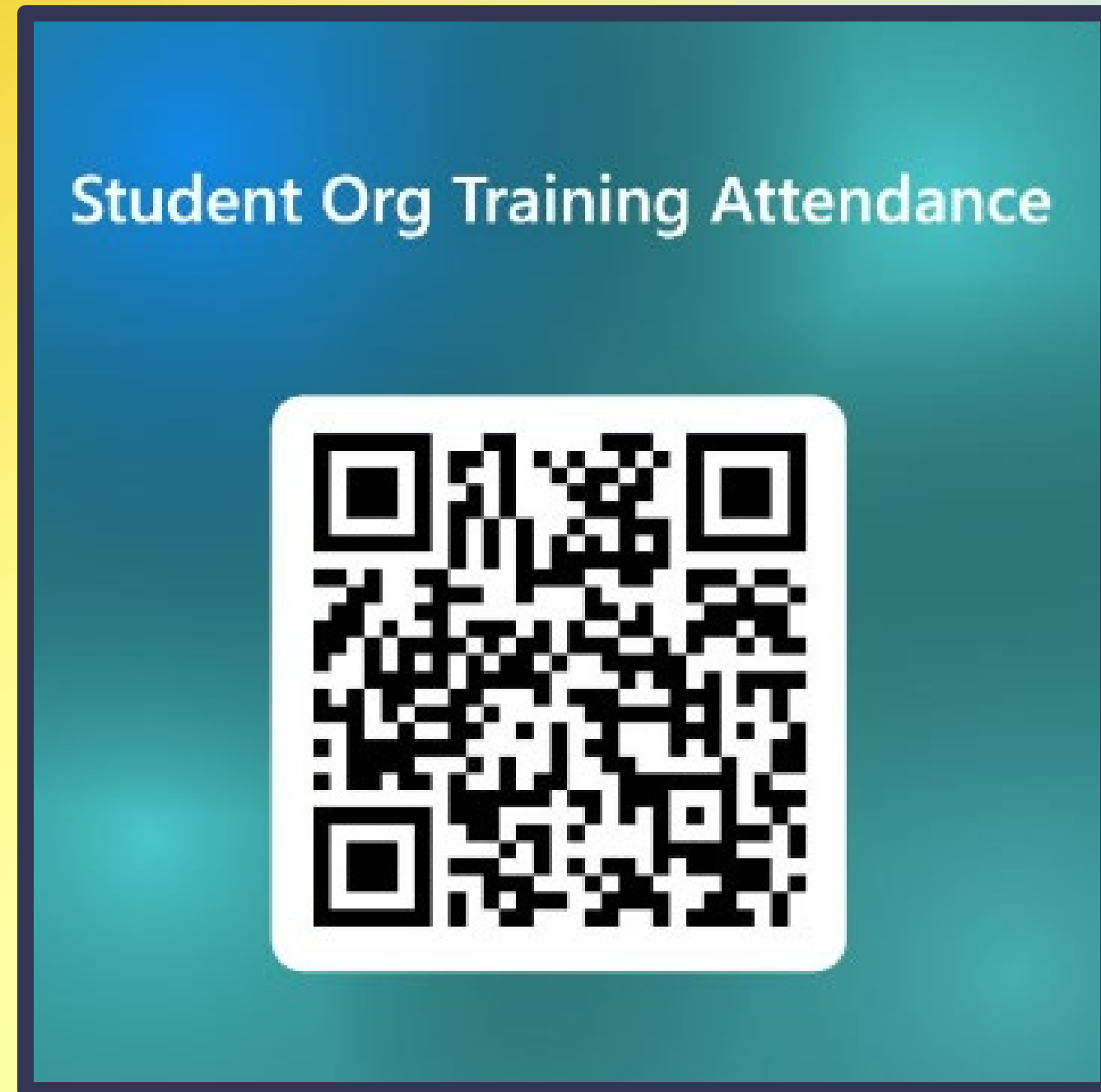
2024–2025 Academic Year



Let's jump in!



Check-In QR Code



Training Outline

Introductions and Icebreakers!

What is DEIB?

DEI @ Marquette

Programs within DEI

Center for Engagement and Inclusion

Collaborating with clubs!

Feedback Form





About the team!

