



Student Activism Support Audit

Identify Opportunities to Strengthen Relationships With Student Activists and Provide Support at Key Moments

Student Affairs Forum



How to Use The Student Activism Support Resources

This toolkit is a part of a series of EAB resources to help student affairs leaders build trust and strong relationships with student activists.

We Recommend These Resources Be Used In This Order:

You
are
here

1 Assess Your Institution's Current Status and Receive Resource Recommendations

EAB's *Student Activism Support Audit* helps your team assess how you support and build relationships with student activists. Your results will direct you towards the most helpful resources based on your answers



Student Activism
Support Audit



Student Activism
Support Toolkit

2

Review Recommended Resources and Explore Other Possible Initiatives to Implement

EAB's *Student Activism Support Toolkit* provides worksheets, briefings, guides, best-practice highlights and resource highlights to help student affairs leaders build strong relationships with activists

▶ [Click here to access the Student Activism Support Toolkit](#)



Student Activism
Support
Implementation
Guide

3

Create an Implementation Plan

EAB's *Student Activism Support Implementation Guide* provides a template for you and your team to make an implementation plan for each of the initiatives identified through the audit and reviewing the toolkit

▶ [Click here to access the Student Activism Support Implementation Guide](#)

Keeping Support at the Center of Activism Strategy

Amid racial justice protests, COVID-19, and a volatile political climate, it's clear 2020 was a pivotal year for campus activism. Activists are demanding more—both in volume and scope—and COVID-19 has added a layer of urgency. Institutions haven't always provided support and guidance to activists. Too often, administrators view activists as the enemy.



We haven't always gotten it right – we talked about managing activism, by which some meant "squashing" it. It will be hard to change that mindset.

Serving as a source of support for activists is easier said than done, and this is especially true amid COVID-19

Challenges of Working With Gen Z Activists

- 1 Unaffiliated with student groups:** protest organizers are not always traditional campus leaders or organizers
- 2 Use tactics we're unfamiliar with:** students' organizing tactics aren't always ones that we are familiar with
- 3 Don't trust authority:** students are less likely to trust authority or be willing to collaborate on their goals
- 4 Unfamiliar with college processes:** tactics don't always fit into the processes we have in place on campus
- 5 Unaware of how student affairs can help:** students seek the attention of college presidents even when SA is better positioned to help them accomplish their goals

COVID-19 Adds a Layer of Difficulty

Fewer students are present on campus and harder to reach

Employees are less comfortable with digital communication

Competing priorities reduce staff capacity for responses

These challenges can make building relationships with activists feel unmanageable. However, there are steps student affairs leaders can take to navigate these challenges. We are presented with an opportunity to change the contentious narrative of institutions and activists being enemies. Instead, we can work with students to make institutions more inclusive.

By shifting the focus of activism strategy from crisis management to proactive engagement, institutions establish themselves as a source of support for activists and are positioned to partner with activists to drive positive change on campus and in the community.

EAB identified 3 imperatives to help student affairs leaders strengthen relationships with activists. This audit will help you and your team assess performance in these three areas and identify the next steps to build stronger relationships with student activists.

3 Critical Imperatives When Supporting Student Activists



Offer Just-in-Time Resources and Tools

Start building in-roads with activists by providing resources and tools during key moments



Bring Activist Voices Into Decisions

Expand current efforts to incorporate student input to ensure student activists feel heard and valued



Provide Skill Development Opportunities

Add educational value by providing opportunities to enhance advocacy skills



How to Take This Audit

This audit is a part of a series of EAB resources to help student affairs leaders build trust and strong relationships with student activists.

Each section of this audit represents one of the 3 imperatives when supporting student activists:



Offer Just-in-Time Resources & Tools



Bring Activist Voices Into Decisions



Provide Skill Development Opportunities

1 Rate Your Institution Using The Questions In Each Section:

Using the questions in each section rate your institution on scale of 0 to 3 ("We do not offer this & haven't discussed it" to "We feel confident about our approach to this")



0	1	2	3
<i>We do not offer this & haven't discussed it</i>	<i>We want to offer this but are unsure about next steps</i>	<i>We do something similar but there is room for improvement</i>	<i>We feel confident about our approach to this</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

2 Review The Recommended Resources According To Your Score:

At the bottom of each section there are resources listed according to your score in that section

The resources are divided into two groups based on your answers: mostly 0's and 1's, or mostly 2's and 3's.



Interpret Your Score and Identify Next Steps

Mostly 0's or 1's	_____	_____	_____
	_____	_____	_____
Mostly 2's or 3's	_____	_____	_____
	_____	_____	_____

3 After Completing This Audit:

- **Explore the Toolkit**
EAB's *Student Activism Support Toolkit* provides worksheets, briefings, guides, best-practice highlights and resource highlights to help student affairs leaders build strong relationships with activists. Your results on the audit will point you toward specific resources in the toolkit.
- **Create an Implementation Plan**
EAB's *Student Activism Support Implementation Guide* provides a template for you and your team to make an implementation plan for each of the initiatives identified through the audit and reviewing the toolkit.

