

STRATEGIC PLAN

UNIVERSITY OF DAYTON
STUDENT GOVERNMENT ASSOCIATION

20
22

OVERVIEW

STUDENT GOVERNMENT ASSOCIATION

MISSION

The mission of the Student Government Association is to address the diverse needs and concerns of the undergraduate student body at the University of Dayton. To accomplish this, SGA is committed to seeking out and amplifying diverse student voices, actively advocating on behalf of the needs of all undergraduate students, and serving as the liaison between the administration, faculty, staff, and the student body.



CORE VALUES

University of Dayton Marianist Identity

- We are dedicated to learning, leading, and serving our community in alignment with our Marianist identity.

Equity & Inclusion

- We are committed to providing a welcoming and affirming environment for a diverse student body.

Commitment to Community

- We strive to involve every student in all aspects of university life and continuously support student organizations and initiatives.

Transparency

- We constantly work to make SGA more accessible and maintain clear communication with the student body.

Leadership

- We are passionate and effective student leaders who seek to accomplish the goals of the University of Dayton Student Government.

PURPOSE OF THE STRATEGIC PLAN

SGA has developed this strategic plan to better align our organization with the initiatives the University has set forth regarding diversity, equity, and inclusion. This plan includes guidance and suggestions for future SGA administrations regarding diversity, equity, and inclusion efforts as well as an overall organizational plan to improve the daily operations of the organization. The purpose of this document is to outline areas of improvement for our organization to better support the diverse needs of its members and the undergraduate student body.

WORKING GROUP

- Andrew Moyer, President
- Hannah Hoby, Vice President
- Frank Strasek, Attorney General
- Mason Gordon, Speaker of the Senate
- Jessica Snyder, Executive Secretary
- Anastasia Stowers, Director of Campus Unity
- Bailey Brogan, First-Year Class Representative
- Joseph Maxfield, Sophomore Class Representative
- Sofia Garcia, Junior Class Representative
- Randy Borre, Senior Class Representative

OVERVIEW OF THE PLANNING PROCESS

- January 2022 - The full SGA engaged in a SWOT analysis at the spring retreat.
- January 2022 - President Moyer assembled a strategic planning working group and issued a charge to complete the strategic plan by April 2022.
- January 2022 - March 2022 - The strategic planning working group met biweekly and utilized *Assessing and Improving Student Organizations* (Nolfi, Ruben 2010) as a framework for conducting an organizational assessment.
- February 2022 - The group utilized "True North: A Diversity, Equity and Inclusion Self-Assessment for Student Organizations" by Grace Gardner, M.Ed. and Taylor Camara, published by the UW-M Student Involvement department to assess organizational DEI.
- March 2022 - The group met to identify strategic priorities, action steps, and measures of success.
- March 2022 - The group reviewed and updated the SGA mission and core values.
- April 2022 - The 2022 Strategic Plan was presented to and approved by the Senate.

GOAL 1

ORGANIZATIONAL CLIMATE

GOAL

Foster an organizational climate within SGA where each member experiences and is responsible for sustaining a climate that seeks out and values diverse perspectives, is supportive of and affirms the contributions of each member, and promotes a feeling of belonging.

ACTION PLAN

- Intentionally recruit and support members from diverse backgrounds.
- Develop equitable guidelines and selection criteria for appointed positions.
- Conduct intentional officer transitions and facilitate the transfer of institutional knowledge from year to year.
- Provide mentorship opportunities between new members and returning members.
- Facilitate group bonding activities throughout the year (activities, intramural opportunities, etc.) to improve camaraderie within the organization.
- Conduct regular climate assessments of membership to highlight and address concerns.
- Review operational practices such as the Senate agenda and Robert's Rules of Order to facilitate more open dialogue.

MEASURES

- Diversity and representation of the undergraduate student body in membership composition.
- Continuous improvement of organization climate reported by members.
- Increased participation and dialogue during senate.

GOAL 2

ORGANIZATIONAL ACCESSIBILITY

ACTION PLAN

- Implement mechanisms to collect ongoing student feedback about campus and organizational concerns.
- Design and implement a marketing and social media strategy that promotes two-way communication.
- Build relationships and collaborate with other student organizations in areas related to advocacy projects and committee objectives.
- Provide regularly scheduled campus updates including progress on advocacy projects and responses to student concerns.
- Develop mechanisms to ensure members engage a diverse constituency in goal setting, program planning, and advocacy work.
- Develop and implement a process for identifying and assigning advocacy projects that demonstrates input and feedback from diverse constituencies.

MEASURES

- Social media followers and engagement.
- Track collaborations and continue to seek out diversity in partnerships.
- Track sources of and consulted parties in relation to advocacy projects, seeking out and engaging unheard voices.
- Conduct semesterly assessments of communications seeking out student feedback.

GOAL

Establish and maintain trust with all members of the undergraduate student body and promote SGA as an accessible environment for all students.

GOAL 3

MEMBER DEVELOPMENT

GOAL

Provide ongoing professional, intercultural, and leadership development to members.

ACTION PLAN

- Rewrite job descriptions to clearly articulate responsibilities, time commitment, and accountability.
- Increase Senate Caucus to once a week (from bi-weekly) with the additional meeting focusing on professional development.
- Partner with advisers to develop a scaffolded approach to development on topics related to diversity, equity, and inclusion and their importance in the work of SGA.
- Ensure ongoing development is open to all members of the organization and is connected to the responsibilities of members and the organization.
- Provide training prior to SGA events, including committee events, town halls, and SGA chats to ensure maximum effectiveness and preparation.
- Provide education and ongoing development around identifying and advocating for the needs of a diverse student body.

MEASURES

- Track member understanding of and fulfillment of position responsibilities.
- Track member attitudes towards DEI using the *Social Justice Attitudes Scale* (Torres-Harding, Siers, Olson 2011) at the beginning of and throughout their term.

NEXT STEPS

IMPLEMENTATION AND ACCOUNTABILITY

RECOMMENDATIONS FOR IMPLEMENTATION:

- SGA leadership will review the plan before each semester, and ensure key areas of the plan are addressed at the fall and spring retreats.
- The Attorney General will provide monthly updates on progress related to the strategic plan at public Senate meetings.
- The 2022-2023 SGA administration should consider whether a new position should be created surrounding diversity, equity, and inclusion in SGA, or if these responsibilities can be added to a current position.
- The 2022-2023 SGA administration should consider whether a new position should be created surrounding organizational culture and internal organization bonding or if these responsibilities can be added to a current position.
- The Issues and Bylaws committee should review current governing documents and consider changes that would institutionalize recommendations of the strategic plan.

RESPONSIBLE PARTIES:

The President and Vice President will review and reference the strategic plan on a regular basis in partnership with organization advisers to ensure implementation. The Adviser will coordinate additional support for the organization regarding any training or speakers. The Attorney General will be responsible for overseeing the overall strategic plan of the organization.

RESOURCES:

SGA has identified the following campus partners who will be able to aid the organization in the execution of our strategic plan:

- Advisers in Student Leadership Programs and the Center for Student Involvement
- Dean of Students Office
- Multi-Ethnic Education and Engagement Center
- Office of Diversity and Inclusion

