SUMMARY OF THEMES

Cluster Purpose

We described our Cluster’s purpose in terms of what the Cluster DOES and what the Cluster PROVIDES. We described what our Cluster does focusing mostly on what we are already doing right now, but sometimes also focusing on what we must start doing. The ways we describe what we do tend to be either student-focused or colleague-focused.

1. What we do: Student-focused
   1.1. THEME: Think & act proactively and systemically, toward intended ends

2. What we do: Colleague-focused
   2.1. THEME: Collaborate, cross-train & cross-promote to best support intersectionality & holistic development
   2.2. THEME: Offer social justice expertise, including conducting, doing & offering research
   2.3. THEME: Stand together to change the campus climate, on macro & micro levels
   2.4. “Students can go to any of us and feel resourced.”
   2.5. “Community of offices whose work is parallel in order to support a larger ecology of social justice.”
   2.6. “Help set a tone for the division and beyond.”

3. What our Cluster provides
   3.1. “A place to feel understood & connected to like groups.”

Cluster Core Values

We described our Cluster’s core values in the following ways: our grounding PHILOSOPHIES & PREMISES; our core value DEFINITIONS; the ways we ENACT or deliver on our core values toward Students, as Individuals, and as a Cluster; our cluster NEEDS & topics for further Cluster DELIBERATION.

1. Philosophies & premises
2. Our Definitions
   2.1. Collaboration, collaborative relationships
   2.2. Social justice
   2.3. Transformative learning
   2.4. Intersectional approach
3. How we enact our values: Toward students
4. How we enact our values: As Individuals
5. How we enact our values: As a Cluster
   
   5.1. **THEME: Continually engage in change, education, assessment reevaluation**
   
   5.2. **THEME: Collaborate and share resources**
   
6. Cluster needs, incl further deliberation
   
   6.1. **THEME: The right leadership**

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**Cluster Roles & Responsibilities**

We discussed our Cluster roles and responsibilities in 3 TYPES of ways: General, Cluster-specific, and Institution-specific. We also identified our Cluster NEEDS & topics for further Cluster DELIBERATION.

1. General

2. Cluster-specific

   2.1. **MAJOR THEME: Function as a collective**

      2.1.1. **SUB-THEME: Support each other**

3. Institution-specific

   3.1. **MAJOR THEME: Provide leadership & leverage expertise**

   3.2. **MAJOR THEME: Institution-wide advocacy and accountability**

4. Our Cluster needs, incl further deliberation

   4.1. **THEME: Respect across campus, for them to see that this service is valuable**

   4.2. **THEME: Be included in the larger institution’s work of data collection, coding, so we can study/assess our impact**

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**Maximizing Cluster Effectiveness**

We discussed how to maximize our Cluster’s effectiveness focusing primarily on what we need to do COLLECTIVELY as a Cluster. We also identified our Cluster NEEDS.

1. Collectively as a Cluster

   1.1. **THEME: Professional support & development**

      1.1.1. **Understand each other’s work**

   1.2. **THEME: Manage our work and our processes**

2. Our Cluster needs

   2.1. **THEME: Equitable and secure resources**

   2.2. **THEME: University-level relationships**