

# MONTANA STATE UNIVERSITY SUSTAINED DIALOGUE

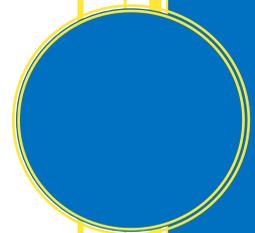
*2016-2017 End Year Report*

## Mission Statement

Sustained Dialogue aims to provide individuals with opportunities for cross-cultural and genuine dialogue about the influence of gender, race, ethnicity, class, religion, sexual orientation, ability, and age on student experiences and campus community relations. We seek to empower students to address -- through dialogue and social action -- the root causes of identity-related conflicts by creating spaces in which students develop a deeper understanding of their peers, share their own experiences, identify areas in need of change, and learn how to create positive social developments.

Program Coordinators: Annie Venters, Jerico Cummings

5/1/2017



# Montana State University Sustained Dialogue

*2016-2017 End Year Report*

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# Montana State University

## Sustained Dialogue

*2016-2017 End Year Report*

### ***Overview of Impact***

<i>Students engaged directly in programming</i>	<b>271</b>
<i>Students completed year-long Facilitation Certification</i>	<b>6</b>
<i>Trainings</i>	<b>6</b>
<i>Public Dialogues</i>	<b>2</b>
<i>Residence Life Dialogues</i>	<b>5</b>

# Montana State University

## Sustained Dialogue

2016-2017 End Year Report

### Trainings

#### Facilitation Training

October 7<sup>th</sup> and 8<sup>th</sup>, 2016

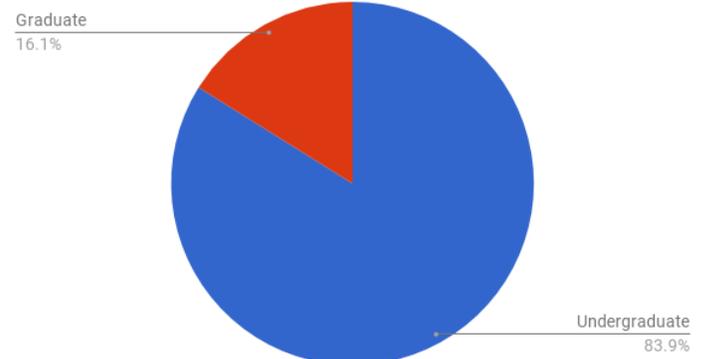
Attendees: 31

Student volunteers received training from a Sustained Dialogue Campus Network (SDCN) employee who visited from Washington D.C. They were trained to facilitate dialogue and enhance their approach to creating an inclusive environment at MSU.

Students were immersed in key concepts including: the five stages of dialogue in the SD program, the "Big 8" categories of identity and how to talk about them, active listening skills, and group facilitation skills. Additionally, the training consisted of discussing and improving strategies for creating safe dialogue environments, relationship building, and root-cause analysis when approaching interpersonal issues. Student leaders from many other student organizations (such as Not in Our House, QSA, the F-Word, and more) attended this training to learn about becoming more inclusive and think about diversity issues in the work they do.



Academic Standing



#### Common Ground Moderator Training

October 8<sup>th</sup> and 9<sup>th</sup>, 2016

Attendees: 6

Six students received training from a SDCN employee in order to moderate at Common Ground - the immersive identity retreat (see page four). Volunteer moderators participated in activities which were to be held at the retreat, collectively problem solved issues they experienced, and planned approach methods for the retreat. Additionally, all moderators participated in and moderated dialogues with their peers. Provided constructive feedback to moderators, the advisor of the Diversity Awareness Office, and the SDCN staff member in order to strengthen group facilitation skills for the retreat.

#### Ongoing Moderator Enhancement

October 27<sup>th</sup>, 2016

Attendees:10

We hosted a skill-building workshop for incoming moderators to practice moderating a dialogue with their peers, and held a Q&A session with veteran moderators. Six volunteers decided to continue on with the Facilitation Certification into the spring semester.