Katja Benz
Student Organization
GA
Katja.benz@marquette.
edu

Stephanie Dooge
Coordinator for Student
Orgs/Campus Activities
Stephanie.dooge@mar
quette.edu

Rebecca Brumer
Student Organization
Program Intern
Rebecca.brumer@marq
uette.edu

Ryan Lardner
Student Organization
Program Intern
ryan.lardner@marquett
e.edu





Ice Breaker



Find a partner and discuss:

1. How and when did you come to join your club?
2. What do you appreciate about your e-board/members?
3. Share what you like about being in the club



What is Diversity, Equity, Inclusion, and
Belonging?

What is Diversity, Equity, Inclusion, and Belonging?

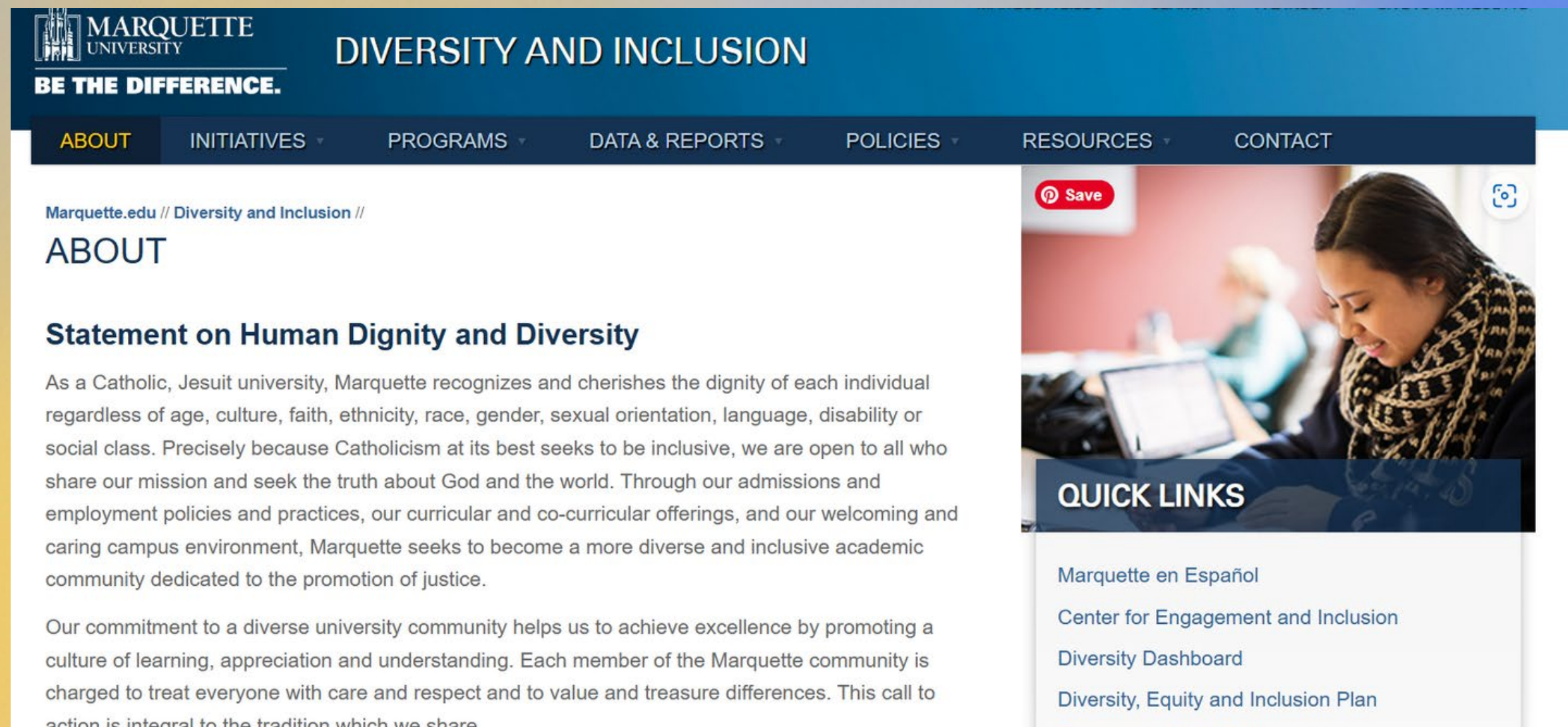
A philosophy designed to offer a secure and welcoming environment for all people from all backgrounds. This can create inclusivity, ensuring everyone is treated equally and fairly, as well as encouraging collaboration.

