



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

Student Life Org 212

Section 1: Programmatic & Academic Vitality Narratives

*Text submitted within this section **will** be published to OPB's Annual Budget Development website*

Where possible, you are encouraged to leverage published materials already created

- 1) Please briefly summarize your unit's/campus's strategic plan and how your FY24 operating budget proposal (as submitted in Workday Adaptive Planning) connects to your campus/unit strategic plan. [Word Limit: 500](#)**

Student Life has adopted a strategic-initiatives approach that is codified in a formal multi-year Strategy Map. We have been utilizing this approach, this rather than a traditional strategic plan, because it allows for various implementation teams to address the most pressing and timely issues facing the division.

The Strategy Map includes multiple initiatives. This year, we are focusing on:

- Providing tailored and data-driven support/resources for current and emerging student populations.
- Helping students more effectively manage both academic and personal overwhelm.
- Developing a comprehensive equity action plan: policies, programs, structures, and training; and
- Improving parent and alumni engagement and loyalty to the Husky Experience.

Our financial requests are designed to help us meet some of these initiatives, especially in the areas of diversity, health, and enhancing the Husky Experience for all students.

Underpinning all of our work has been a comprehensive focus on diversity, equity, and inclusion. As a division, we have undertaken a series of workshops and trainings designed to ensure that all of our mission-driven efforts meet the needs of our diverse staff and student populations.

- 2) Building on the responses your campus/unit submitted during the FY23 annual review cycle ([posted here](#)), how has your unit/campus integrated the themes and goals of [the 2022 – 2026 UW Diversity Blueprint](#) into your campus's/unit's ongoing work to take actions towards access, inclusion, and equity? [Word Limit: 750](#)**

An Equity Action Plan was created by a committee of leaders throughout Student Life in 2021 to address the needs of Student Life staff and to align with the UW Diversity Blueprint. One of the main recommendations was to create a Diversity Lead for Student life who would help to coordinate and actualize the plan's recommendations and the broader goals of the Blueprint. A Director of Diversity was hired into a project appointment role in March 2022. In the past year the Director has focused on creating an inclusive and equitable workplace for Student Life staff by focusing on **a) training, b) consultative support** and **c) creating sustainable structures for centering diversity**.

Training: In addition to the Equity Plan there was a training plan created by a separate work group. In conjunction with the Strategy Map Activation Team, the Director has conducted asset mapping and interviews to identify UW specific resources that can be mobilized for training including- Resilience Lab, LinkedIn modules, OMAD, GC and a cadre of internal experts. We have created and rolled out 3 Student Life Leadership wide trainings which have been well received and coordinated with UW resources- namely Dependable Strengths Training and OMAD Diversity Online modules. The purpose of these trainings is to provide support and shared language to leadership. We have focused on communication, shared understanding of diversity concepts and



UNIVERSITY of WASHINGTON

FY2024 Operating Budget Development Narrative Prompts

Student Life Org 212

personal reflection. After each of these trainings the Director has then consulted with leaders and rolled out tailored trainings for their department including- HFS leadership training, Residential Life training, Hall Health training series, HUB/ASUW difficult conversations training and upcoming training for Livewell, Counseling, Hall Health and Residential life. These trainings have built upon the materials already available through UW, have been modified to meet the needs of the group, and have been led with follow up consultation and implementation support.

Consultative Support: The Director has worked to support leaders within Student Life with consultative support on organizational challenges. This has included consultation regarding problematic diversity related conversations/personnel challenges, organizational policy review for equity opportunities, leadership coaching and support in the development of and management of organizational structures like diversity committees, workgroups, and task forces. It should be noted that previous to this position leaders would often hire outside consultants to help with this type of work or pay for OMAD related consultation with their group of consultants.

Creating Sustainable Structures: A specific task within both the equity plan and the blueprint is to design organizational structures that are sustainable and able to grow and meet the needs of an ever-changing organization. Specifically, the equity plan called for the creation of a Student Life Wide Advisory Board. The Director has worked to partner with Student Life leaders to assess the needs of each group, to identify staff who could participate. A Student Life DEI Advisory Board has been started with broad representation with lived experiences and representing many departments within Student Life. We have had 3 meetings and have conducted asset mapping and sharing of resources, identified places where we'd like to work and are beginning to plan how to stand up affinity groups. This is a vibrant committee that it is just getting under way but already shows promise for being a powerful means of lifting up ideas and concerns from throughout the division.

Plan for 2023: Next steps of the work include more training, consultation, formalization of advisory board and affinity groups. There will be another Student Life Leadership meeting in both May and in the summer focusing on the articulated diversity related needs of the group. There are trainings identified for departments throughout the spring and summer to allow for deeper dives, practicing and creation of shared language. The Director continues to provide consultative support and leadership coaching to directors and leaders and has worked to make strong relationships throughout the division, reporting that there has been a positive response in requests for support. We have at least 3 more meetings of the advisory board to solidify our charter and articulate a reporting mechanism to ensure collaboration with Student Life Leadership. That group will also help to begin rolling out affinity groups. The Director is currently conducting mapping of the needs and what is present and will be piloting affinity groups for Counseling and for small groups of leaders across Student Life. This will be followed by review and recommendations for scaling up throughout Student Life in the fall.