

HOSTED BY THE COLLABORATIVE FOR THE
COMMON GOOD

Cultural Leadership Initiative (CLI Program)

PREPARED BY

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MAY 2021



ABOUT

Join us in celebrating the end of our inaugural Cultural Leadership Initiative (CLI) – see what our student interns did, and how their courageous conversations and other projects are making a difference!

After recent media attention to continued inequalities in civil rights throughout the United States, Wingate University Bulldogs decided to take matters into their own hands. During the Summer 2020 semester, interested faculty, staff, and students joined together to participate in the Cultural Leadership Initiative (CLI), a workshop and mentorship program created to improve knowledge and acceptance of diversity, equity, and inclusion (DEI) on Wingate's campus.

Students were interviewed and selected for a year-long internship in which they, along with their faculty/staff mentors and the Collaborative for the Common Good (CCG) executive board, would work on promoting DEI throughout the university. The Fall 2020 semester was a time for formation – getting to know their mentors and learning more about DEI on and off campus. They also brainstormed together to create a DEI-based project which would be implemented in the Spring 2021 semester to help move the DEI needle on campus.

Four students were selected for the inaugural CLI program, paving the way for future Bulldogs to continue the fight for DEI. The following paper presents on the CLI Student experience, providing readers with insight into the program, the first round of student interns, and future goals

"WE ALL HAVE A ROLE AND PURPOSE IN OUR COMMUNITIES. THE CLI WILL PROVIDE ME WITH A POSITION ON CAMPUS THAT WILL HELP ME COMBAT THE ISSUES AFFECTING THE WINGATE COMMUNITY AND PREVENTING WINGATE FROM FEELING LIKE HOME..." CLI INTERN

WHERE WE STARTED

Calling for Courage

Undergraduate students interested in participating as a CLI Student Intern completed an application for consideration, as well as underwent an interview with the CCG Executive Board prior to being selected. Students were chosen based on their previous leadership experience; GPA and general academic standing; and ability to complete the fellowship while attending—and succeeding in—their classes. Requirements for consideration included:

- Highly motivated students with experience in leadership and commitment to the organization's mission
- Passion for building networks of allies through working with fellow students, as well as faculty and staff mentors
- Goals of promoting equity, diversity, and inclusion on Wingate's campus

