

RUNNING EFFECTIVE ORGANIZATIONS

Presented by: Daniel Nash

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WHAT WE'LL COVER

A working definition of inclusivity
Membership requirements
Recruitment
Events
Advertising
DubNet demonstration

INCLUSIVITY

A working definition

An RSO and its programming are inclusive when they make themselves reasonably open to participation from UWT **students**.

This is done through:

- Meeting UW requirements for access
- Committing to additional best practices



INCLUSIVITY

UW vs non-UW programming

The RSO program's focus is on UW Tacoma students. While broader community inclusivity is valuable in its own context, RSO funding and resources cannot be used to that end.

Examples:

- An inter-school conference of club chapters.
- A documentary screening and discussion advertised in the Weekly Volcano.
- Booking a space for an industry group's board of directors meeting.

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INCLUSIVITY & MEMBERSHIP

Non-discrimination

A student organization which restricts membership on the basis of race, color, religion, age, sex, national origin, heritage, sexual orientation, or status as Disabled Veteran or Vietnam-era veteran shall not be allowed registered student organization status. An exception is made to fraternities and sororities to be single sex organizations per the implementing regulations of Title IX of the Education Amendments of 1972.

INCLUSIVITY & MEMBERSHIP

Non-discrimination and Title VI/Title IX

The Department of Education's latest guidance on Title VI, Title IX, and diversity, equity and inclusion (DEI) programming has suggested that the federal government will scrutinize racial and cultural affinity groups that **appear** to exclude races and genders outside of those focused on by the group.

Because of this, we're recommending affinity RSOs include the non-discrimination statement in all advertising as a preventive measure.



INCLUSIVITY & MEMBERSHIP

Majority and voting powers

UW Tacoma rules dictate that Registered Student Organizations' membership must be made up of a majority of currently enrolled UW Tacoma students.

Currently enrolled UW Tacoma students are the only RSO members who may have voting privileges.



