

# University of Idaho

## ALL IN Challenge Action Plan

### Executive Summary

University of Idaho's 2022 ALL IN Challenge Action Plan has been developed and executed by student and professional staff in the Department of Student Involvement (DSI), namely those individuals listed in the Primary Coordinators section of this plan. This action plan provides an overview of the voter education and engagement efforts leading up to the 2022 Midterm Elections, with resources and event planning available to be adapted to campus needs for future election cycles. Voter engagement fits into the mission of UI [Student Affairs](#), "Transforming students' learning into passion, empowerment and purpose." By distributing accessible and equitable voting information to University of Idaho students, we are empowering students to transform their communities now and providing them with the tools needed to engage their communities in the future.

This action plan starts in January and ends in mid-November. The yearlong timeline focuses on short-term efforts to engage voters in the November election with the potential for long-term renewal contingent on budget, campus population, and the DSI Civic Action Team. The plan should be revisited on a year-to-year basis to determine areas for growth and new engagement possibilities as communication methods and student populations evolve. Election engagement efforts will be primarily implemented on the Moscow, Idaho campus of the University of Idaho (UI), which has the largest in-person undergraduate and graduate populations of any UI campuses. Resources will be available in-person on campus and listed online on the DSI website.

This action plan will be implemented primarily by the Social Action Coordinator(s) from the DSI Civic Action Team. The Social Action Coordinators are paid student staff supervised by the Director of the DSI and the DSI Volunteer & Leadership Program Coordinator.

### Leadership

#### *Primary Coordinators*

The individuals listed below are the primary coordinators creating the 2022 ALL IN Challenge Action Plan for University of Idaho. This team of individuals has diverse experience in civic engagement and social action and are heading up the main objectives and actions laid out in this action plan. The primary coordinators meet on a weekly basis to share updates

Shawn O'Neal: Director, Department of Student Involvement (DSI)  
Katie Hettinga: Social Action Coordinator, DSI  
Yasmine Tovar: Social Action Coordinator, DSI  
Kennedy Wickstrom, Social Action Coordinator DSI

#### *Campus Partners*

The individuals and groups listed below have assisted our primary coordinator team in planning and executing programming, reaching students across campus living groups, and advising civic engagement plans with personal and professional experience.

Sandra Kelly: Volunteer & Leadership Program Coordinator, DSI  
 Council President, Moscow City Council  
 Britnee Christen: Events & Marketing Coordinator, DSI  
 Tanner McClain: President, Associated Students University of Idaho (ASUI)  
 Alex Call: Director of Legislative Affairs, ASUI

DSI Civic Action Team  
 DSI Vandal Entertainment  
 Associated Students University of Idaho  
 Residence Hall Association  
 Interfraternity Council  
 Panhellenic Association  
 Multicultural Greek Council  
 Office of Multicultural Affairs  
 College Assistance Migrant Programs  
 Black and African American Cultural Center

### *Collaborative Philosophy*

As this plan has been developed, our primary coordinators have recognized the need for strong campus partnerships to mobilize student voters. With this in mind, we have focused on three key components of collaboration to bring to all offices and programs supporting voter engagement efforts: Intention, Open-Mindedness, and Clarity. We have spent time considering groups and demographics with historically low voter turnout rates and worked with offices representing these groups to counteract any barriers to voting present on our campus. We approach each conversation seeking information about different students' experiences and asking what is needed for students to feel empowered in the ballot box. And we share as much information as possible in our communications to avoid duplicating efforts across offices and units.

### *Delegation and Responsibilities*

The majority of the work laid out in this action plan will be carried out by the DSI Social Action Coordinators. The other partners or individuals involved in different events and action items are listed in the Timeline section at the end of this document. All voter engagement work from the DSI will be initiated by and reported to the primary coordinators.

Social Action Coordinators organize events and gather information to distribute with the help of the Civic Action Team in the DSI, made up of 5 total student staff and two professional staff. Any additional support from campus partners is requested as needed.