February 23<sup>rd</sup>, 2017

Attendees: 5

During this training for moderators completing the Facilitation Certification we practiced techniques for asking strong questions in dialogue, we tended to their questions and concerns, and gave them concentrated time to practice moderating dialogue with their peers.

## Orientation Leader Training

April 6<sup>th</sup>, 2017

Attendees: 45

Sustained Dialogue Program Coordinators led a workshop enhancing student leaders' inclusivity with language and actions when working with incoming students. The "Big 8" categories of identity were explained, and student leaders shared monologues with each other about experiences they've had with certain identity categories. From a group of 45, the majority of student leaders reported an intention to use Sustained Dialogue approaches, such as Group Norms and "Big 8" monologues with their future groups.

## Students Against Sexual Assault (SASA) Training

February 28<sup>th</sup>, 2017

Attendees: 15

A trained moderator and one program coordinator attended the Students Against Sexual Assault (a student-led group housed in the VOICE Center) weekly meeting to provide members with information to promote positive conversations and interactions when difficult topics arise. Commonly used Groups Norms were introduced and used with the SASA members, and 17 student member felt that after their interaction with SD they could navigate difficult conversations with more confidence and safety.



## Common Ground

Retreat

January 13<sup>th</sup> – 16<sup>th</sup>, 2017

Attendees: 33

Over the course of the weekend retreat we catalyzed relationships across identity striations for thirty-three MSU students and jumpstarted dialogue for the coming year. Moderators and participants spent the weekend developing inclusive leadership skills and building lasting relationships through activities and dialogue in order to explore identity issues such as race, gender, sexual orientation, and religion. Outcomes include deep relationship building, identity development, and understanding of others from diverse backgrounds, conflict resolution, leadership skills, and strengthened communication skills. The goal was to prepare the students to tackle the challenges of a global 21st century beyond college.

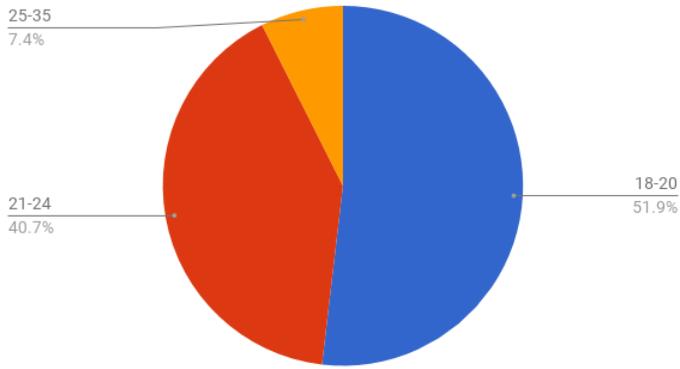




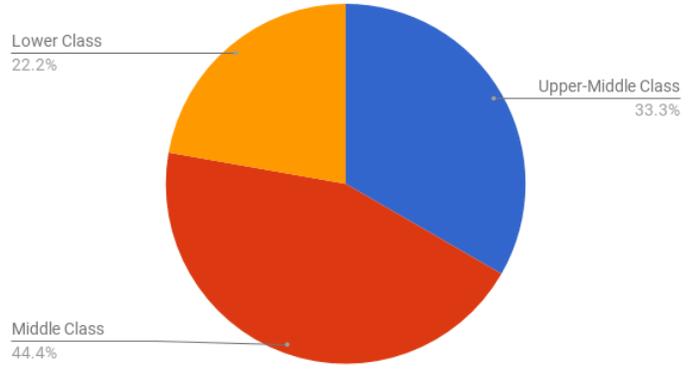
# Common Ground Participant Demographics