Diversity and Inclusion at Marquette

DEI @

Marquette

“Our commitment to a diverse university community helps us to achieve excellence by promoting a culture of learning, appreciation and understanding. Each member of the Marquette community is charged to treat everyone with care and respect and to value and treasure differences. This call to action is integral to the tradition which we share.” – ABOUT SECTION IN DEI PAGE



The screenshot shows the top portion of the Marquette University Diversity and Inclusion website. The header features the Marquette University logo and the text "DIVERSITY AND INCLUSION" and "BE THE DIFFERENCE." Below the header is a navigation menu with links for ABOUT, INITIATIVES, PROGRAMS, DATA & REPORTS, POLICIES, RESOURCES, and CONTACT. The main content area displays the "ABOUT" section, starting with the heading "Statement on Human Dignity and Diversity" and a paragraph of text. A QR code is visible on the left side of the page. On the right side, there is a "QUICK LINKS" section with a list of links: "Marquette en Español", "Center for Engagement and Inclusion", "Diversity Dashboard", and "Diversity, Equity and Inclusion Plan".

MARQUETTE UNIVERSITY
DIVERSITY AND INCLUSION
BE THE DIFFERENCE.

ABOUT INITIATIVES PROGRAMS DATA & REPORTS POLICIES RESOURCES CONTACT

Marquette.edu // Diversity and Inclusion //

ABOUT

Statement on Human Dignity and Diversity

As a Catholic, Jesuit university, Marquette recognizes and cherishes the dignity of each individual regardless of age, culture, faith, ethnicity, race, gender, sexual orientation, language, disability or social class. Precisely because Catholicism at its best seeks to be inclusive, we are open to all who share our mission and seek the truth about God and the world. Through our admissions and employment policies and practices, our curricular and co-curricular offerings, and our welcoming and caring campus environment, Marquette seeks to become a more diverse and inclusive academic community dedicated to the promotion of justice.

Our commitment to a diverse university community helps us to achieve excellence by promoting a culture of learning, appreciation and understanding. Each member of the Marquette community is charged to treat everyone with care and respect and to value and treasure differences. This call to action is integral to the tradition which we share.

QUICK LINKS

- Marquette en Español
- Center for Engagement and Inclusion
- Diversity Dashboard
- Diversity, Equity and Inclusion Plan



DEI @

“Our vision is a diverse campus environment in which all community members enjoy mutual respect and are actively engaged in the life of the university; our scholarship, teaching and learning are inclusive and reflective of the needs of our diverse world; and we engage in meaningful relationships with diverse communities beyond our campus boundaries” – ABOUT SECTION IN DEI PAGE

Marquette

MARQUETTE UNIVERSITY
DIVERSITY AND INCLUSION
BE THE DIFFERENCE.

[ABOUT](#) [INITIATIVES](#) [PROGRAMS](#) [DATA & REPORTS](#) [POLICIES](#) [RESOURCES](#) [CONTACT](#)

Marquette.edu // Diversity and Inclusion // ABOUT

Statement on Human Dignity and Diversity

As a Catholic, Jesuit university, Marquette recognizes and cherishes the dignity of each individual regardless of age, culture, faith, ethnicity, race, gender, sexual orientation, language, disability or social class. Precisely because Catholicism at its best seeks to be inclusive, we are open to all who share our mission and seek the truth about God and the world. Through our admissions and employment policies and practices, our curricular and co-curricular offerings, and our welcoming and caring campus environment, Marquette seeks to become a more diverse and inclusive academic community dedicated to the promotion of justice.

Our commitment to a diverse university community helps us to achieve excellence by promoting a culture of learning, appreciation and understanding. Each member of the Marquette community is charged to treat everyone with care and respect and to value and treasure differences. This call to action is integral to the tradition which we share.

QUICK LINKS

- [Marquette en Español](#)
- [Center for Engagement and Inclusion](#)
- [Diversity Dashboard](#)
- [Diversity, Equity and Inclusion Plan](#)



Strategic Initiatives To Implement

STRATEGIC INITIATIVES

- Create recruitment pathways for underrepresented students, faculty and staff.
- Support and empower underrepresented members of our community.
- Contribute to the richness and vitality of campus life by recognizing and celebrating our various identities and experiences.
- Enhance culturally affirming curricula, pedagogy, policies and organizational structures.
- Cultivate a safe community rooted in a culture of consent and mutual respect.
- Provide opportunities for education and leadership around issues of diversity, equity and inclusion for all our campus stakeholders.
- Connect our university to diverse local, regional and global communities, organizations and educational institutions.
- Foster greater equity and social justice on our campus and in our world.