Student Activism Support Audit



Offering Just-in-Time Resources and Support

Rate the Questions Below on a Scale of 0-3

	0	1	2	3
	We do not offer this & haven't discussed it	We want to offer this but are unsure about next steps	We do something similar but there is room for improvement	We feel confident about our approach to this
We have a university webpage where activists can find resources, information, and policies related to activism <i>Example: a student activism resource hub webpage</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have self-care resources for activists to help them manage their mental health and well-being <i>Example: a self-care guide for activists</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We pivoted our existing resources for activists to add COVID-19 context or increase accessibility online <i>Example: an "how to protest safely during COVID-19" resource, available on the website</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We promote our activism resources on social media <i>Example: an activism resources highlight on a student life Instagram page</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a formalized method for keeping staff in the loop regarding activist support and flashpoints <i>Example: an optional training for staff or faculty to learn more about activism on campus</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We work with experts on campus to provide students opportunities to learn, debrief and process after an event <i>Example: Dedicated community reflection opportunities for students and community members</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Interpret Your Score and Identify Next Steps

Mostly 0's or 1's

- [Activity: Student Activist Information Search](#)
- [Worksheet: Identify Current Resources](#)
- [Free Speech Policy Audit and Compendium](#)
- [Expert Insight: Start Here to Prepare for Student Activism This Fall](#)

- [How the University of Michigan Uses Proactive Outreach to Ensure Activist Support at Key Moments](#)
- [Briefing: Activists Need Self-Care Encouragement](#)
- [How the University of Michigan Provides Activist-Specific Self-Care Resources](#)

Mostly 2's or 3's

- [Worksheet: Pivot Resources to Maintain Accessibility Amid Rapid Change \(COVID-19\)](#)
- [Compendium of Activism Resource Page Elements From Peers \(links included\)](#)
- [Post-activism Flashpoint Debrief Guide](#)

- [Briefing: Ensure Staff Have the Information Activists Need](#)
- [Template: Internal Activism Briefing](#)
- [Practice: Activism Tabletop Case Studies and Discussion Questions](#)

Student Activism Support Audit



Bring Activist Voices Closer to Decision Making Processes

Rate the Questions Below on a Scale of 0-3

	0	1	2	3
	We do not offer this & haven't discussed it	We want to offer this but are unsure about next steps	We do something similar but there is room for improvement	We feel confident about our approach to this
We provide passive opportunities for students to give input on their experiences and opportunities for improvement <i>Example: a climate survey</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We provide active opportunities for students to give input on and contribute to ongoing initiatives or decisions under consideration <i>Example: live Q&A with the DEI task force</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We seek student input beyond just the SGA president <i>Example: we consult with the other student organizations when appropriate</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our team follows a clearly defined process for incorporating student feedback into decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our team has a defined process for communicating essential points to students regarding university decisions or changes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Interpret Your Score and Identify Next Steps

Mostly 0's or 1's

- [How Dickinson College Uses Note Cards to Gather Activism Insights](#)
- [How Sam Houston State University Builds Relationships With Activists via Roundtable Discussions](#)
- [Briefing: What Is Fair Process and How To Use it to Build Trust and Relationships With Activists](#)
- [Practice: Use Fair Process to Respond to the Case Study](#)

Mostly 2's or 3's

- [How Emory University Created a Social and Racial Justice Internship Program](#)
- [How George Washington University Uses a Naming Petition Site to Gather Student Input](#)

Student Activism Support Audit



Provide Skill Development Opportunities

Rate the Questions Below on a Scale of 0-3

	0	1	2	3
	We do not offer this & haven't discussed it	We want to offer this but are unsure about next steps	We do something similar but there is room for improvement	We feel confident about our approach to this
We offer a resource to help students translate their activism experience into resume builders <i>Example: a webinar on adding advocacy to your resume</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We provide a training program for activists to enhance their advocacy skills <i>Example: an activist bootcamp with sessions like public speaking, social media management and navigating institutional barriers</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We host events to enhance activist skills or help activists process current events through an advocacy lens <i>Example: a social media activism 101 webinar</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We collaborate with alumni to help connect current activists to the value and guidance alumni can provide	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Interpret Your Score and Identify Next Steps

Mostly 0's or 1's

- [Tool: Create a Resume Builder Cheat Sheet to Help Activists Add Advocacy Experience to Their Resume](#)
- [How Swarthmore Spread Activism Information and Resources by Embedding Activism Content Into Other Leadership Trainings](#)
- [Expert Insight: Start Here to Prepare for Student Activism This Fall](#)

Mostly 2's or 3's

- [How UCLA Created a Structured Program For Activists to Improve Inclusivity on Campus, Gain Professional Experience and Receive Funding for Their Chosen Cause](#)
- [How Clemson University Brought Alumni and Activists Together to Network](#)
- [Best Practice Highlight: Activism Bootcamp From Antioch College](#)

Next Steps

Now That You've Completed the Audit:

Use the Student Activism Support Toolkit and Implementation Guide to identify next steps

EAB's **Student Activism Support Toolkit** provides worksheets, briefings, guides, best-practice and resource highlights to help student affairs leaders build stronger relationships with activists.

▶ [Click here to access the Student Activism Support Toolkit](#)



Student Activism Support Toolkit



Student Activism Support Implementation Guide

EAB's **Student Activism Support Implementation Guide** helps you and your team create a thorough plan to implement each of the chosen student activism support initiatives.

▶ [Click here to access the Student Activism Support Implementation Guide](#)

Student Affairs Forum

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