5/1/2017

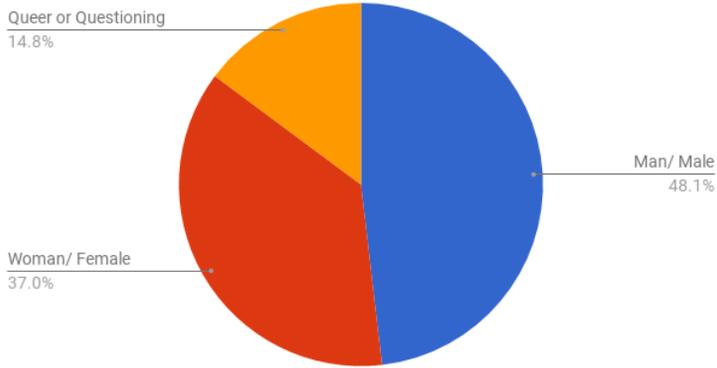
## Age



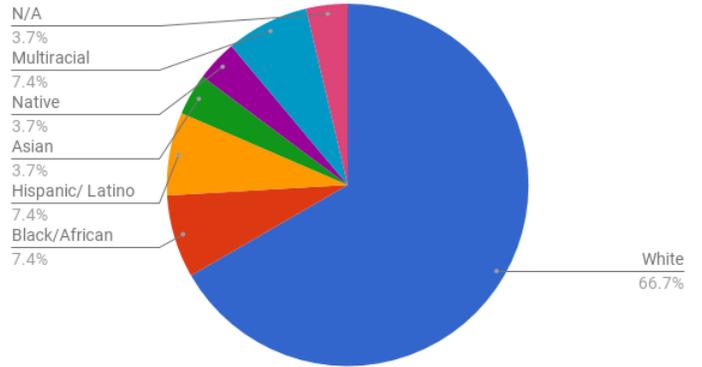
## Socioeconomic Status



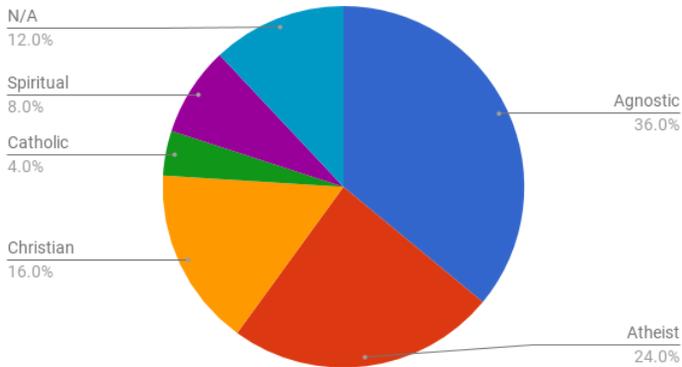
## Gender/ Sex



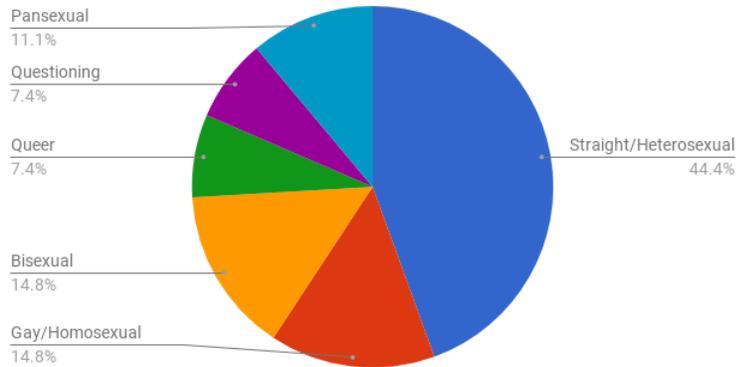
## Race



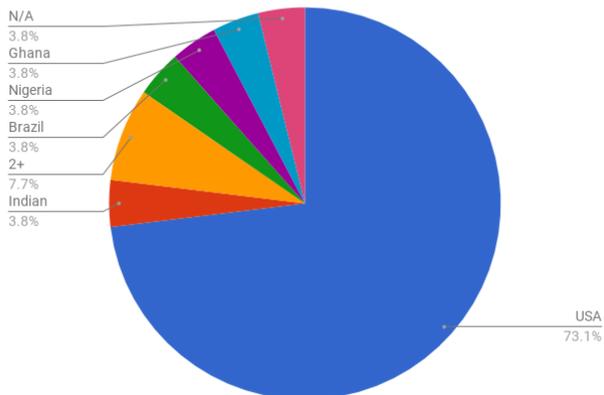
## Religion



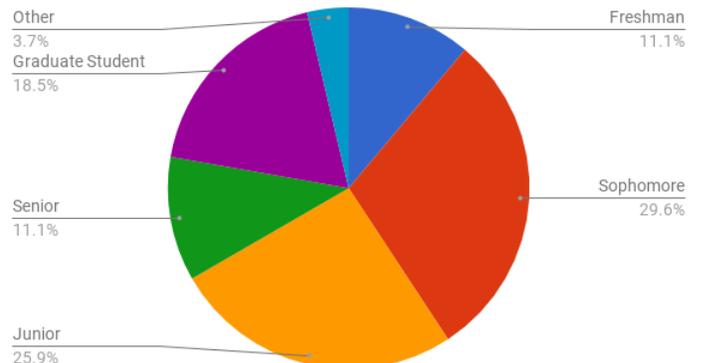
