



Housing & Residence Life Diversity Mentor Position

The Department of Housing & Residence Life at UNC is committed to the education and development of student potential, both academically and personally, within an inclusive learning community that emphasizes the connection, support, diversity, and collaboration that makes it possible for the individual to succeed in their collegiate pursuits. The program seeks to maximize student involvement and learning through leadership opportunities, academic support initiatives, and dynamic programs designed to assist students in their own personal development. The department values inclusive communities, personal touch, student learning, and facility excellence.

The Diversity Mentor position is a new position that was created by the Housing & Residence Life staff in 2009. Diversity Mentors will work and collaborate with all levels of Housing & Residence Life staff and focus their time, talents and enthusiasm on making our residence halls safe, welcoming, and celebrative for all students. Diversity Mentors will seek to create inclusive communities by planning programs and events that deal primarily with diversity topics. Diversity Mentors serve as leaders and role models within the residence hall community by confronting acts of hate, encouraging dialogue among students, and serving as a resource to their peers.

The daily life of a Diversity Mentor includes but is not limited to:

- Advocating for all students and staff in the residence halls and campus community inclusive of their many social identities.
- Participating in a weekly class that will train and teach mentors on diversity topics.
- Developing interactive and innovative programs in the residence halls and for the campus community around diversity which encourage interpersonal and group interactions among residents.
- Facilitating residence hall and campus wide dialogues on diversity topics.
- Developing bulletin boards in the residence halls around diversity which educate and spark conversations among students and staff around various issues of social justice and diversity.
- Serving as a liaison to the Cultural Centers on campus.
- Serving as a resource to and consultant to Resident Advisors in the areas of programming and interpersonal or community based conflicts involving social identity issues.
- Collaborating with Resident Assistants, Hall Directors, campus organizations, and university departments on program initiatives around diversity.
- Providing individual support to students and staff in the residence halls who are struggling with issues involving social identity and cultural differences.
- Encourage and assist individuals in finding their own solution and voice.
- Developing positive relationships with Housing & Residence Life staff.

This will be achieved through:

- Participating in developing cross-cultural communication skills through ongoing training and development, including a class that will focus on diversity topics and theories, as well as the necessary skills to be a resource to peers in the community.
- Being knowledgeable about and referring students to campus and community resources.

- Participating in community activities.
- Attending Diversity Mentor staff meetings.
- Attending Resident Assistant staff meetings.
- Planning and implementing active and passive programs for the residence halls and campus community.

Conditions of Employment

- The Diversity Mentors must carry and complete a minimum course load of twelve (12) semester hours and not to exceed sixteen (16)-credit hours per semester. Written request for permission to take additional hours (16 or more) needs to be addressed by the supervisor. A Diversity Mentors must maintain and successfully complete twelve (12)-credit hours a semester to remain employed.
- Diversity Mentors are required to have a 2.5 cumulative GPA at time of employment. Diversity Mentors must maintain a 2.5 semester GPA while in the position. In the event that a staff member drops below the 2.5 semester requirement, a one semester probationary period may be assigned for the staff member to meet the requirement. If a semester GPA is below a 2.0, the staff member will be removed from the position.

Estimated Time Commitments

| Activity | 1 st Sem Hours/Week | 2 nd Sem Hours/Week | 3 rd Sem Hours/Week | 4 th Sem Hours/week |
|------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Cultural Center | 4 | 4 | 4 | 4 |
| Meet with cultural center director | .5 | .5 | .5 | .5 |
| Diversity Mentor Class | 5 | 5 | 1 | 1 |
| Programming | .5 | 1 | 5 | 5 |
| Meet with program coordinator | .5 | .5 | .5 | .5 |
| Desk | 6 | 6 | 6 | 6 |
| Attend hall staff meeting | .5 | .5 | .5 | .5 |
| Attend DM Meeting | 1 | 1 | 1 | 1 |
| | | | | |
| TOTAL | 18 | 18.5 | 18.5 | 18.5 |

Compensation

- First Year Diversity Mentors
 - Room paid for the assigned hall
- Second Year Diversity Mentors
 - Room & Board plan (160 Meal Plan, \$50 Dining Dollars) per semester for the assigned hall
- Financial Aid packages may be reduced while employed as a Resident Assistant. It is important to check with the Financial Aid office to see how the position would affect your potential aid package.