COMMUNITY REPORT

September 2014

COMMUNITY VALUES & EXPECTATIONS
Community Values and Expectations

Charge: The Community Expectations and Values Committee was charged with developing expectations and values that reflect our ideal university community. These values will reflect the many voices within the Washington University community.

Tasks: Develop a set of values informed by community voices and research that represents the university’s commitment to diversity, inclusion, and providing safe and welcoming community for all of its members.

Outcomes: In order to create a set of values that most accurately conveys our institution’s commitment to diversity and inclusion, the committee set out to collect a wide array of voices and perspectives from students, staff, and faculty. Furthermore, the committee believed it was important to explore current value statements in place for the university as well as to benchmark community values statement initiatives at peer institutions. Research on 15 peer or near-peer institutions was conducted during the summer of 2013.

Building on this research, the committee created a template of questions that was utilized in focus groups. During Fall 2014, more than 30 focus groups were conducted engaging a wide representation of students, staff and faculty to collect a breadth and depth of input from the Washington University community around these issues. Data collected from the focus groups is represented in the word cloud below.

Word Cloud of focus group data

Nine major themes were present in all focus groups. These themes included:

- Responsibility to self and community: accountability, integrity
- Community: social whole is greater, not less than the sum of its parts
- Knowing each other by name and story
• Discovery: growth, learning, critical thinking, listening
• Kindness: compassion, vulnerability, empathy
• Courage, conviction, challenge
• Respect, civility
• Visibility: valued, being seen and heard
• Seeking out and valuing different perspectives

Using these nine themes, the committee was able to craft a values statement that represented the university, the students, and a wide range of community voices. This statement was presented to the National Council and the Board of Trustees for input in March 2014. Below is the final version of the Washington University Community Values Statement.

Final Values Statement

We, as members of the Washington University community, strive to Engage, Learn, Respect, and Include in order to know each other by name and story.

Engage
• We are valued members of the Washington University community.
• We seek out different perspectives and experiences.
• We share our stories and listen to others.

Learn
• We hold the courage to speak up, take risks and make mistakes.
• We challenge ourselves to think critically and reflect upon our actions and words.
• We discover and explore identity.

Respect
• We act with kindness and empathy.
• We are responsible to our community and for our actions.
• We will forgive and be forgiven.

Include
• We welcome differences as well as commonalities.
• We learn from others.
• We value others.

Next Steps:
1. New WU students will be introduced to the values document through the new Bear Beginnings program, “Our Names, Our Stories”, as well as other orientation programming (First Year Reading Program, floor meetings, etc.).
2. The values document will be part of training for: resident advisers (RAs), Greek leaders, SU presidents and treasurers, and pre-orientation counselors.
3. The values statement will be placed on University blue books and faculty will be encouraged to adopt the values statement in their syllabi.

4. Continued dialogue, at the behest of the Center for Diversity and Inclusion will be needed to create strong staff and faculty support for these community values.

Members:
Chair: Adam Flores, College of Arts & Sciences, Class of 2014
Chair: Julia Macias, Associate Director of Student Involvement and Leadership
Chair: Jill Stratton, Associate Dean of Students
Georgia Binnington, Associate Dean of Students, Sam Fox School of Design & Visual Arts
Courtney Brewster, Residential College Director
Danielle Bristow, Director, First Year Center
Kaavya Cherukuri, College of Arts & Sciences, Class of 2015
Gaby Dinkin, College of Arts & Sciences, Class of 2014
Steve Givens, Associate Vice Chancellor and Chief of Staff
Nicole Gore, Assistant Dean, College of Arts & Sciences
Alyssa Kaitz, Faculty Initiatives Intern
Kristin Kerth, Assistant Dean, College of Arts & Sciences
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