## Sexual Orientation



## Nationality



## Academic Standing



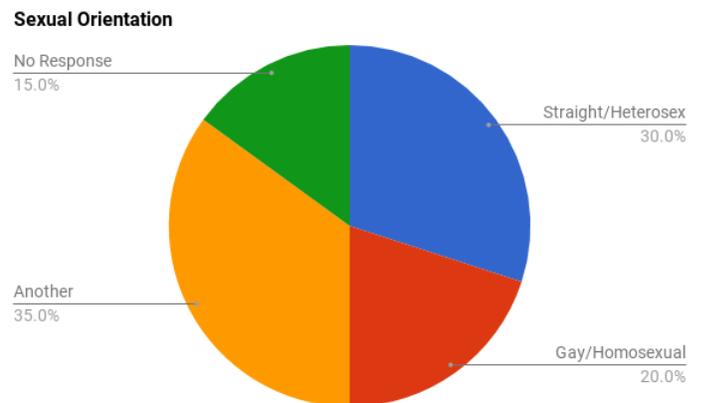
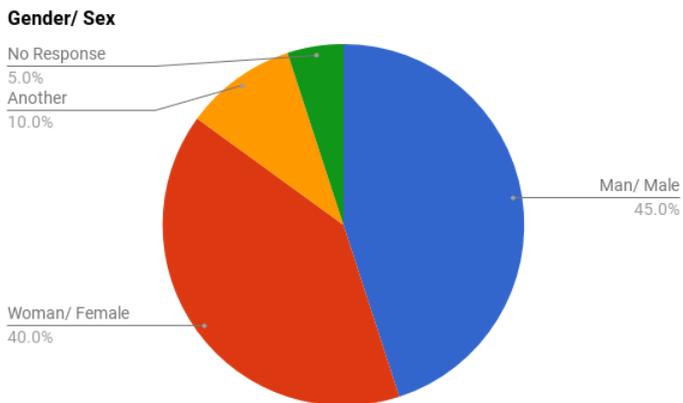
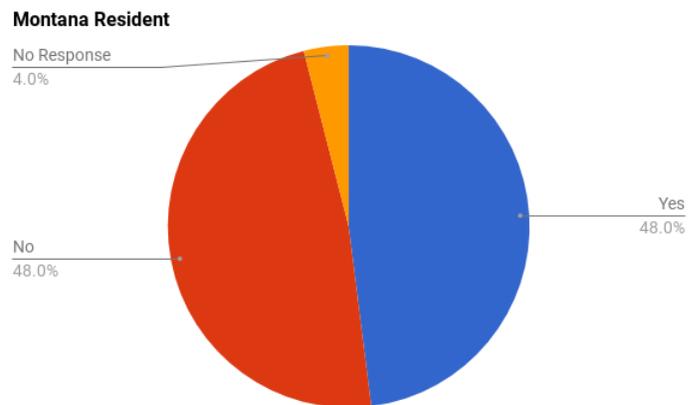
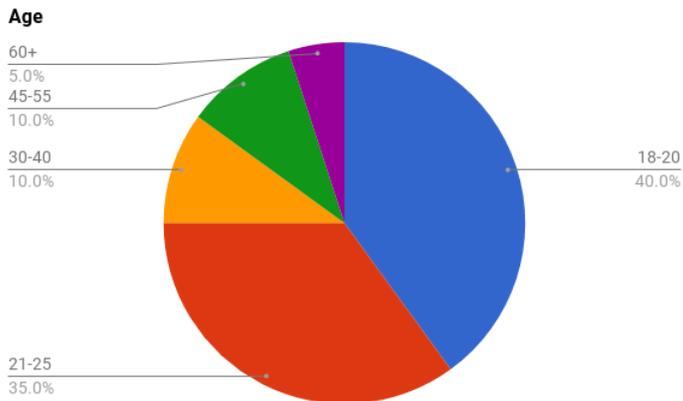
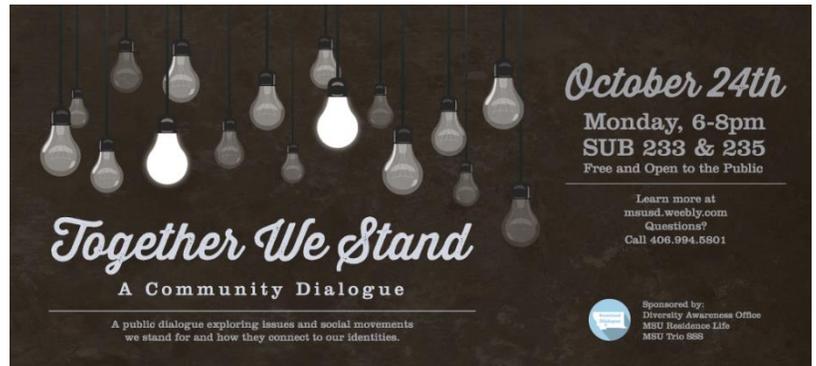
## Public Dialogues