INCLUSIVITY & MEMBERSHIP

Constitutional requirements

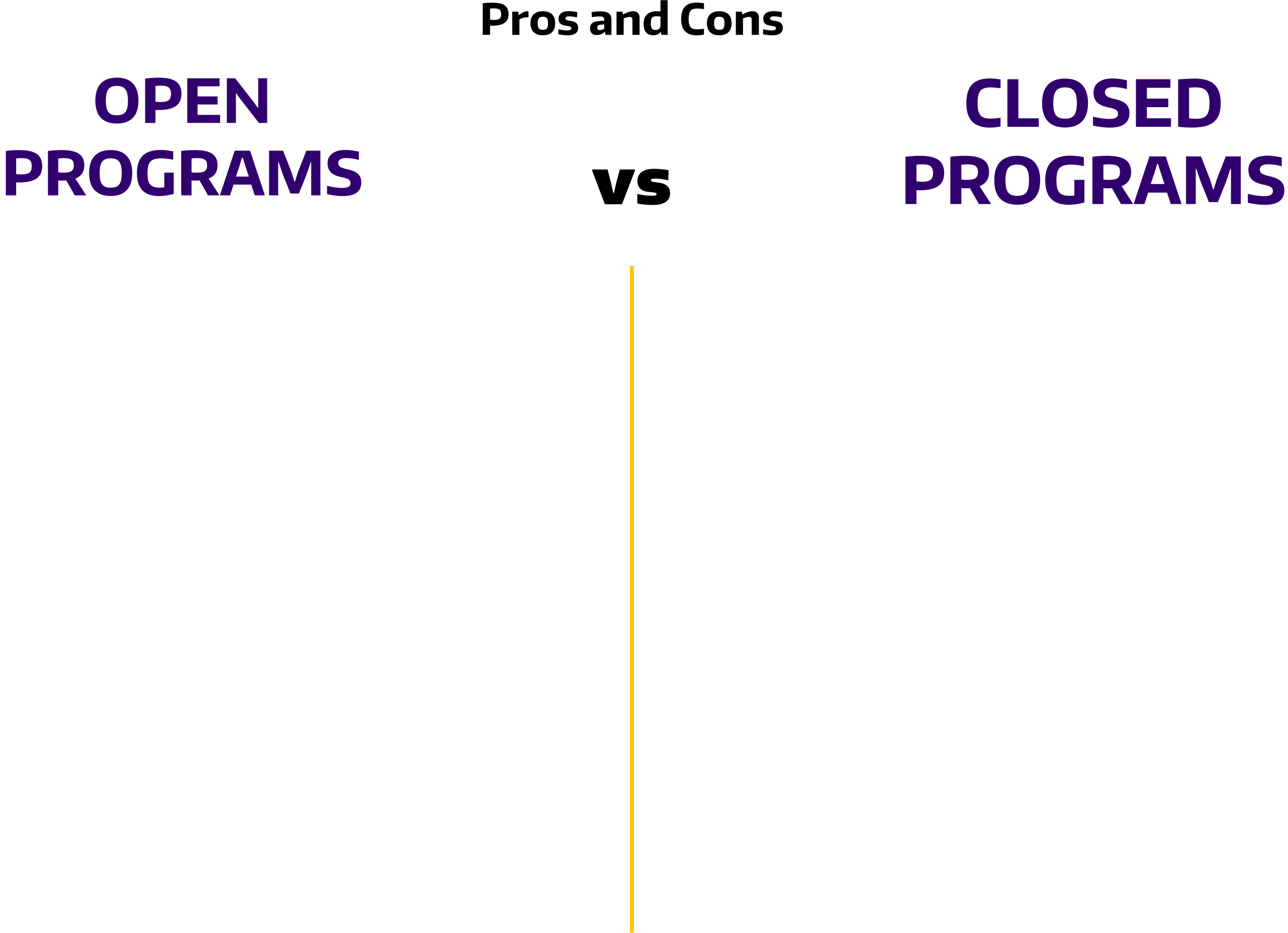
A statement of non-discrimination and a statement of the current student majority membership rule are the only requirements we impose on RSOs' Constitutions.

MEMBERSHIP

Membership selection

As long as the aforementioned rules are followed, **RSOs may impose other criteria for restricting membership.**

- e.g. An academically-affiliated group may restrict membership to students within a specific major.
- e.g. A sports club might require a safety orientation.



Pros and Cons

OPEN PROGRAMS

VS

CLOSED PROGRAMS

+Welcoming reputation

+Promotes exchange of ideas

**+Club has more membership to
survive into future years**

-More logistics in event planning

**-More "onboarding" for layperson
members**

-Harder to put together a food event

+Fewer planning logistics

+Members share common experience

+Easier food events

-Less diversity of ideas

-Recruitment population limited

-Closed off or unfriendly reputation

MEMBERSHIP

Ideas for opening up to 'explorers'

1. Open up meetings to visitors.
2. Hold designated "open" and "membership-only" meetings.
3. Make meetings "membership-only," but open events to the general student body.
4. Enforce a simple membership application: "Why do you want to join?"
5. Establish membership based on demonstrated commitment, e.g. a visitor attends three meetings/events in a row.
6. Proactively recruit Freshman and Transfer students regardless of background.

MEMBERSHIP & RECRUITMENT

Post events and meetings to DubNet

- Advertised to incoming students
- Demand from incoming students who ask to be added to DubNet early
- Cuts down on chance factor – new students know where to find RSOs and events

MEMBERSHIP & RECRUITMENT

Check people in to meetings and events

- Creates contact list of students you can reach out to later
- DubNet or physical sign-in sheet
- (written sign-ins can always be added as check-ins to DubNet listings later)



MEMBERSHIP & RECRUITMENT

Table on campus

- Book space on 25Live
- ...or sign up for quarterly Involvement Fairs
- Tabling is an opportunity to advertise meetings/events, answer questions, and make connections with passing students.



If you were here, you'd be tabling by now.