Examples of DEI/B Language in Org Constitutions

Inclusive:

- **Non - discrimination Clause** . Consistent with all applicable federal and state laws and University policies, this Organization and its subordinate bodies and officers shall not discriminate on the basis of race, color, gender, age, sexual orientation, religion, disability, veteran's status, or in its selection of members, officers, educational programs, or activities.
- In keeping with the University's policy of nondiscrimination, **our organization does not discriminate on the basis of race, color, religion, gender, national origin, age, sexual orientation, veteran status and physical or mental ability or disability.**
- Membership shall be open to all those whose interests coincide and reflect those of this Association. Regular membership shall be open to any full-time undergraduate student. Associate membership shall be open to any part time student, graduate student, professional student, faculty member, staff member, or administrator.
- The focus of the Running Club will be to promote the sport of running at the University. The purpose of this club will be to provide camaraderie and support for amateur and experienced runners. In addition, it will provide information about the health and safety of runners in training. The Running Club will aim to enhance the physical conditioning of the members in order to complement their running skills. The club will support all members in training for races of all lengths, and may travel as a group to support each other in races.
- At our core, we are a group dedicated to making a positive impact on the community around us , and similarly committed students who are willing to work towards our common goal will always be accepted.

NON-Inclusive:

- Membership is only open to people born between January 2000 – March 2001.
- Membership is contingent upon providing proof that you are affiliated with the National Organization for Movie Watchers.
- When it comes to approving new members the e-board may choose to deny someone membership if they are or appear to be pregnant.
- Membership is not open to those who are members of the Basketweaving Club.

PROGRAM

PROGRAM

PROGRAM

ACADEMICS, LLCS, AND
COMMUNITY OUTREACH



DIVERSITY AND INCLUSION

BE THE DIFFERENCE.

[ABOUT](#)

[INITIATIVES](#)

[PROGRAMS](#)

[DATA & REPORTS](#)

[POLICIES](#)

[RESOURCES](#)

[CONTACT](#)

ACADEMIC PROGRAMS

Race, Ethnic, & Indigenous Studies

Diverse curricular offerings

Educational Opportunity Program

On Your Marq

Project BEYOND-2

Study Abroad

Urban Scholars Program

RES HALL COMMUNITIES

Nuestro Hogar Community

Umoja: Black Community

Engineering Community

First-year Honors Community

Nursing Community

Second-year Honors Community

Global Village

COMMUNITY OUTREACH

Campus Ministries Programs

Center for Community Engagement

Center for Community Service

Encuentros Mentor Program

Haggerty Museum Watermarks Project

"The LAB" Young Men of Color Summit

Service Learning

Youth Empowered to Succeed



SCAN ME



Center For Engagement & Inclusion

Monday through Saturday, 7 a.m.
to 11:30 p.m. Sunday, 9 a.m. to
11:30 p.m
amu room 111.

- What is it/where is it?
- Why you should visit?
- Lounge and Study Hours

Center For Engagement & Inclusion Resources

- **Cultural Month Celebrations and Cultural Programs**
 - Black History Month, Women's History Month, and more!
- **Bias Incident Reporting Protocol**
 - Initiative seeks to provide people with an online resource to bias incidents and acts of intolerance
- **DSA Diversity Committee**
 - Educate staff, faculty, and students about issue of diversity
 - Advocate for students by listening to their experiences
 - Support efforts of others on campus
- **Multicultural Student Council (MSC)**
 - Facilitate action based social justice initiatives
 - Unite cultural student orgs with programming
 - Support personal and professional development of student leaders
- **Social Justice Education and Programs**
 - Offer workshops such as Identity 101 and Difficult Dialogues
- **AND MANY MORE GO VISIT THEIR WEBSITE!!!!!!!!!!!!!!!!!!!!**

SYMPOSIUM ON BELONGING

Belonging As a Campus Imperative:

Why It Matters and How to Build It WEDNESDAY, APRIL 30

8:30 a.m. – 1 p.m., Alumni Memorial Union, Third Floor



KEYNOTE SPEAKER

Dr. Terrell
Strayhorn



LEARN
MORE

Belonging is a basic need, a human right and the foundation of success for faculty, staff and students in higher education. But what does it truly mean, and how can we build it? In this keynote, Dr. Terrell Strayhorn, a leading authority and influential voice on this matter, will weave together data, interviews and real-world stories to define belonging, explain its impact, and provide actionable strategies for fostering it in classrooms, workplaces and campus communities.

