



Student Diversity & Inclusion  
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**University of Delaware**  
**Student Diversity & Inclusion**  
*Office of Institutional Equity*

**STUDENT DIVERSITY AND INCLUSION:**

Student Diversity & Inclusion (SDI) is part of the Office of Institutional Equity (OIE) and endeavors to enhance diversity and inclusion opportunities and engagement for students. We offer student internships, create and facilitate programs and trainings, and advocate for students around diversity. SDI strives to build and provide community for students by supporting and advocating for students of color, LGBTQ+, first-generation students, undocumented students and broader equity and social justice on campus. Student Diversity & Inclusion engages collaboratively with the Division of Student Life to enhance student learning and growth and cultivates best practices around diversity and inclusion on campus.

We are guided by these learning outcomes in all the work that we do:

- Students will analyze systems of power, oppression and privilege and how they affect self and society
- Students will practice and apply strategies to enhance equity
- Students will engage in co-creating inclusive communities that affirm their unique and intersectional identities

**SOCIAL JUSTICE PEER EDUCATORS PROGRAM:**

SDI is recruiting up to 14 students to serve as Social Justice Peer Educators (SJPEs). This opportunity is open to both undergraduate and graduate students. As peer educators for SDI, SJPEs will serve a critical role in addressing the need for sustained dialogue, engaging across differences and providing peer-led diversity training and workshop opportunities across the University of Delaware community. SJPE workshops will use an intersectional lens to address racism, sexism, heterosexism, transphobia, ableism, classism and additional forms of oppression. Workshop topics include, but are not limited to, the following: Understanding Your Role in Antiracism Work; Building Inclusive and Equitable Programs and Organizations; An Introduction to Power, Oppression and Privilege; and Building Allyship and Accompliceship for Social Justice. SJPEs will work together as a team, receive specialized weekly training and work in partnership with SDI to develop the priorities of the program. Three of the key purposes of the SJPE program are to take a proactive approach in building relationships between and among communities on campus, to promote dialogue between communities and to increase equity and social justice awareness and action within the student population at UD.

**SPECIFIC DUTIES:**

- Work as part of the SJPE team to plan and facilitate peer-to-peer trainings and dialogues that address equity and social justice, including topics such as race and racism, gender and sexism, sexual identity and homophobia and additional forms of identity and oppression

- Seek out opportunities for collaborative projects with departments, offices and student organizations
- Serve as an ambassador for SDI and engage with communities across UD
- Support SDI staff in the creation and implementation of campus-wide programming efforts
- Attend all three days of August retreat for SJPEs
- Participate in weekly SJPE trainings coordinated by SDI staff
- Attend regular weekly office hours in the SDI office to complete SJPE work
- Commit to work for the 2024–2025 academic year with a possibility of continuation for the 2025–2026 academic year

#### QUALIFICATIONS:

- Ability to understand and articulate equity and social justice concepts
- Must be committed to the mission and values of diversity, equity, inclusion and social justice at the University
- Proven experience working cooperatively as part of a team
- Strong interpersonal skills and ability to work collaboratively with diverse students, staff and faculty
- Ability to effectively manage time and multiple projects and make the SJPE program a co-curricular priority
- Ability to stay abreast of current events on campus, in particular events related to campus climate and culture
- Ability to engage in critical thinking and intrapersonal reflection
- Ability to handle conflict in tense environments
- Ability to communicate and present in front of large groups

#### CONDITIONS OF THE POSITION AND MANDATORY DATES:

- Attend mandatory three-day retreat for SJPEs, **tentatively scheduled on August 21, 22 and 23, 2024** (Please note: Retreat dates will be finalized after UD's on-campus move-in schedule is finalized)
- Availability to facilitate **workshops and trainings** (including daytime, evening or weekends) for the **2024–2025** Academic Year
- Attend weekly SJPE Trainings during the 2024–2025 academic year on **Tuesday evenings from 6–8 p.m.**
- Attend **one-on-ones** with SDI staff overseeing the program
- Facilitate at least **six to eight trainings/workshops** per semester
- Complete two to four “office hours” of project-based work per week in the SDI office
- Completion of all readings and work assigned for social justice growth
- Commit to a total of **five to seven hours per week** (this includes all responsibilities listed above)

#### COMPENSATION:

- Stipend of \$1,500 per semester