

NACUBO Student Success Training for Campus Employees - Module 4 Activity

This activity explores ways to Build Communities of Belonging on college campuses, both in person and virtually. It challenges participants to think about how activities successfully used in community-based settings, presented by the speaker in the Module 4 Featured video, could translate to a post-secondary education environment.

This activity can be done by an individual, or in a group setting as part of a workshop or training. What follows is a facilitator's roadmap to lead this exercise with a group. If you are completing this activity as in individual, you can follow the instructions and complete this exercise independently.

Logistics:

- After watching the Feature Video in Module 4, participants are asked to form small teams of two or three people, depending on the size of the group.
- Participants are provided with a large piece of paper (flip chart paper) and crayons or markers.
- Following the guidelines below, participants are challenged to consider how the Tools presented in the video could be modified to create or strengthen a Community of Belonging for students on your campus through both formal and informal interactions.
- After ideas are collected, leadership should take steps to build an action plan to integrate ideas generated through this activity into current campus activities and processes.

Duration: Ideally, no less than 30 minutes

- 2 minutes for introduction
- 5 minutes for each Tool discussed.
- 10 minutes for report-back of ideas
- 3 minutes for facilitator to collect wrap-up, provide a call to action, and collect papers used to document ideas.

Facilitator's Guidelines:

- This activity can be introduced and completed after watching the Feature Video in Module 4.
- The activity provides participants with an opportunity to work with colleagues to consider ways that a Community of Belonging could be developed or strengthened on your campus.
- This is a creative critical thinking activity. Participants are asked to imagine ways elements of the work discussed in the video could possibly be translated into a higher education environment.
- Attendees are invited to work with a partner or in a small group.
- Each group is provided a sheet of flip chart paper and markers or crayons.

- Facilitator explains the exercise to attendees.

The video introduced Three Tools.

1. Radical Welcome

2. A Network of Belonging

3. Creative Risk

- For this exercise we want you to think about each of these tools, and how they could be applied to our campus / virtual learning environment for our students.
- You can think of ideas that are specific to your area of responsibility or operational expertise, or beyond.
- We will go through them one by one, and you will have 5 minutes to talk about each. I will present a reminder of the basics of each of the tools as we go through each one.
- We are not asking you to build out the idea...we are trying to generate as many approaches to using the tool as you can think of.
- There are three tools that we are going to brainstorm, so this activity will last for 15-minutes.
- Facilitator begins the activity, sharing the information about each tool, one by one.
- Participants should be given 5-minutes to consider ways to use the tool before the next tool is shared.
- Here are the three tools to support the building of a Community of Belonging
 - **Tool One: Radical Welcome**
 - How can we, on this campus, consistently demonstrate to students that they are welcome – that they belong on this campus or in our learning community? How can we challenge and encourage student to support each other, with kindness and acceptance for exactly who and how they are? How can we help each other, and our students to always be *The Keepers of the Welcome*? (5 minutes should be timed)
 - **Tool Two: A Network of Belonging**
 - How can we, on this campus, connect with students in a supportive, human-to-human way, that ensures every student finds at least one person at this school that leaves that student feeling authentically seen and heard? In the absence of formal mentoring models, how can we ensure that students do not feel powerless, or empty, or alone? How can we create the conditions of belonging for all students? (5 minutes should be timed)
 - **Tool Three: Creative Risk**
 - How can we, on this campus, support, and challenge students to take creative risks as they interact with people and processes on campus? How can we build approaches to working with students, that allow them to feel safe and supported as they try to overcome risks associated with navigating systems and processes on campus that can become barriers? (5 minutes should be timed)
- After the three tools are brainstormed, the facilitator asks groups to share ideas from each category of Tool. Depending on the size of the group, parameters for sharing can be modified.
- Facilitator wraps up with a motivational charge to employees to continue to bring ideas forward, and take personal action, to support the creation of a Community of Belonging at your institution.