HOUSING LEARNING OUTCOMES

1. Identity Development
   - Participants will be able to understand their ancestors' role in their personal identity and how it influences their status in society.
   - Participants will be able to identify the origins of bias and will be able to recognize conscious and sub-conscious biases in themselves and others.
   - Participants will be able to understand how their individual identities come together to create their whole being.
   - Participants will be able to identify how societal expectations often conflict with identities and identity expression.
   - Participants will be able to identify and recognize privilege in an historical and modern context, identify the implications of privilege, and accept and utilize their own privilege to advocate for others.
   - Participants will be able to critically reflect on how one's identity interacts with society and the systems that exist.

2. Systems of Oppression
   - Participants will acknowledge, identify and analyze systems of oppression and their role in society.
   - Participants will be able to draw comparisons between historical and current perspectives, events, and experiences.
   - Participants will be able to identify and explain systems of oppression including but not limited to—racism, sexism, classism, ableism, heterosexism, cisism, religious oppression, ethnocentrism.
   - Participants will understand the roots/origins of oppressive language.

3. Language to Engage
   - Participants will be able to draw connections from reading, studying, learning and researching to engage/apply in real life scenarios.
   - Participants will be able to discover and utilize literature and other resources to facilitate individual learning.
   - Participants will be able share knowledge and experiences to others in a constructive and educational way.
   - Participants will be able to listen to others with similar or differing experiences in a respectful and productive/affirming way.

4. How to Be an Ally
   - Participants will be able to listen to and empathize with people who are oppressed.
   - Participants will be able to continuously grow as an ally through lived and learned experiences.
   - Participants will stay current with changing issues, policies, and language in a manner to support social justice and social change.
   - Participants will be able to understand the importance of solidarity and work alongside others for social change.
   - Participants will be able to understand one’s role as an ally and how it relates to their personal identities.

5. Activism Development
   - Participants will be able to identify and target social injustice.
   - Participants will be able to create a plan of action and organize with others to advocate for social change.
   - Participants will be able to understand the social and political structures behind social change and recognize the parties and systems that inhibit change.
   - Participants will be able to communicate why social change is important to others in a confident and competent manner.
   - Participants will continue to advocate for social change with the understanding that social change takes time.

LEAD4Change Leadership through Education and Activism in Diversity

This housing based program provides participants with a rigorous experiential and academically founded opportunity to develop and demonstrate cultural competency and leadership skills. It allows participants to integrate classroom knowledge, scholarly readings, and active participation, reflection, and collaboration to produce well-rounded leaders and activists prepared to engage in the world around them.

HOUSING LEARNING OUTCOMES

1. Be engaged citizens showing individual and social responsibility.
2. Develop meaningful relationships.
3. Demonstrate Wellness in personal and academic lives.
4. Effectively communicate with others.
5. Respect differences.
6. Use critical thinking to effectively solve problems.
7. Develop a broad cultural awareness.
The program is designed to offer flexibility, support, and mentorship by peers and coaches. It is designed to take one academic year, but participants can complete the program as they have time so some might complete it in a semester where others might work toward it over their tenure at UW-Eau Claire.

**Elective Components:**
Participants may select experiences, course work, and scholarly readings to demonstrate development, growth and competency in the five areas targeted by the program:

1. Identity Development
2. Systems of Oppression
3. Language to Engage
4. How to Be an Ally
5. Activism Development

A participant will need a minimum of five electives for each category, however, it is possible for an elective to count in multiple areas of competency. These electives will be included in the reflective binder and submitted to the participant’s coach.

**How to Apply:**
Applicants can apply online at: uweauclaire.qualtrics.com/SE/?SID=SV_6DvjOeh7ejqbxj or submit paper applications to Charissa Jakusz at the following address:

Sutherland Hall
620 Hilltop Circle
Eau Claire, WI 54701

Applications are accepted throughout the year with rolling admission. After completing the program, recipients of the certificate will be eligible for further leadership development by serving as a coach to future participants.

**For More Information:**
Contact Charissa Jakusz, Sutherland Hall Director at jakuszcl@uwec.edu or 715-836-4248.