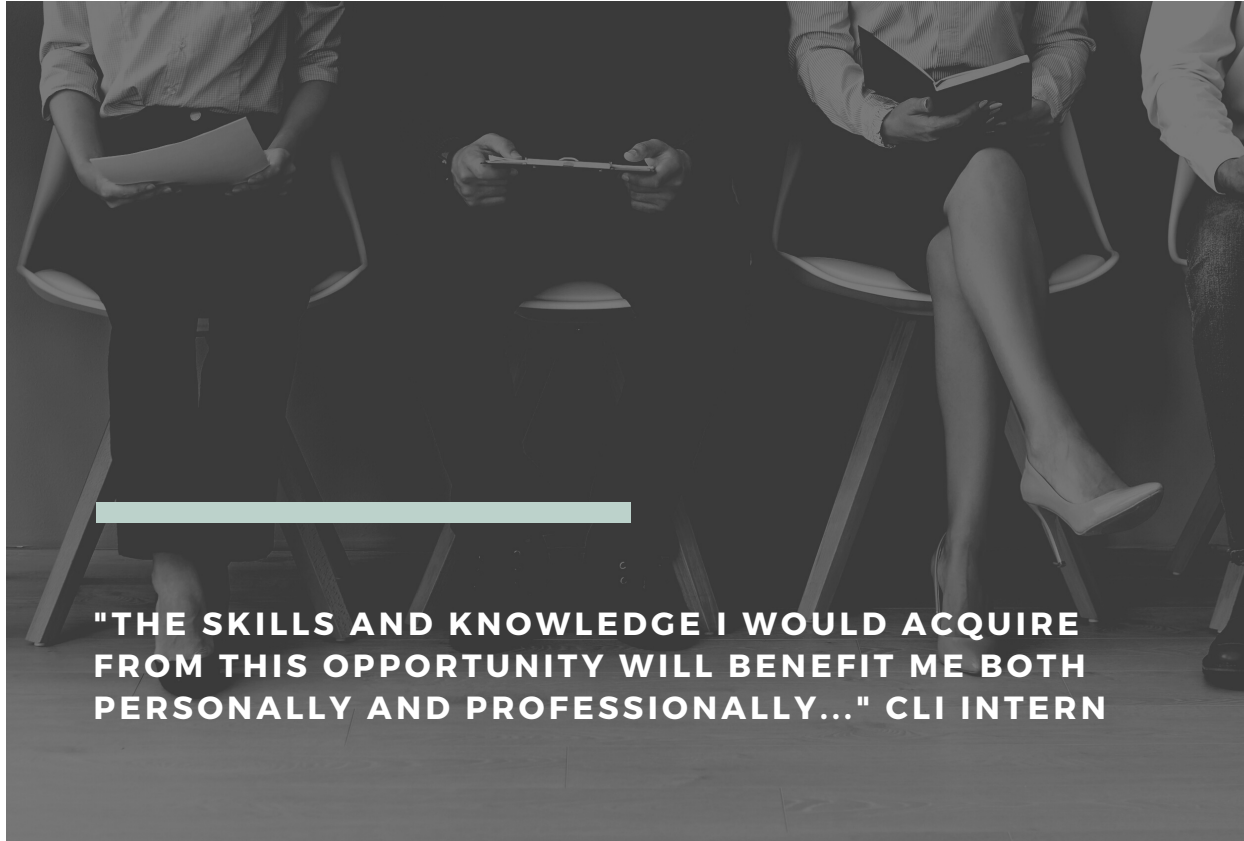
HOW WE DESIGNED IT

The internship program would span the academic year, consisting of the following expectations:
Attend a two-day Cultural Leadership Initiative (CLI)
Retreat at Southern 8ths Farms

- Participate in weekly conversations with faculty/staff/administrative mentor
- Attend bi-monthly meetings/workshops held by the CCG Executive Board and complete all assignments
- Plan a DEI project for approval during the Fall semester; implement the project during the Spring semester
- Present on experiences as a CLI Intern and host courageous conversations/events throughout the greater Wingate University community

"Finding my purpose and voice in my own community is a challenge I am facing currently. I wish to provide a welcoming and inclusive environment that will help provide support to vulnerable or marginalized students. Being a CLI intern and working in a dedicated and positive work space will also provide an environment in which I can grow into a more active community neighbor. .."
CLI Intern

OUR INAUGURAL CLI INTERNS



Four 2020-2021 CLI Student Interns were chosen after strong interviews:

- Rania Badran
- Zyoin Boger
- Gabby Erazo
- Somya DeSilva

WHAT WAS ACCOMPLISHED

GET TO KNOW THEM - AND THEIR PROJECTS - BELOW!



Name: Rania Badran
Major: Biology
Mentor: Dr. Paige Rawson – Religion

Rania's project, "Courageous Conversations," allowed students, faculty, staff, and alumni to be able to share their stories and experiences in Lyceum group settings where others are also able to listen and learn from each other. Her conversations had massive turnouts, with approximately 100 attendees at each event, and wonderfully positive feedback from those who participated!

Name: Zyoïn Boger
Major: Management
Mentor: Dr. Chelsea Kaufman – Political Science

Zyoïn Boger sought to promote diversity and self-expression through the use of art. He worked with different multi-cultural student organizations on campus to create banners that will be hung around campus, allowing students of different backgrounds to connect on a deeper level through a creative, artistic way.



WHAT WAS ACCOMPLISHED

Name: Somya Desilva
Major: Nursing
Mentor: Marta Falcon – ARC

Somya's project involved a partnership with the campus Bias Action Team (BAT), for which she created flyers empowering students to report instances of bias on campus. In addition, Somya worked hard to create bias report training for RSOs in order for them to serve as advocates for all students.

"My dream for this project is to promote inclusivity in the classroom beyond academics in order to ensure the success of students from all backgrounds (in the general classroom and in the Nursing program)"



Name: Gabriela Erazo
Major: Sociology
Mentor: Dr. Na'Tasha Schiller – Biology

Gabby worked to gain a better understanding of the needs of our Wingate Bulldogs by providing a way to submit anonymous feedback on campus. She decorated dropboxes to be installed around campus, which she hopes will provide a safe space for our campus community to tell their stories. She is excited to provide a platform for Bulldog voices, potentially through a podcast format, so these voices are heard.