EVENTS

Requirements

- Use the RSO Request Form whenever you're booking space.
- Bookings with furniture arrangement must be booked a minimum of **four weeks** in advance.
 - Bookings with no furniture setup (e.g. a classroom) can be booked in two, but it's not preferred.

EVENTS

Requirements (continued)

Free RSO Booking can **only** be offered to events that are:

- chiefly for a UW Tacoma audience
- are organized by UW Tacoma students
- have registration managed on internal systems (DubNet or sign-up form)
- have no commercial activity
- do not have “political activity” (i.e. related to an election)

EVENTS

Accessibility accommodations

On all advertising for an event, include the following statement:

“For accommodations, please reach out to **NAME at **CONTACT INFORMATION**.”**

EVENTS

Accessibility accommodations

Designate **one** officer to receive requests, research how to address them, and help implement the accommodation at the meeting or event.

EVENTS

Accessibility accommodations

For mobility needs:

- Stage ramps available for UWY 303/304 and WPH.
- Evac Chairs in UWY 303/304.
- Ask Conference or CSI staff to alter furniture
 - Chair-less spaces at table or in audience
 - Extra-wide pathways

EVENTS

Accessibility accommodations

For hearing impairments:

- Live closed captioning
 - Zoom
 - Powerpoint*
- Use microphones
 - Don't rely on voice projection
- Preferred seating at front

EVENTS

Accessibility accommodations

Other accessibility ideas:

- Describe your presentation visuals.
- Provide descriptive alternative text.
- Give guests printouts of your presentation.
- Request guests arrive scentless.
- Book a small nearby room as a quiet space.
- Provide content warnings.
- Normalize free movement in, out and about.
- Provide “fidgets” at tables.

ADVERTISING

Free on-campus options

- The Grit List (email newsletter)
- Bulletin Boards
- **Campus Televisions**
- Posts and re-shares through **uwtinvolvement** Instagram account



Email, TV and Instagram posts
handled through Advertising
Form:



Dialogue is being fostered between UWT's chancellor and students

Student leaders met with Chancellor Mark Pagano to voice their concerns and offer suggestions on how UWT can better serve students.

By Roman Weiss
News Reporter

Chancellor Mark Pagano met with student leaders representing a diverse group of student organizations to hear their current concerns Nov. 3.

Pagano said his goal is to "increase and spread our interaction with students [by] hearing directly from students." He seeks to involve more of the UWT student body besides Associated Students of University of Washington Tacoma.

ASUWT, First Generation Fellows, Latinas Embracing Education, Black Student Union and Campus Adult Ministry had leaders present at the meeting. First Gen Fellows was particularly

concerned about finding a space for their organization instead of being housed under the office of Student Engagement. This would allow an on-campus home for students who are the first in their family to attend college — providing community, support and resources.

Diana Algodemeda-Villada — president of First Gen — hopes to find more financial support and visibility from the university. Encouraging fac-

ulty to include First Gen in their syllabi alongside other resources listed — like the TLC and Counseling Center — was recommended to Chancellor Pagano.

Another topic of discussion in the meeting was how UW Tacoma can better support students who may be affected by the repeal of DACA — especially the university's Latinx community.

"Latinas Embracing Education wants faculty and staff to be trained in order to support undocumented students and recipients of the Deferred Action for Childhood Arrivals (DACA) program," said Karen Martinez-Gonzalez, Vice President of LEE.

Martinez-Gonzalez believes student support services — like Financial Aid and Office of the Registrar — should be a focus of this training.

The student groups unanimously agreed that they look forward to the future hiring of a new assistant chancellor for equity and inclusion. A main concern in the meeting was the Center for Equity and Inclusion — finding it a new home and better resources.

The idea to move the Center has been advocated by student leaders for several years. Many of the offices hous-

ing the CEI and related staff are unconnected and spread out. While the actual Center is on the ground floor of West Coast Grocery, offices for supporting staff are located in other rooms, buildings and floors. Bringing all of these into one location would allow for greater efficiency and service.