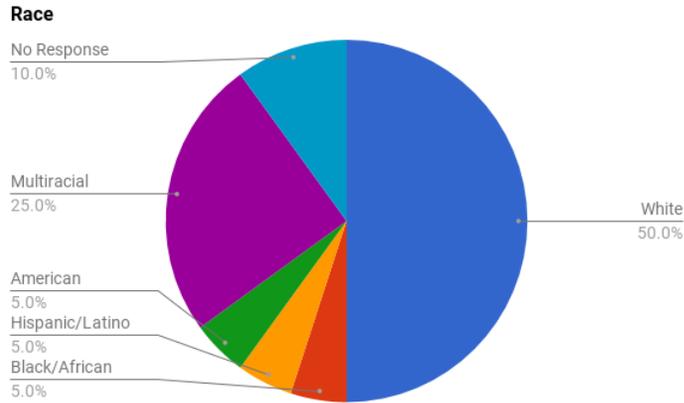
### Together We Stand

October 24<sup>th</sup>, 2016

Attendees: 22

Prior to the presidential election, twenty-two students attended and explored ways that social movements can connect to their identity. An introduction to the “Big 8” aspects of identity, sharing personal experiences with identity-based issues, and dialogue sparked cross-cultural communication between individuals whose values, identities, and beliefs differed from one another. Our goal was to relate dialogue to social movements present within our community in order to help attendees find connections across differing social, political, religious, and gender identities.



