

All University Day

Date, 9:00 a.m. – 1:00 p.m.

Smith Family Hall

Agenda

Welcome (9:00 a.m. – 9:30 a.m.)

- Land Acknowledgement
- Purpose of the Day
- Introduction of All University Day Committee Members

Group Discussion (9:30 – 10:30 a.m.)

- Identify a scribe
- Discuss answers to questions provided

Wellness Break (10:30 a.m. – 10:45 a.m.)

Report Out (10:45 a.m. – 11:30 a.m.)

- All groups report out on all questions

Closing Remarks (11:30 a.m. – 12:00 p.m.)

- Summary of the day
- Next steps

Lunch Provided (12:00 – 1:00 p.m.)

- Everyone is welcome to stay to continue discussion over lunch

All University Day Committee Members

Perla Bolanos, Donor Events and Scholarship Coordinator

Mary James, Special Assistant to the Provost for Academic Logistics and Evaluation

Maxine Janis, President's Liaison for Native American Affairs

SaraBecca Martin, Director of Accreditation & Quality Improvement

Andrew Sund, President

Kayden Vargas, Assistant Professor of Psychology



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Question Set #1

Heritage University was born Heritage College in 1982 to three women: Violet Lumley Rau and Martha B. Yallup, Yakama Nation Tribal Members, and Sister Kathleen Ross, snjm, who became the founding President. Heritage University empowers a multi-cultural and inclusive student body to overcome the social, cultural, economic, and geographic barriers that limit access to higher education. Rooted in the homeland of the Yakama Nation, the University embraces transformational student-centered education that cultivates leadership and a commitment to the promotion of a more just society.

1. What do you think "multi-cultural and inclusive" education looks like in action, at Heritage University?
2. What do you believe our role is as a university in promoting a "more just society"?
3. What brought you to Heritage University? What keeps you here?

Discuss your identities and how understanding of our identities can bring meaning to our work at HU in the context of relationality.

4. Who am I?
5. Who are you?
6. Who are we?



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Question Set #2

Heritage University was born Heritage College in 1982 to three women: Violet Lumley Rau and Martha B. Yallup, Yakama Nation Tribal Members, and Sister Kathleen Ross, snjm, who became the founding President. Heritage University empowers a multi-cultural and inclusive student body to overcome the social, cultural, economic, and geographic barriers that limit access to higher education. Rooted in the homeland of the Yakama Nation, the University embraces transformational student-centered education that cultivates leadership and a commitment to the promotion of a more just society.

1. What do you think "multi-cultural and inclusive" education looks like in action, at Heritage University?
2. What do you believe our role is as a university in promoting a "more just society"?
3. What brought you to Heritage University? What keeps you here?

Describe the work you do at Heritage University in one or two sentences.

4. What do you need from your supervisor and administration to feel respected, to be happy in and proud of the work you do?
5. As you do your work, in what ways do you have opportunities to help students?
6. Do you need training or resources that you don't have for both your assigned work and to support students?



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Question Set #3

Heritage University was born Heritage College in 1982 to three women: Violet Lumley Rau and Martha B. Yallup, Yakama Nation Tribal Members, and Sister Kathleen Ross, snjm, who became the founding President. Heritage University empowers a multi-cultural and inclusive student body to overcome the social, cultural, economic, and geographic barriers that limit access to higher education. Rooted in the homeland of the Yakama Nation, the University embraces transformational student-centered education that cultivates leadership and a commitment to the promotion of a more just society.

1. What do you think "multi-cultural and inclusive" education looks like in action, at Heritage University?
2. What do you believe our role is as a university in promoting a "more just society"?
3. What brought you to Heritage University? What keeps you here?
4. Can you provide information about the university's current Diversity, Equity, and Inclusion (DEI) initiatives and how these efforts are integrated into the overall academic and campus culture?
5. What resources and support systems do you offer for students, faculty, and staff from underrepresented backgrounds? Additionally, how does the university actively promote an inclusive and welcoming environment for everyone?
6. How does the university ensure that DEI principles are incorporated into curriculum development and teaching practices? Are there ongoing training programs for faculty and staff to enhance their cultural competence and promote diversity within the academic experience?

Overarching Themes from Survey Responses

Shared Values and Mission:

- **Shared purpose:** Everyone, regardless of role (staff, faculty, administration), prioritizes student success and feels connected to the university's mission.
- **Shared vision:** There is broad agreement on the university's vision and mission, emphasizing student-centered education.
- **Shared responsibility:** All roles contribute to the university's success; everyone feels they play a part in achieving the mission.

Areas for Improvement:

- **Communication and collaboration:** There's a need for better communication and collaboration across departments. Many feel isolated and unaware of what other departments are working on.
- **Professional development:** Staff and faculty desire more opportunities for professional development specific to their needs.
- **Inclusivity:** While everyone understands the importance of a multicultural campus, there is a need for clearer understanding and implementation of inclusivity practices.
- **Employee support:** Staff and faculty desire more support from the university, including better work-life balance, recognition, and resources.

Important Insights from Sharing Sessions:

- **Diverse perspectives:** The discussions revealed diverse lived experiences and viewpoints within the university community.
- **Shared commitment:** Despite differences, everyone cares deeply about the university and wants to see it succeed.
- **Importance of connection:** The event fostered a sense of connection and belonging among participants.
- **Need for action:** Many ideas were generated for improvement; however, there's a need for a clear plan to implement them.

Overall Feedback on All University Day:

- **Positive aspects:** Participants appreciated the opportunity to discuss the university's mission and connect with colleagues from different departments.
- **Areas for improvement:** The sharing session was found to be too long and could be more structured. The timing and format of the event also need improvement to encourage wider participation and efficient use of time.