Our campus partners are supporting the implementation of the ALL IN Challenge Action Plan in a few different ways: by staffing events and tabling, by connecting us with student cohorts or organizations to share voter information, by providing funding for voter engagement events, and/or by sharing out marketing and resource information prior to Election Day. The organization behind and implementation of various events and informational campaigns are carried out by primary coordinators. Communications with campus partners are with Social Action Coordinator Katie Hettinga.

### *Inclusion of Campus Groups*

The biggest focus for University of Idaho's voter engagement efforts is simply increasing students' voter turnout. In the 2020 election, Latah County had the [4th lowest voter turnout](#) of the state's counties with 76.2 percent of those registered actually voting. Additionally, voter turnout for Idaho's 18 to 24 year olds was [only 54 percent](#). While this is better than the national average, UI aims to improve young voters' turnout through education and resources that empower first-time voters and all other students.

The state of Idaho also has room to improve in engaging communities of color in voting efforts. Demographics of voter registration are not tracked or recorded by the state. However, we know the largest racial/ethnic minority in Idaho is the Latinx community. The organization Voto Latino estimates that [79.8 percent of eligible Latinx Idahoans](#) are not registered to vote.

In order to reach students of color with voter engagement resources, the primary coordinators are reaching out to the following directors of equity and diversity offices: Jesse Martinez, Office of Multicultural Affairs; Evelina Arevalos, College Assistance Migrant Programs; Sydel Samuels, Native American Student Center; and Mario Pile, Black and African American Cultural Center. With each of these offices, we are distributing voter resources, engaging in dialogue to ensure programming is accessible, contacting multicultural clubs and organizations under UI's UNITY umbrella, and developing tailored voter resource presentations and visuals to share with students.

UI's Moscow campus has three distinct living groups: on-campus residence halls, on-campus fraternity and sorority facilities, and off-campus housing. The primary coordinator team works with the Residence Hall Association, Interfraternity Council, Panhellenic Association, and Multicultural Greek Council to reach those students who live on campus by presenting at council meetings or general assembly meetings. Approximately 60 to 65 percent of students live off-campus. These students can be reached through involvement in other clubs or organizations who receive voter engagement information, events on-campus occurring during school hours, or virtually through social media posts and website listings of information.

## **Commitment**

### *Leadership*

UI President Scott Green has signed on to the ALL IN Challenge Action Plan to demonstrate administrative support for student-centered voting efforts. As the state's land-grant institution, University of Idaho commits itself in its [mission](#) to community engagement. Guiding principles of the University include democracy, open exchange of ideas and discourse, and peaceful expression of beliefs.

Dean of Students Blaine Eckles - Memorandum of Understanding with Latah County Clerk for on-campus polling location for foreseeable future

### *Student Affairs*

UI's Student Affairs strategic plan communicates a commitment to improving students' lives and potential to fulfill civic duties later in life. The Department of Student Involvement houses several different units: ASUI, student organizations, Student Sustainability Cooperative, Vandal Entertainment, Student Media, Fraternity and Sorority Life, and the

Civic Action Team. Each of these units serves a unique purpose on campus. Every unit works to increase student engagement outside the classroom, on- and off-campus.

The Civic Action Team has seven total student staff members who work collaboratively in the areas of social action, leadership, volunteerism, and student organizations. Two students are Social Action Coordinators making up the primary coordinator group. All seven students work together to brainstorm, market programming, design informational resources, staff events or tables, and more. CAT is specifically aimed at engaging students beyond the classroom and in their community to improve lifelong civic engagement.

## *Academics*

Certain academic units, such as the Department of Politics and Philosophy, center democratic engagement in their courses, but there is not a standard set by Faculty Senate or individual colleges to encourage voting or civic learning.

In 2021, the state legislature passed [a bill](#) prohibiting college professors from granting students extra credit for voting. This bill may have slightly changed the landscape of Election Day at the individual level for different professors and classes. ASUI has previously requested more lenient attendance and tardiness policies from professors to grant students more flexibility in accessing the polls on Election Day.

