BUILDING AND SUSTAINING INCLUSIVE CULTURE (BASIC)
A DIALOGUE WITH CAMPUS PARTNERS COMMITTED TO EQUITY AT TULANE

SUMMER 2020 PARENT WEBINAR SERIES
DEFINING INCLUSIVE COMMUNITY & CULTURE

“We pledge to move forward with humble and open hearts, willing to learn from the mistakes and indifference of the past to build a better tomorrow. Regardless of the color of our skin, our socio-economic background or other perceived differences, we have a shared destiny, a common humanity and a better future that we can only reach by working together as one people and one Tulane.”

- President Mike Fitts
DEFINING INCLUSIVE COMMUNITY & CULTURE

Racial Equity Education
• A broad-based racial equity education program.
• An expectation that all faculty and staff will participate.

Increased Support for Students
• $2.5 million to further the goals of the equity fee resolution.
• Guided by a committee comprised of students, faculty and staff

Community Discussions
• Race & Tulane – A Look at Today, a Plan for Tomorrow

Health Equity Institute
• Led by Thomas LaVeist, a national expert on issues related to equity and health & dean of Tulane University’s School of Public Health and Tropical Medicine

Increasing Staff Diversity
• By creating a robust talent management strategy that focuses on the recruitment and retention of Black employees and other people of color.
• A leadership academy to proactively increase the diversity of the university’s management and leadership ranks.

Reimagined Presidential Commission on Race and Tulane Values
• The commission will be renamed and expanded to provide more substantive and visible support across our campuses.

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Carolyn Barber Pierre Center for Intercultural Life

Mission
The Mission of the Carolyn Barber Pierre Center for Intercultural Life is to successfully retain underrepresented students throughout their time at the university. Our work goes beyond simply appreciating diversity and increasing awareness. We actively center the experiences and voices of those who have been marginalized, while promoting accountability that changes the campus culture transforming Tulane into a place where all students can thrive.

The Center:
- Serves as a safe haven that was designed for you to be seen, heard, radically loved, and nurtured.
- Consistently advocate for your concerns, wants, and needs while helping you navigate challenges you may face.
- Provides opportunities to demonstrate that Tulane values your identities and contributions as individuals as you share your identities with the world.
- Engages the entire campus community to invest in a culture of inclusion and equity.
- Promotes a sense of purpose, personal conviction, and meaningful ways to understand and situate yourself in connection with others in the world.
- Consults with academic and administrative departments in implementing anti-racist, socially just and equitable policies, programs, and practices transforming Tulane into a place where all students can thrive.

Vision
Through our legacy of demonstrated intentional engagement on campus and throughout the New Orleans community, The Carolyn Barber Pierre Center for Intercultural Life will be a key contributor to sustaining equity at Tulane and beyond. Through the collective work of our offices, we will empower all students, faculty, staff, alumni, and community partners in their pursuit of liberation that counters the effects of oppression in our lives, for the sake of our own humanity.
COLLABORATING TO BUILD INCLUSIVE COMMUNITY

Center for Academic Equity – NTC
- Academic Enrichment and Engagement
- Proud TU Be First Initiatives
- DACA & Undocumented Student Support
- Posse and College Track Scholarship Programs
- Team Equity and First-Gen Faculty and Staff Council

Office of International Students & Scholars – NTC
- Immigration Rights, Responsibilities & Advocacy
- Cross-cultural Communication & Adjustment
- US Academic Culture
- Global Citizenship
- Advising & Support Services
- Emergency Funding

Newcomb Institute
- Gender Equity centered Research; connection to faculty
- Leadership Development and Involvement
- Peer & Professional Support and Mentoring
- Research Grants & Internship Funding
- Newcomb Scholars

Office of Multicultural Affairs (CBPCIL)
- Cultural Identity & Leadership Development
- Affirmation/Empowerment
- Peer & Professional Support and Mentoring
- Resources & Referral

Office for Gender & Sexual Diversity (CBPCIL)
- LGBTQ+ Identity Development
- Authentic Leadership Development
- Support in navigating campus life as an LGBTQ+ student
- Gender Affirming Housing
- All Gender Restrooms
- Chosen Name & Pronouns

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WHEN TO CONTACT US

• If your student is...
  • Exploring identity development and seeking to learn more about issues they are interested in
  • Not finding enough opportunities to connect to others on campus
  • Having trouble identifying academic, social, cultural enrichment opportunities
  • Experiencing challenges accessing resources to support their academic success
  • Facing issues related to bias and discrimination whether they are targeted or targeting

• If you need assistance...
  • Navigating the practices, policies, and procedures on Tulane’s campus
Using the Tulane Concerns Report tulane.edu/concerns

Anyone can report the following types of concerns

- Academic Concerns
- Behavioral/Conduct Concern
- Bias/Discrimination
- Campus Recreation
- Complaint
- COVID-19/Coronavirus
- Disability & Accessibility
- Health or Safety Concern
- Human Resources Concern
- International/Abroad
- FYI/Informational
- Neighborhood Relations Concern
- Residential Life Report
- Title IX
MEETING STUDENTS NEEDS

Self Actualization Needs
• Achieving full potential

Esteem Needs
• Prestige & Accomplishment

Belongingness & Love Needs
• Intimate Relationships, Community, & Friends

Safety Needs
• Security & Safety

Physiological Needs
• Food, Water, Warmth, Rest

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A Web of Support Through Advocacy

Potential Barriers
- Technology
- Financial Resources
- Housing
- Engagement Opportunities
- Food
- Transition

Collaborative Solutions & Advocacy
- Grants & Fellowships
- Intercultural Trips
- Residential Learning Community
- Advocacy
- Emergency Funding
- Resource Library
- Training & Leadership Development
- Career Development
- Community Building
- Service Learning

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QUESTIONS & ANSWERS

DIRECTIONS FOR PARTICIPANTS
HOW STUDENTS CAN CONNECT WITH US

- WaveSync
- Websites
- Social Media
- Office Hours
- Visit Our Offices
- Call
- Email
CONTACT INFORMATION

Center for Academic Equity
academic-equity.tulane.edu

Carolyn Barber Pierre Center for Intercultural Life
intercultural.tulane.edu

Office of Multicultura Affairs
intercultural.tulane.edu/oma

Office for Gender & Sexual Diversity
intercultural.tulane.edu/ogsd

Newcomb Institute
newcomb.tulane.edu

Office of International Students & Scholars
global.tulane.edu/oiss
HOW YOU CAN SUPPORT OUR WORK

• Participate in the reading project. Engage in dialogue with your student
• Let them know they can find support in our spaces to continue their learning
• Ask them about what they are experiencing on campus and recommend strategies and resources
• Encourage them to seek out and apply for opportunities (fellowships, grants, scholarships, awards, emergency funding, etc.)
• Learn about Newcomb-Tulane College as your student’s academic home at Tulane.
RESOURCES & CAMPUS PARTNERS

• Know Your Rights During COVID-19 Resources
• Newcomb-Tulane College
• Bias Discrimination & Your Rights
• Student Success Center
• Academic Advising
• Counseling Center