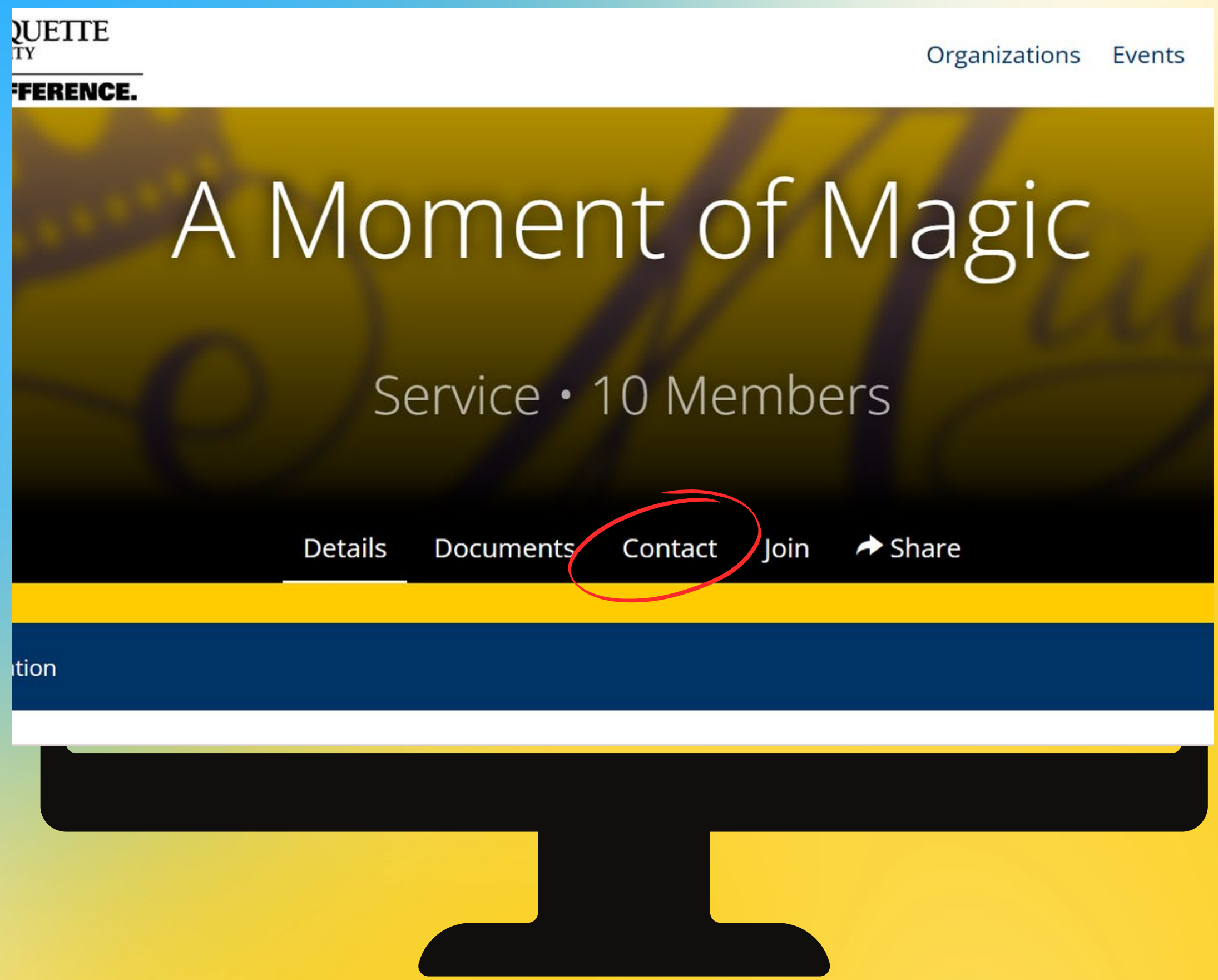
