

# Multnomah University

## Voices Leadership Scholarship

### Program Description (Voices Scholars)

#### **Description:**

*At Multnomah University we are committed to developing and supporting a diverse and culturally humble student body. All students are encouraged to apply.*

Recipients of the Voices Leadership Scholarships are engaged student advocates at Multnomah. The Voices Scholars are equipped and encouraged to intentionally engage conversations regarding all types of diversity and racial reconciliation. The focus on character development, appropriate boundary setting and care for self as well as community is a mainstay of the program. Recipients, along with receiving coaching, mentoring and staff support, gain leadership experience and inform the direction of campus wide efforts toward cultural competence.

**Resilience Encouragement Partners** or (**R.E.P.s**) are student advocates that are paired with another student advocate, to help encourage one another through navigating and demystifying the culture of higher education at Multnomah University. Student R.E.P. pairs connect with one another and support each other in their spiritual walks, in their academics and in their overall health. Each person in the pair is willing to:

- Encourage resilience in all areas of life for themselves and the other student
- Value the other person, their culture and their unique contribution to the MU community
- Connect to the other person in a respectful and culturally humble manner, while managing the dynamics of difference
- Listen attentively without trying to “solve” but seeking to support the whole person and their goals
- Bring constructive, kind and timely feedback when needed for growth
- Actively seek growth opportunities for the other person, opens social doors and makes introductions so community can flourish

Each pairing will meet monthly for structured check in's that allow the students to explore their student experience. This will allow the pair to connect, ask for needed resourcing and problem solve together. Each pair will report to Cultural Integration Graduate Assistant(s) at various check points in the semester to ensure a healthy pairing and to give critical feedback concerning perceived effectiveness of the resources they are receiving.

Pairs will be matched by the Cultural Integration Department with feedback from the applications. Each partner is eligible for a stipend up to \$1,500 per year. The stipend will be paid at the end of each semester and will be split into two equal installments. The stipend installment is disbursed pending completion of the requirements for Voices Scholars (see requirements).

Voices Scholars will be required to participate in meetings, events and R.E.P. connections (details below) throughout the year to retain their renewable scholarship.

Students can expect to be developed as leaders and individuals as part of this program. Recipients will also have opportunities to be sharpened by their peers and opportunities to give back to students who need guidance and support.

## **Scholarship Application Eligibility Requirements:**

- Traditional full-time undergraduate and graduate student on the Portland Campus
- Have completed full application for admission to MU (including transcripts) at time of application for scholarship
- Voices Application deadline June 1<sup>st</sup>
- Submit two 300-word or less essays on the following questions:
  1. Tell us your philosophy of mediating differing opinions in difficult conversations concerning diversity, equity and inclusion?
  2. Tell us how you would work to create an inclusive campus environment where all people are empowered to a sense of belonging?

## **Recipients must fulfill the following requirements:**

- Attend the Voices Scholars Leadership Orientation (Fall)
- Attend the weekly Voices Scholars Leadership meetings (3+ unexcused absences per semester could result in a change of eligibility to participate in program).
- Schedule and attend REP Meetings once per month
- Serve as Supervisor in Multicultural Center for required minimum of 1 shift/week (2 hours/week)
- Attend two or more (per semester) multicultural campus events such as Mosaic Week events, various club sponsored events, clubs and/or New Wine New Wine Skins events.

## **To maintain the year-long scholarship a recipient must:**

- Remain a full-time student in good standing at MU during the duration of their academic program
- Attend the weekly Voices Scholars Leadership meetings fall and spring semester (3+ unexcused absences per semester could result in a change of eligibility to participate in program)
- Lead or actively participate in two or more multicultural events per semester
- Attend connection meetings with the Cultural Integration Graduate Assistant as required
- Meet with the Vice President of Diversity & Inclusion as required

## **Voices Philosophy**

Through the program, scholars will begin to lay a relational foundation for successful integration and thriving in college life. Students will engage with topics such as life balance, self-care, cultural competence, emotional health, and accountability. Leadership styles, communication and conflict resolution will also be explored. The Voices Scholars lay the ground work for a successful year of healthy leadership for students of color and their allies.

# Multnomah University

## Voices Leadership Scholarship

### FAQ's

#### **Who can apply for this scholarship?**

We encourage all students to apply regardless of race, color, nation of origin, gender, age, physical/mental disability and veteran status. We also welcome students from majority culture who desire to be allies in this work. Diversity is welcomed and celebrated at Multnomah University.

#### **Who would be a good candidate to be a R.E.P. (Resilience Encouragement Partner)?**

Students who exhibit grounded faith, strong academic scholarship, servant leadership and those with a demonstrated commitment to diversity and reconciliation would make excellent candidates. A selection committee will decide a candidate's suitability for being a REP and will take into account their readiness to participate. Candidate placements also depend on if a suitable pairing can be made from the applicant pool.

#### **What can I expect to gain from participation from this program?**

Students can expect to be supported and challenged as a whole person (spiritual, physical, mental, social, environmental and emotional) by leaders who are culturally humble and invested in learning the student's diverse background and perspective. Recipients will be supported with a stipend from MU for participating in leadership development and personal growth opportunities. Diversity efforts and programming will be University led and institutionally resourced, making sure student voices are championed and valued. Mentoring & coaching in leadership development is a benefit Voices Scholars receive. Voices scholars are encouraged to also apply for other positions of student leadership on campus should their schedules allow.

#### **How are the award amounts decided?**

This is a stipend award for selected students and caps at \$1,500 per year. All award amounts are at the discretion of the Cultural Integration Department and are subject to financial aid guidelines.

#### **Do I need to apply each academic year?**

Scholarships are renewable; however, students must apply each year demonstrating an ongoing commitment to diversity and cultural competence. Scholarship awards are not guaranteed, and the R.E.P. role slots are limited and competitive.

# Voice Leadership Scholarship Application

We are pleased that you are interested in the Voices Leadership Scholarship. Students who receive this scholarship, will be a part of the Voices Scholars Program and are expected to participate in the following activities:

- Voices Leadership Orientation: Fall
- R.E.P. Meetings: once per month
- Attend at least two multicultural engagement related events
- Attend weekly Voices Scholar meetings.
- Serve in the leadership, planning or implementation of at least one event in connection with SGA

Voices Leadership Scholars are seen on campus as leaders who intentionally engage in conversations and activities regarding diversity and cultural competency. The scholarship program also offers these benefits to recipients:

- Peer support
- Support from staff
- Professional Development
- Leadership Development
- Professional Coaching
- Core Values Training
- Support for the unique needs of students of color

Priority application deadline is June 1<sup>st</sup>.

**NAME:**

**ADDRESS:**

**PHONE:**

**EMAIL:**

Please select one or more of the following options to indicate your race/ethnicity.

Are you Hispanic or Latino?

Select one or more of the following races:

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

## Voice Leadership Scholarship Application (cont.)

1. **Program:** Are you an Undergraduate or Graduate student? What degree/program are you pursuing?
  
2. **Leadership Activities:** Please list any leadership activities in which you are currently participating or will be participating in this fall. (i.e. SGA, Athletics, work study)
  
  
  
  
  
  
  
  
  
  
3. **Short Essays** (Please limit your essay responses to 300 words in each section)
  - a. Tell us your philosophy of mediating differing opinions in difficult conversations concerning diversity, equity and inclusion?
  
  
  
  
  
  
  
  
  
  
  - b. Tell us how you would work to create an inclusive campus environment where all people are empowered to a sense of belonging?