Multicultural Advocate Job Talking Points

The Multicultural Advocate (MA’s) assumes an active role in creating an inclusive and welcoming community through diversity education. MA’s promote the advancement of multiculturalism and social justice within the residence halls through community and staff development, education, celebration, and dialogue.

The Multicultural Advocate assists resident advisors, resident directors, and students by being a:

- Resource Person
- Ally
- Student Advocate
- Peer Advisor
- Role Model
- Educator

Our communities bring together a wide array of individuals with diverse interest, perspectives and life experiences. In recognition of the richness of our diverse community, we as MA’s provide opportunities for engagement that promotes:

Working toward a common vision and aspirations for the quality of life in our residence hall community

Working in partnership with others to continually improve our services and create a safe and inclusive, multicultural residence hall community

Celebrating our diversity without division

Appreciating our similarities and differences

Awareness, education and understanding

Supporting residents and colleagues in their efforts to co-create positive, inclusive and diverse communities

The daily life of a Multicultural Advocate includes but is not limited to:

Advocating for all students and staff in the residence halls and campus community inclusive of their many social identities (race, ethnicity, age, socio-economic status, gender, sexual orientation, religion)
Develop interactive and innovative programs in the residence halls and for the campus community around social justice and diversity which encourage interpersonal and group interactions among residents.

Collaborate with Resident Advisors, student organizations, and university departments on program initiatives around social justice and diversity.

Serve as a resource and consultant for Resident Advisors in the areas of:
- Programming
- Interpersonal or community based conflicts involving social identity issues
- Facilitate 1:1 and community based conversations and dialogues when social identity conflicts occur
- Developing bulletin boards in the residence halls around social justice and diversity which will educate and spark conversations among students and staff around various social identities
- Providing individual support to students and staff in the residence halls who are struggling with issues around social identity and cultural differences
- Co-advising housing student groups especially but not limited to identity based housing student groups
- Developing positive relationships with residence hall community members

This is achieved through:

Planning and implementing active/passive programs each semester

Participating in floor and hall activities

Being knowledgeable about and referring students and staff to campus and community resources.

Serving on Residential Life Committees as assigned

Work on special initiatives and programs as assigned

Collaborate with identity based groups as assigned

Attending MA staff development meetings on Monday evenings from 7pm-9pm

Attends RA staff development meetings on Wednesday nights from 7-9pm

Participates in developing cross-cultural communication skills through ongoing training and development, including completion of the 10 week Paraprofessional Staff Class course for residential life student staff

Submitting required reports and paperwork on time