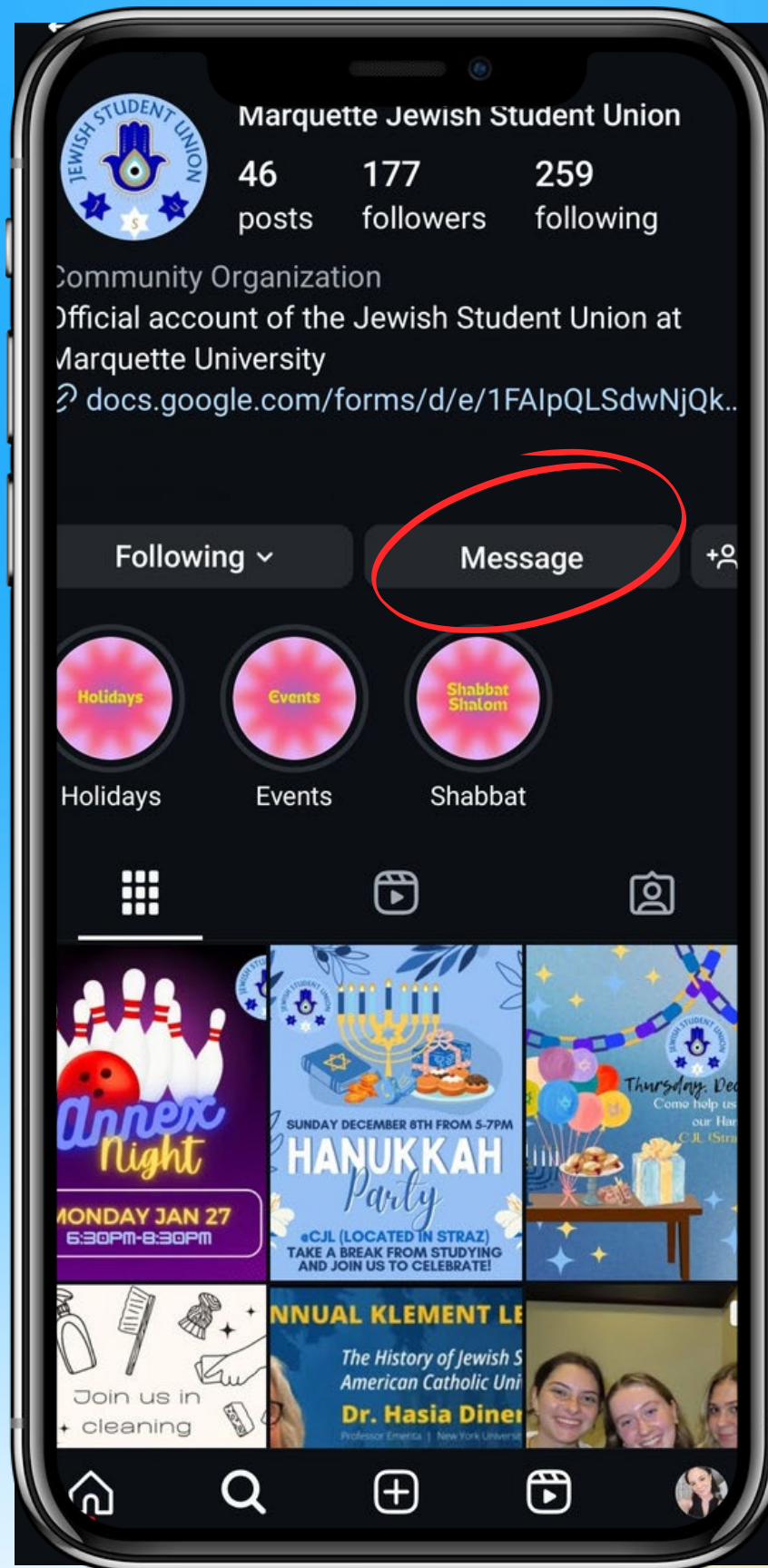