Along with being decentralized, student activities have outgrown the current size of the Center.

ASUWT president Arica Debad believes moving the space would give the Center a higher priority to the university and serve students better.

"CEI currently lacks funding, care and support," Debad said.

The meeting with Chancellor Pagano highlights the importance and power of the student voice at UWT. As noted in the meeting, some student leaders are disillusioned by inactivity on the part of the university in multiple areas — including the years-long wait to find a new home for CEI. Debad summed up many leaders' frustration when she said, "Seeing no action is tiring."

Along with hearing from students directly, Pagano has made it a priority to include students on every search



The meeting was designed to allow students to bring their concerns to the chancellor (paid from left).

and hire committees for new staff — and faculty are an independent entity. Four students sit on the ongoing search committee to find a new assistant chancellor for equity and inclusion.

Change at UWT requires both student advocacy and university administration to work together. However,

The Ledger

- The student newspaper the Ledger offers deeply discounted advertising space to RSOs.
 - adledger@uw.edu
- Consider reaching out to editorial staff about your meetings, events, or member accomplishments. They might write a story!
 - ledger@uw.edu

UWT participates in annual International Education

Students, faculty and staff have arranged a variety of opportunities for members of the community to get involved and learn about international education.

By Seema Sonawane
News Editor

UW Tacoma is participating in their fifth annual International Education week spanning Nov. 13-17.

Universities are encouraged to participate in order to highlight the importance of education across the globe during this week. Through a joint collaboration between faculty, staff and students, International Education Week at UWT will have a variety of workshops, talks and opportunities to engage the campus.

This joint initiative between the U.S. Department of State and the U.S. Department of Education is the



This year marks the 17th iteration of International Education Week, a collaboration between the U.S. Department of State and U.S. Department of Education. Amber Hallberg with the Office of International Affairs assisted in organizing

with each individual event throughout the week. The largest event, "Around the World" will be held Thursday and is

International Education Week			
EMERGING EDUCATION SYMPOSIUM ON NATIVE AMERICAN EDUCATION			
Date:	Nov. 13	Date:	
Time:	9 a.m.-2:30 p.m.	Time:	
Location:	UWT 200/204	Location:	
INFO SESSION: FELLOWSHIPS FOR INTERNATIONAL STUDENTS			
Date:	Nov. 13	Date:	
Time:	12:30-1:30 p.m.	Time:	
Location:	WGS 202	Location:	
MARKETING FOUR: STUDY ABOARD EXPERIENCE			
Date:	Nov. 13	Date:	
Time:	12:30-1:30 p.m.	Time:	
Location:	CP 206C	Location:	
INTERNATIONAL STUDENTS SPEAK UP PANEL DISCUSSION			
Date:	Nov. 14	Date:	
Time:	12:30-1:30 p.m.	Time:	
Location:	TLD 207B	Location:	
HOW TO FUND YOUR STUDY ABOARD			
Date:	Nov. 14	Date:	
Time:	5:30-6:30 p.m.	Time:	
Location:	CP 203	Location:	
STUDY ABOARD PHOTO EXHIBITION			
Date:	Nov. 15	Date:	
Time:	12:30-1:30 p.m.	Time:	
Location:	WGS 202	Location:	
AROUND THE WORLD			
Date:	Nov. 16	Date:	
Time:	11 a.m.-2:00 p.m.	Time:	
Location:	WPH Millard Room	Location:	
GLOBAL LIGHTNING TALKS			
Date:	Nov. 16	Date:	
Time:	3-4 p.m.	Time:	
Location:	TLD 207	Location:	
HOW TO FUND GRABNET STUDIES STUDY ABOARD			
Date:	Nov. 16	Date:	
Time:	3-4 p.m.	Time:	
Location:	WGS 202	Location:	



A BRIEF INTRODUCTION TO DUBNET

<https://dubnet.tacoma.uw.edu>

Questions?