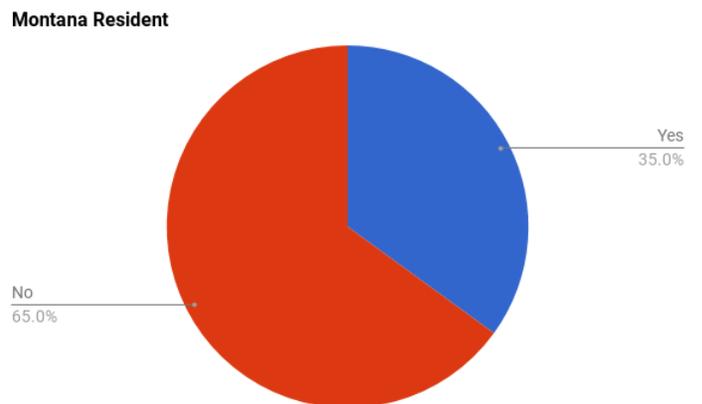
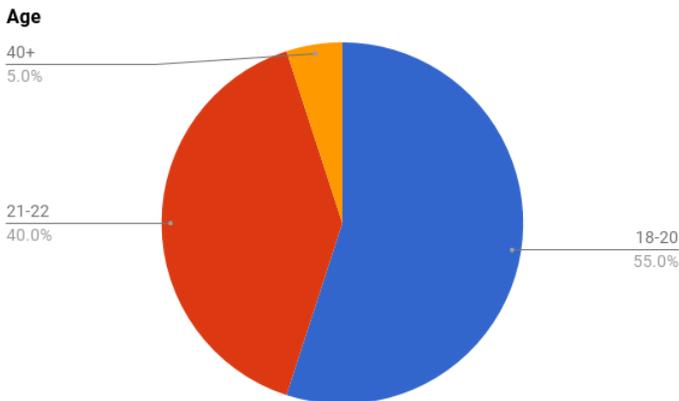
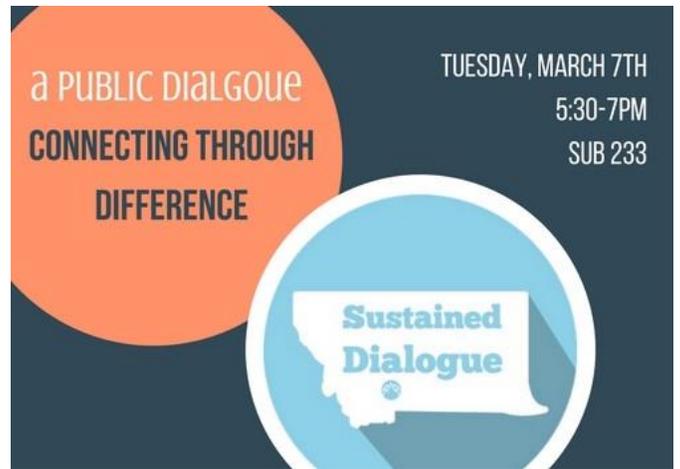


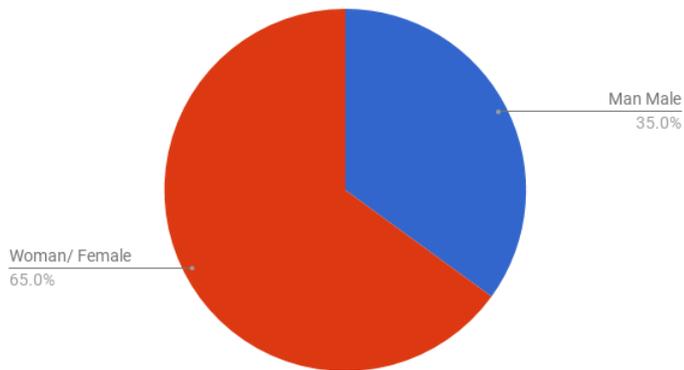
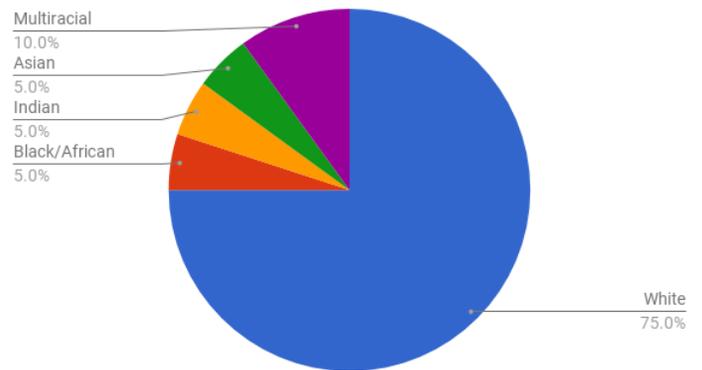
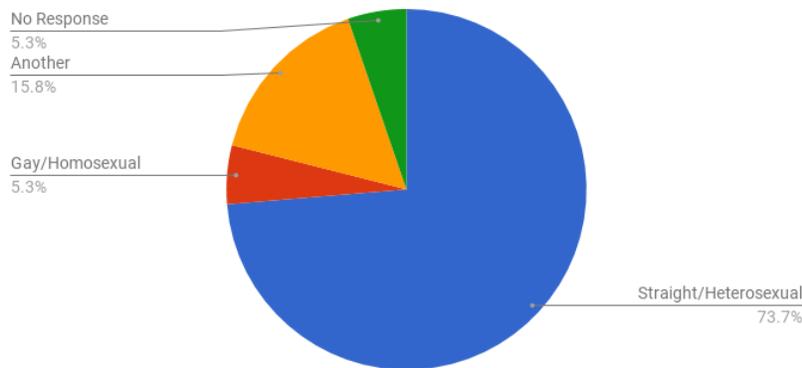
## Connecting Through Difference