MARQUETTE
UNIVERSITY

BE THE DIFFERENCE.

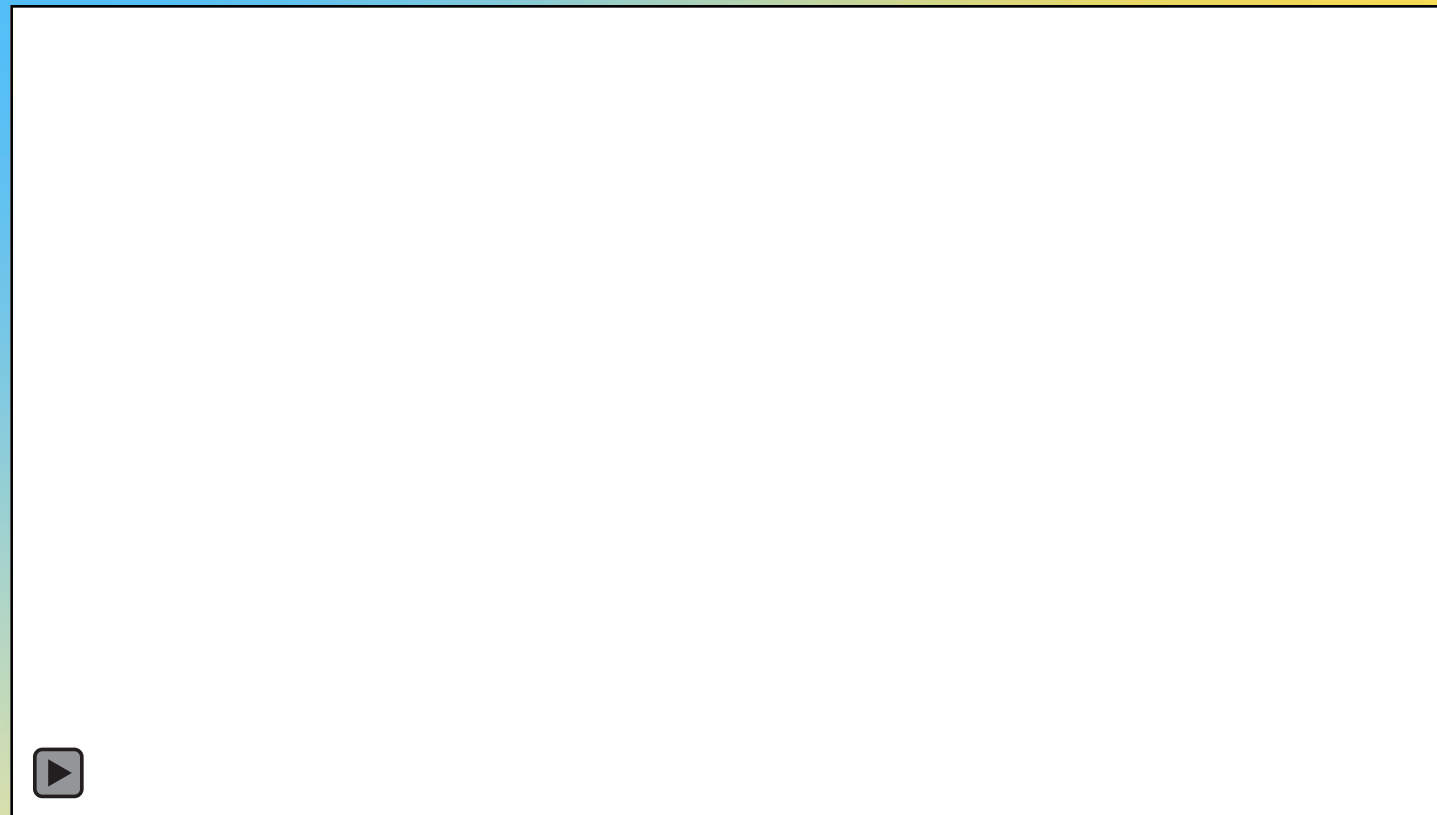
Collaborating With Other Clubs!

Three Ways To Reach Out to Other Clubs!



Find a partner and discuss:

If you have collaborated with a club in the past, what did you do and would you do it again? If you haven't collabed, what club(S) would you collab with?



EDIB events to go to!

1

February - Black History Month, many events such as Ebony Ball on 2/21 and Black Joy Exhibit from 2/24 - 2/28

2

2/7: Flavors and Rhythms - LASO and SJP

3

4/4: Drag Bingo 7 - 9pm

4

4/11: Multicultural Showcase

5

4/11: Marquette Shabbat - JSU

6

THIS IS TIME TO PLUG SOME EVENTS :)



Thanks for coming
and please fill out
this feedback form:)