History

- Juntura and AADA (Affirmative Action and Disability Affairs) merged, April 2012

- ‘Ubuntu’ name chosen to reflect inclusive philosophy

- A person with Ubuntu is affirming and inclusive of others based on self-assurance that he or she belongs to a larger whole and is diminished when any others are humiliated or diminished or oppressed
Ubuntu Focus

- **promoting the values of respect**, understanding, and equality within our diverse university experience

- **Reviewing policies** and programs affecting under-represented and/or under-served members of our community

- **Recommending changes** and additions in university policies to enhance student/ staff/ faculty success and advancement

Ubuntu Structure & Meetings

- We meet monthly as a committee/ have 2 subcommittees
- four faculty and two staff members (one serves as chair),
- three students (two who belong to an under-represented student populations and the third is the ASUI Director of Diversity Affairs)
- Coordinator of Student Support Services
- Director of Multicultural Affairs
- Director of the Women’s Center
- Director of Human Rights, Access and Inclusion
- The Director of Diversity & Community
- Director of the International Programs Office
- LGBTQ Coordinator
- Director of the Native American Office
Our People

- Jamie Nekich
- Sandra Pinel
- Radhika Sehgal
- Rochelle Smith
- Tasha Dev
- Jordyn Wright
- 3 student vacancies

- Erik Skipper
- Lethia Botello
- Heather Gasser
- Carmen Suarez
- Susan Bender
- Julia Keleher
- Human Resources Vacancy
- Arthur Taylor

Fall 2012

- Letter Commending President Nellison on “Plus One” Benefit Plan
- Development of Ubuntu Website
- Representatives on the Admissions Committee & Common Read Selection Committee

Spring 2013

- Heighten Awareness of “Ubuntu” Philosophy on campus among faculty, staff, and students
- Develop “Ubuntu” Awards
- Meet with Cezar Mesquita, Director of Admissions to discuss Dream Act, access, retention

Ubuntu

Hits the ground running, 2012-13
Thank You President Nellis

Ubuntu Committee commends the University of Idaho leadership for adoption of the “Plus One” Benefits Package. We are proud of our institution in taking this strong step in supporting equity on our campus.

Our Web presence
http://www.uidaho.edu/studentaffairs/Ubuntu
Let’s Get Ubuntu into our Lexicon!

- We believe awareness of the Ubuntu Philosophy will strengthen the University of Idaho
  - ‘How have you helped someone live a better life?’
  - ‘How can someone else help you to live a better life?’

Ubuntu: n. English (ˈubuntu ˈə-bu-ntə): my humanity is strengthened by your humanity.

- Subcommittee: designing a Media Blitz
  - Flyers, Bookmarks, FB page
  - Sponsor a Service Learning Project to create dialogue on near (local) and far (broad) sighted humanitarian efforts

Develop Yearly Ubuntu Award

- Recognize student/staff/faculty
  - Outstanding contributions to campus efforts to build/strengthen campus efforts regarding social justice and inclusion

- Subcommittee working to:
  - Develop Award Criteria & Review Process
  - Goal: to offer first awards during the 2013-14 year
Should we support a Dream Act at University of Idaho?

- Equal/fair access to higher education for diverse students. How are we doing?

- The Dream Act: undocumented students who graduate from high school in Idaho are treated as international students. Utah and Washington have adopted Dream Acts. Should we? Cezar Mesquita, Director of Admissions is meeting with Ubuntu to discuss this idea.

- Is higher tuition inadvertently reducing diversity?

- Is orientation meeting the needs first year, first generation, low income students as they navigate the first year of college.

How have we been so successful?

- Ubuntu has an unusually dedicated, talented membership who work well together

- Committee members are dedicated to networking, collaboration, and creating a strong, caring, inclusive campus.

- Committee members offer their time and expertise over and above our monthly meetings.
Challenges for Ubuntu

- The usual -- time limits
- Rapid turnover of student members
- Staff vacancies on the committee