ARTIFACTS



DEI - BROUGHT TO LIFE ON OUR CAMPUS

"THE PROJECTS THAT WILL BE INITIATED BY CLI WILL ALLOW ME TO SEE MY NEIGHBORS FROM DIFFERENT PERSPECTIVES AND HOPEFULLY IMPACT THE PERSPECTIVES OF OTHERS IN A POSITIVE DIRECTION ..." CLI INTERN

ARC RESOURCES VIDEO & SURVEY

FLYER TO ACCESS BIAS INCIDENT REPORT (QR CODE)

BIAS REPORTING TRAINING FOR MULTICULTURAL RSOS

SURVEY CURRENT NURSING JUNIORS ABOUT INTEREST IN MENTORING

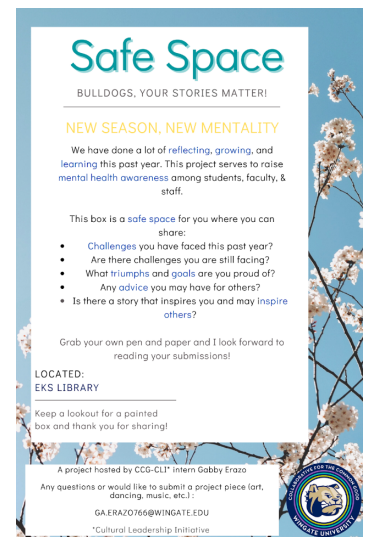
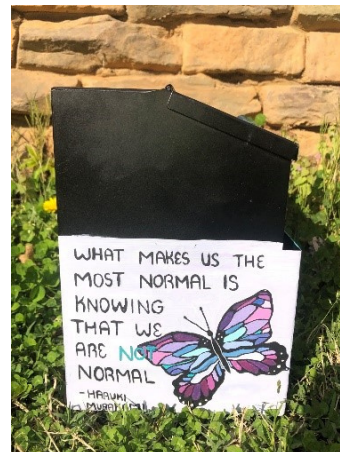
ARC RESOURCES VIDEO & SURVEY

FLYER FOR SAFE SPACE BOX


PURCHASE & DECORATION OF SAFE SPACE BOXES

3 COURAGEOUS CONVERSATIONS LYCEUMS

7 CREATIVE POSTERS REPRESENTING DIVERSE STUDENT GROUPS ON CAMPUS



CLI FEEDBACK



Finishing out their year-long internships, the CLI Student Interns had much to say about their conclusions:

What was your favorite part(s) of the CLI experience?

“My favorite part was being able to interact with different individuals about DEI on different levels. Meaning, I was able to directly interact with students, but also faculty and staff, hopefully sparking interest in learning more or caring more about DEI.”

“Working with awesome people who also want to make a positive change and impact in our communities.”

If a student asked you what your experience as a CLI intern was like, what would you tell them?

“I would say that it was an eye opening experience that not only allowed me to promote DEI on our campus, but also work towards believing in my own abilities then acting on them.”

How can you use what you learned as a CLI intern to work toward your goals?

“As a CLI, I learned a lot about working with others to accomplish a main goal. I learned that working as a team can really push a project forward when we work towards a common goal. This is something that can be applied in all aspects of life. Whenever I have something that I believe would be beneficial, I now have the skills to coordinate projects with others and ensure responsibility and accountability.”



The CCG Executive Board is excited to continue this tradition going forward – revamping some resources and adding in the option of peer mentors, along with faculty/staff/administrative ones. Stay tuned for more excellent work by CLI Student Interns in the near future!

The Collaborative for the Common Good Executive Board wishes to thank Rania Badran, Zyoin Boger, Gabby Erazo, Somya Desilva, Paige Rawson, Chelsea Kaufman, Na'Tasha Schiller, and Marta Falcon for their amazing work and mentorship on these projects.



thank you!

CLI PROGRAM REPORT



GOT ANY QUESTIONS?

DON'T BE SHY! E-MAIL US AT
CCG@WINGATE.EDU

MAY 2021