



COWBOYS
COMING TOGETHER

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. . . a Stillwater-based program of the OSU-Tulsa Center for Public Life, provides a process to involve members of the OSU community in making positive change through inclusive dialogue and action.

DIALOGUE AT OKLAHOMA STATE UNIVERSITY

2015

- Collaboration with Sabo Center for Democracy & Citizenship
- Reading group: more inclusive leadership development initiatives

2017

- New faculty interested in transplanting dialogue model
- Partnering with community engagement office

2018

- Campus Compact Fund for Positive Engagement
- CCT launched Spring 2018



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DIALOGUE AT OKLAHOMA STATE UNIVERSITY

SHORT-TERM GOALS

- Improve educational experience
- Improve campus climate
- Build relationships and increase trust within campus community
- Encourage participants as agents of positive change
- Engage campus stakeholders

LONG-TERM GOALS

- Regular and recognized part of campus culture
- Trained facilitators available for rapid response to difficult issues that may arise in the future



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DIALOGUE TO CHANGE MODEL

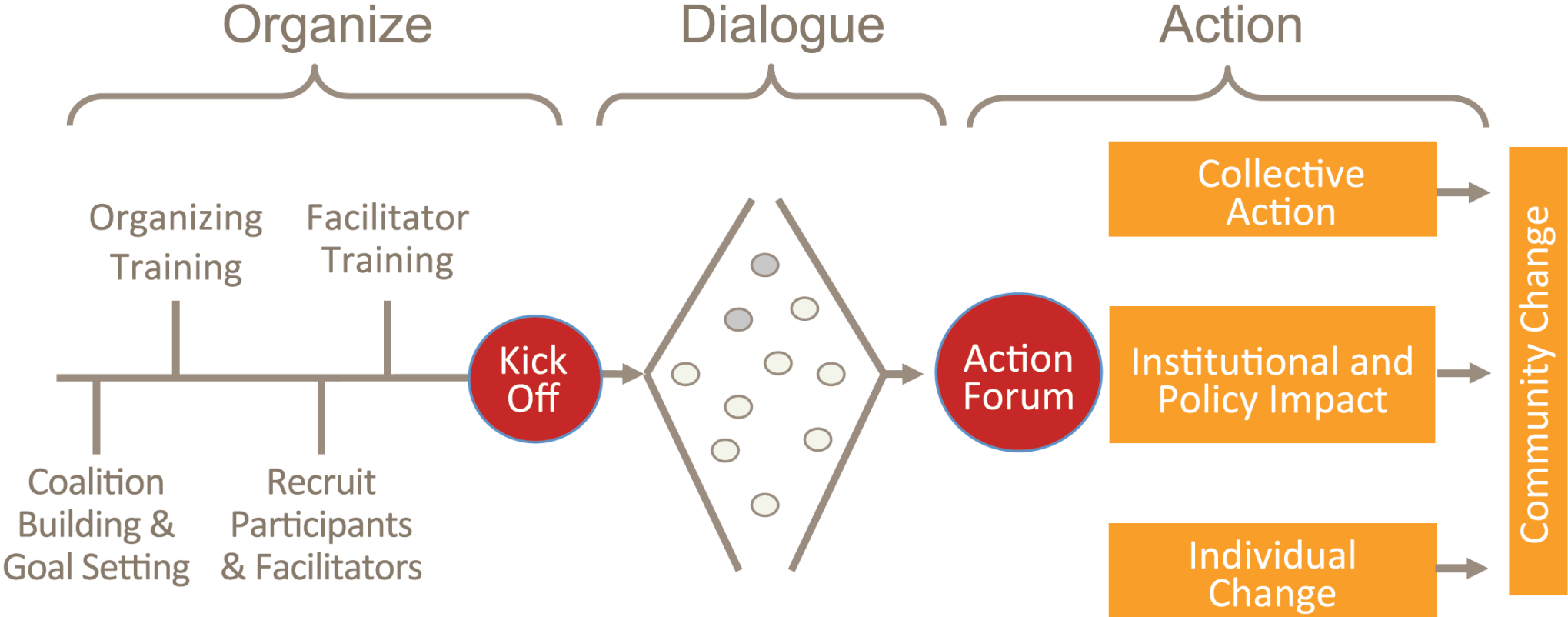


Ideas & Tools for Community Change



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Dialogue to Change



RACIAL EQUITY LENS



ORGANIZE

- Requires coalition building to reach all areas of campus
- Recruit diverse participants to reflect campus community and represent multiple viewpoints



THE TOPIC

... IN THE D2C MODEL

- Provide process for responding to community issues
- Engage residents in public problem solving
- Convene advisory group to select topic and engage
- Involve community members in writing dialogue guide

... AT OSU

- History of integration
- Specific incidents on MLK holiday weekend, 2017 and 2018
- Desire to move students beyond protests to effective change work
- Tailor Everyday Democracy materials for use on campus



RECRUITMENT

- Faculty, Staff, & Students as **participants**
- Faculty, Staff, & Graduate students as **facilitators**
 - Training-
 - Core team led
 - Weekly follow-up throughout dialogues
 - Final Recap session
 - Wrap up thoughts/findings from dialogues
 - Lessons learned/Possible changes needed in future iterations



FACILITATOR SKILLS/COMPETENCIES

- ✓ Employ active listening
- ✓ Inclusive language
- ✓ Maintain impartiality
- ✓ Become knowledgeable about topic/dialogue guide content
- ✓ Create safe spaces
- ✓ Maintain confidentiality
- ✓ Engage participants
- ✓ Focus on group process, not personal experiences



DIALOGUE

- Well-trained facilitators
- Dialogue guide
- Constructive and respectful conversations
- Opportunity for all participants to hear the hopes and concerns of others
- Opportunities to build relationships with diverse others
- Action idea generation



5 WEEK DIALOGUE EXPERIENCE

- Week 1 — Making Connections
 - Share stories and views
- Week 2 — Our Ethnic Backgrounds and Racism
 - Connecting personal experience with the larger issue
- Week 3 — Our Unequal Nation
 - Exploring the national/global context
- Week 4 — Why Do Inequities Exist?
 - Starting to solve the problem
- Week 5 — Moving to action
 - Develop group ideas for an action plan to move forward



THE ACTION FORUM

Event Schedule-Example

6:00pm	Registration
6:40pm	Welcome & Program Overview
7:00pm	Reports from Dialogue groups
7:30pm	Overview of Community Assets
7:40pm	Moving to Action
8:25pm	Closing Remarks
8:30pm	Adjourn



ACTION

- Participants share ideas for action/change
- Group makes collective decision about which ideas move forward
- Action teams form to enact ideas



PROGRAM SUSTAINABILITY

... IN THE D2C MODEL

- Evaluation of the entire process
- Action groups implement ideas for change
- Future rounds of dialogues and additional ideas for change if/as needed

... AT OSU

- Core Team: organizing for CCT 2.0 and beyond
 - Resource development
 - 1:1 relational meetings
 - Strategic planning
- Research and Evaluation Team:
 - Final report to Campus Compact
 - Journal manuscript
 - Design longitudinal research



LESSONS LEARNED

STOP

- Depending on crisis to drive participation
- Unclear identity
- Low social media/web presence

START

- How do we relate to similar programs on campus?
- What support will action teams need?
- Who will provide this support?
- How can we develop a diversified funding model?

CONTINUE

- Strong core team
- Strong relationship with Everyday Democracy
- Foster relationships in campus community
- Connection with national networks/resources and colleagues
- Historical analysis as grounding for topics