## *Culture*

Several campus departments and organizations center advocacy and engagement in their work. Housing and Residence Life with the Residence Hall Association are committed to empowering students to engage in their communities on and off campus. The Fraternity and Sorority Life councils and individual chapters center positive change and growth in their programming, including but not limited to philanthropic work, presentations from diverse viewpoints, and advocacy work for minoritized communities' rights. With a requirement for all freshmen under 21 years of age to live on campus, the vast majority of UI students are exposed to this culture through their living groups: residence halls or traditional Greek chapter facilities. With rotating student leadership in residence life and Greek life, some efforts may change on a year-to-year basis, but national standards for housing and for individual Greek chapters ensure there is continuity in justice and civic engagement efforts.

Many individual faculty and staff members advocate for students' Election Day engagement in their classes and department work. While there has not necessarily been an administrative push for civic engagement, the Civic Action Team has found several positive partnerships from each instance of reaching out or programming. ASUI, UI's undergraduate student government, has demonstrated a commitment to civic engagement year after year by educating students on election dates, legislative session updates, and opportunities for community relationship building. ASUI's mission aims to improve students' understanding of self-governance. ASUI negotiated with the Latah County Elections Office to have a polling place on the UI Moscow campus in the Student Recreation Center, making the ballot box more accessible for students, staff, and faculty.

## **Landscape**

### *Curricular Civic Learning*

It is important to note that this report is not fully holistic and that there are likely contributing areas and actors that are not captured here. Civic learning and democratic engagement in curriculum are determined at the departmental level. Areas where these tenets are incorporated in classroom learning include the Political Science department, Scholars programs for Equity and Diversity Units, and coursework centered in justice education at the individual faculty member's discretion. The academic units' courses are not restricted based on major or student group, but upper-level courses are likely to have prerequisites.

### *Co-Curricular Civic Learning*

In Student Involvement, every student staff is expected to understand and share a commitment to civic learning and democratic engagement. The Civic Action Team specifically creates opportunities for the student body to engage in civic learning, but the entire department ensures through student staff training and individual supervision that justice, civic engagement, and community improvement are at the core of DSI work. Student clubs and organizations have access to student staff members to find resources on club registration, on-campus demonstrations and speech opportunities, club recruitment, and more so that they are best able to achieve their missions.

### *Internal Barriers*

Internally, primary civic learning efforts are centered in the Department of Student Involvement, specifically the Civic Action Team (formerly the Center for Volunteerism and Social Action). Efforts that are centered in student work can be an asset and a liability. With the Social Action Coordinators acting as primary coordinators, student-led efforts are limited to a maximum of 40 cumulative hours per week, and work hours may fluctuate depending on student schedules and semester events. Funding is also a potential limit. The Department of Student Involvement is funded almost entirely by student dollars. This year, the State Board of Education required four-year universities to assess student fees and create an option to opt out of some student fees. This opt out option makes budgeting more complicated because of the delay in final student fee numbers and potential year-to-year changes in department funding.

### *External Barriers*

Idaho has seen significant pushes for "election integrity," which often serve to place impediments on voting rights under the idea that it is "securing the polls." Opponents of these initiatives argue that they are Jim Crow by proxy and attempt to limit access to polls and assure that the franchise is limited to those with resources to meet a new, higher standard.

### *Student Demographics*

UI's student body is [75 percent](#) white and 19 percent racial/ethnic minority students. UI takes pride in its international student population with representation from 59 different countries and 2 percent of the student body being international. UI has slightly more women-identifying students than man-identifying students. More than [50 percent](#) of UI's student groups are based in special interest, professional, community service, or student governance. As a predominantly white institution, it is important to work with the Office of Equity and Diversity and their departments to ensure historically underrepresented groups are empowered and engaged in the democratic process.