March 7<sup>th</sup>, 2017

Attendees: 20

Participants shared monologues with their peers and found connections in their identity and perspective similarities and differences. Seen in attendees' feedback many said to have learned a lot about themselves through their interactions with Sustained Dialogue and their peers in dialogue. Our goal was to open up a platform for genuine conversation between individuals with differing identities and experiences, with the hope for a strengthened relationship as an outcome.



**Gender/ Sex****Race****Sexual Orientation****Residence Life Dialogues – South Hedges Residence Hall****Introduction**September 8<sup>th</sup>, 2016

Attendees: 1

In order to begin the Residence Life Series, we planned to introduce attendees to Sustained Dialogue, its goals, group norms, and why we practice dialogue rather than debate or discussion. With minimal attendance one Program Coordinator and one veteran moderator presented the information and answered questions from the one student.

**Appropriation and Gender**October 11<sup>th</sup>, 2016

Attendees: 10

We highlighted sexism, heterosexism, and cultural appropriation in Halloween costumes. Questions regarding “what is Sustained Dialogue,” “what is dialogue, debate, and discussion,” and “Group Norms” were addressed. Attendees participated in a spectrum activity and broke into groups for facilitated dialogue.

## Gender and Sex

November 15<sup>th</sup>, 2016

Attendees: 16

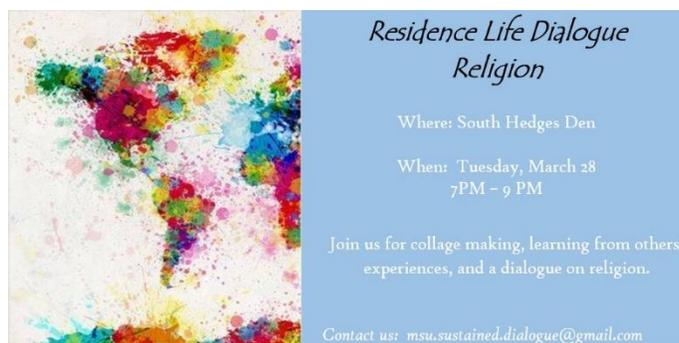
Many participants had attended the first Residence Life Dialogue and wanted to continue with another gender dialogue. We focused around attendees' reflections on past experiences, on and off of campus, based on their sex and/ or gender identity. Collectively we made list of "gender rules" they were taught growing up in relation to their assigned sex and/ or gender identity.

## Religion

March 28<sup>th</sup>, 2017

Attendees: 21

Participants were asked to create a collage that represented their spirituality, faith, religious beliefs, and/ or any other belief system they have. Music, snacks, and a round table were provided to create a non-aggressive, inclusive atmosphere. Attendees participated in a spectrum activity reflecting on their collages and past experiences.

