

Residence Education Community Values

Introduction:

The core values of Residence Education are Community Development, Diversity, Equity and Inclusion, and Restorative Practices. This document shows the relationship of the values with each other and their core concepts. Our core values derive from our desire to create a community inclusive of all identities and one that holistically serves the needs of our residents.

Explanation of Visual:

The cogs demonstrate the interconnectedness of our core values. The cogs work best when all are functioning together. If you remove one cog, the other wheels still operate but are less effective. While each value cog is able to stand on its own, their collaboration allows for a framework of how inclusive and healthy communities can operate.



Value Statements:

Our *Community Development Model* (CDM) is our primary tool used by professional and student staff to co-create positive, inclusive communities. Unlike some models which are driven by numbers and certain programming requirements, the CDM is an assessment based model guided by intentional community supervision, collaboration and investment.

The tenets of the CDM are:

1. Get to know every resident very well
2. Assist residents in getting to know each other
3. Assess the needs of the community
4. Develop activities to address the needs that have been identified
5. Assist residents in taking/sharing ownership for their community

Social Justice is a way to promote diversity, equity and inclusion within the residential community through education and community engagement. We strive to recognize the global society and diverse communities that our residents make up and by doing that create inclusive communities.

- Diversity is recognizing that we are all different and we make a unique community that should be celebrated.
- Inclusion is assuring that everyone has the space to feel comfortable and safe in who they are in our community. Inclusion is the feeling of belonging and being connected to the individuals and space around you.
- Social Justice allows us the opportunity to examine and be educated on power, privilege, and oppression within systems and the resources provided, advantages, and disadvantages based on those systems.

Restorative Justice is a process that engages community members in conversations about harm and collective accountability. It involves working with stakeholders in our communities to recognize, address, and restore harm that may have been caused by others' words or actions. Restorative Justice takes into account the many roles and responsibilities community members have and their ability to voice concerns and work to address them as a way to heal and move forward. By addressing community harm and concerns ownership of one's community is reinforced. Resident expectations for behavior are listed out in the Community Living at Michigan (CLAM) document.

Connection and Relationship between Values:

As part of the residential and campus community our values create a cohesive theme about what it means to be a part of our community:

- Building relationships with the community so that you create a space where you can learn from each other, recognize that everyone's voice has value, and collaborate and connect to create an inclusive environment.
- Create a space where community members are responsible and accountable to each other.
- Conflict is a natural part of any community. Our residents come from diverse backgrounds and are constantly growing and learning from each other. Our values offer a framework of response to conflict in our communities where residents can continue to grow, learn and repair harm after a conflict has occurred.
- Community members are engaged and actively listen to each other, participate in dialogue, take ownership over harm created, and work together to repair the harm.
- As a community, seek to understand the needs of the group, take ownership over their actions, and support the collective.
- Acknowledging diverse social identities and creating a space and community where individuals can be engaged, reflect, have their voices heard, share their stories, learn, and grow.