## *Resources*

UI and ASUI have worked with the Latah County Elections Office to institute a memorandum of understanding establishing a polling place on the UI Moscow campus at the Student Recreation Center for 10 years. These efforts have made voting more accessible for students in all living groups. UI has also invested in TurboVote software, granting students step-by-step information on online voter registration.

UI's civic learning efforts could be made more successful with assessment data and an updated Campus Climate Assessment. The most recent climate assessment was conducted in 2016; campus climate has significantly changed as a result of University administration change, multiple federal and state elections, COVID-19, and more; the data from 2016 is no longer relevant. Last year, in the Strategic Enrollment Planning process, a Student Satisfaction Inventory survey was conducted to collect data on students' wants and needs at the University. This inventory focused primarily on academic experiences, advising experiences, housing resources, and general campus resources. Additional assessment data on extracurriculars, civic engagement experiences, and student involvement efforts would be very useful in informing civic action work.

## **Goals - Short-Term**

In the next three years, the Civic Action Team aims to create a schedule of programming that can be easily duplicated for each election cycle with modifications on dates, offices up for election, student body interests, and needs for different types of voting information. The voting coalition should implement regular assessment following every midterm and general election to gauge student knowledge, achievement of learning outcomes, and growth areas for the next election cycle.

Civic Action Team also aims to engage civic learning and democratic engagement outside of election cycles. With UI's international student and migrant student population in mind, voting is not accessible for everyone. Civic engagement should not stop at the ballot box, and the Civic Action Team aims to find more opportunities for students to engage in the democratic process outside the month of November. Some of these opportunities could look like legislative ambassador programs to meet legislators, push for student attendance and representation in city council meetings, development of specific issue clubs and organizations on campus, and student-led demonstrations and dialogue surrounding current events.

## **Strategy - Short-Term**

Voter engagement programming will take two forms: 1) Direct engagement with existing campus organizations and 2) General on-campus engagement open to all students.

### *Direct Engagement*

Direct engagement with existing campus organizations takes form in partnerships with student leadership in different areas. Primary coordinators have reached out to leadership from Residence Hall Association (RHA), Interfraternity Council (IFC), Panhellenic Association (PHC), Multicultural Greek Council (MGC), Student Athlete Advisory Council (SAAC), UNITY (umbrella organization for multicultural organizations), and Associated Students University of Idaho (ASUI). Coordinators have also reached out to scholar cohort programs from each

of the Equity and Diversity Unit offices: Diversity Scholars, NASC Scholars, CAMP Scholars, BAACC Scholars, and LGBTQA Scholars. Student staff will visit at least one meeting of each of these organizations to share voter engagement resources on the voter registration process, absentee ballots and early voting, nonpartisan candidate information, polling locations, and same-day voter registration preparation. Informational presentations will be supplemented with visual aid flyers with QR codes to the different resources allowing students to complete all steps necessary to prepare for voting. Student staff will also reach out individually to chapters/residence halls/organizations under RHA, IFC, PHC, MGC, and UNITY offering to deliver the same presentation at assembly meetings to reach more students directly.

Direct engagement is vital because it allows coordinators to “meet students where they are.” Reaching students at their living groups or organization meetings and hand-delivering physical visual resource aids provides a direct opportunity to ask questions and introduces students to a staff member who can help in the voter registration process. Meeting with the upper-level councils and the individual organizations underneath them ensures information is distributed consistently and strengthens partnerships with different student groups by engaging with them directly.

### *General On-Campus Engagement*

General on-campus engagement looks like on-campus events, tabling, and flyers and online informational posts and resources available for all students to access. Tabling in the student union building during the busy lunch hour offers an opportunity for any student, regardless of living group or extracurricular involvement, to access voter engagement resources and prepare for elections. Engaging in other campus events put on by Civic Action Team or other departments/units increases student knowledge of voter engagement resources by increasing the campus audience resources reach.

Specific event dates are detailed in the Timeline section at the end of the action plan.