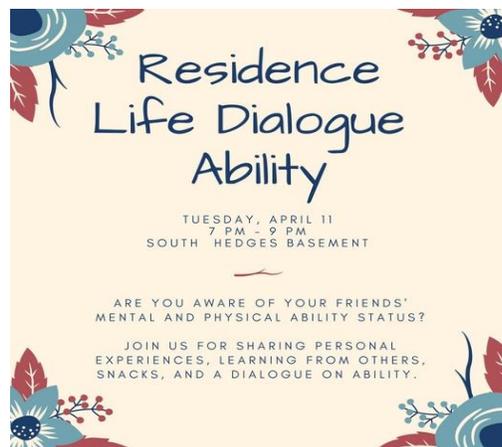


## Ability

April 11<sup>th</sup>, 2017

Attendees: 2

With a smaller group than anticipated moderators and attendees participated in a spectrum activity regarding our own physical, social, mental and/ or emotional ability. Dialogue consisted of reflection on the activity and on past personal experiences relating to ability status.



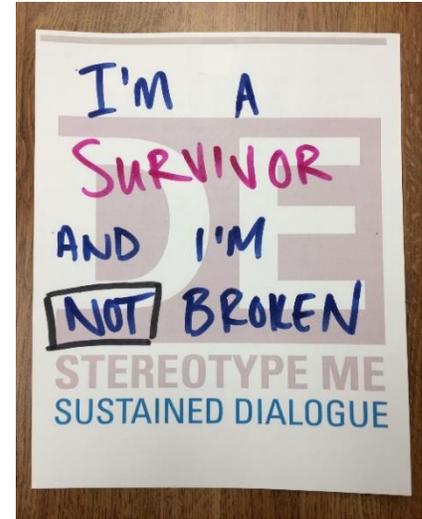
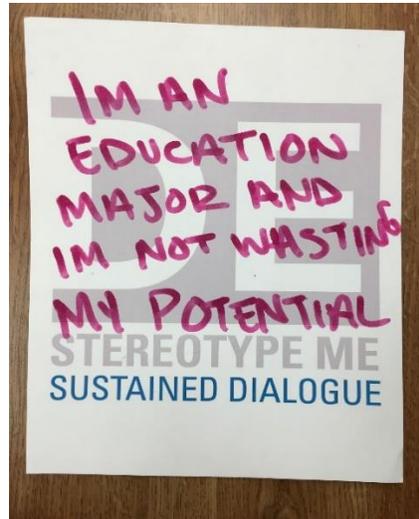
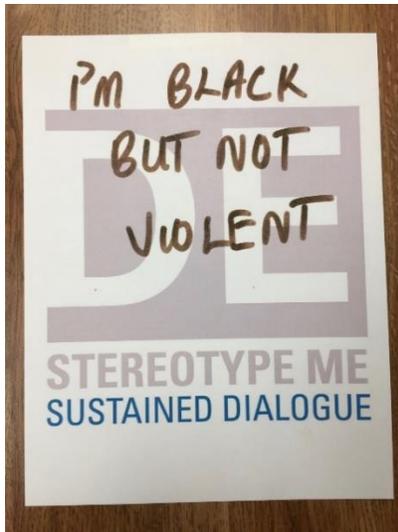
## DE-Stereotype Me Days

### Spring

February 13<sup>th</sup>, 2017 – Harrison Dining Hall

February 15<sup>th</sup>, 2017 – Miller Dining Hall

Approximately 40 students were reached on the first day, and roughly 25 students were reached on the second day. This interactive dialogue event allowed for individuals living on campus to publically and anonymously share stereotypes that have been made about them based off of a piece of their identity. After students wrote their stereotype they were able to hang it up in the area we occupied for others to reflect on. Program Coordinators, incoming moderators, and veteran moderators were present to engage with students.



## Celebration

### Facilitation Certification

April 21<sup>th</sup>, 2017

Attendees: 25

The six student volunteers who completed the year-long Facilitation Certification were awarded certificates and gifts. They were recognized for their dedication to the program, their willingness to take part in new events, and their genuine compassion for others. Participants from Common Ground and veteran moderators were invited to celebrate the accomplishments of the year.