## **Goals - Long-Term**

Long-term, the Civic Action Team aims to develop a strong relationship with the local Elections Office to secure the on-campus polling place indefinitely and improve direct engagement between the student body and city officials. UI should also aim to create a culture of assessment that includes Student Affairs efforts, including and beyond civic engagement efforts in the DSI units.

## **Strategy - Long-Term**

A strong campus commitment to civic learning would have consistent and vocal support for student voting initiatives and other civic engagement from all levels of leadership in administration, faculty, and staff. With a strong commitment to civic learning, strong cross-campus relationships would connect students of different experiences in dialogue opportunities.

Developing civic engagement in relation to diversity, equity, inclusion, and justice is a major growth area for UI. Current efforts include outreach to Equity and Diversity Units and advice from their directors. In the future, campus demographics can be better addressed by approaching student groups directly to ask what information they are lacking, what

programming would connect them with necessary resources, and what would motivate them to vote and get engaged, then developing an action plan around those needs. Different presentations and resources can and should be tailored to various student groups and developed in tandem with the offices which serve these groups.

Incorporating civic engagement into more widespread student experiences is necessary to ensure all students are being reached. While individual curricula may not be able to be changed at the institutional level, a greater commitment to civic learning on behalf of academic units and advisors with resource provision and department-level civic events may improve outreach to all students.

Institutional commitment should be led by administrative, faculty, staff, and student leadership. Civic Action Team is working directly with ASUI and some staff members to develop effective programming. The commitment to civic learning is already strong within DSI and ASUI. These groups should work together to present to Faculty Senate on the benefits of civic learning for various academic units and campus culture. This type of presentation and advocacy would be benefited with assessment data and industry research demonstrating how civic engagement better prepares students for their futures. In future election cycles, the Civic Action Team will still be the DSI's primary engagement team with Social Action Coordinators still serving as primary action plan coordinators.

## **Reporting**

This action plan will inform the actions of the primary coordinators and Civic Action Team through election season. The plan will be shared with all student and professional staff in the Department of Student Involvement and all representatives in ASUI. The plan will also be shared with Faculty Senate and Staff Council to promote dialogue between campus units. DSI will post the plan on its website.

## **Evaluation**

The purpose of an evaluation is to discover areas of growth for civic learning and democratic engagement programming to inform future plans and decisions. Institutional evaluation of student involvement programming would provide opportunities to tailor programming to modern students, especially following multiple tumultuous years without a regular campus experience. Industry research shows that involvement outside the classroom improves student retention and overall outcomes. Institutional research could improve involvement opportunities to pull in more students of various demographics and inform future programs for student needs.

The Department of Student Involvement has previously delivered surveys to research student knowledge of and opinion on current social justice movements and events. The DSI has the capacity to carry out surveys for students with support from Student Affairs and Strategic Enrollment Management.

An evaluation should be carried out soon after Election Day to determine student knowledge of and confidence in voter education programming and to understand what DSI needs to improve upon for future election cycles.

## **Fall 2022 Timeline**



<b>Dates</b>	<b>Programming/Election Event</b>	<b>Partners</b>
August 31	Voter registration reopens	
September 20	National Voter Registration Day: On-campus tabling <ul style="list-style-type: none"> <li>- 9:00 am to 4:00 pm</li> <li>- Student Union building plaza</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers, "I Vote Because..." poster</li> </ul> Kick off voter registration efforts with TurboVote demos and resource flyers	Civic Action Team ASUI
September 22	Harvest Days fall celebration: Civic Action Team tabling <ul style="list-style-type: none"> <li>- 4:00 to 7:00 pm</li> <li>- Student Union building plaza</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers, "I Vote Because..." poster</li> </ul>	Vandal Entertainment
September 23	Reach out to student leadership around campus to attend council meetings & obtain individual organization contacts <ul style="list-style-type: none"> <li>- RHA</li> <li>- IFC</li> <li>- Panhellenic</li> <li>- MGC</li> <li>- UNITY</li> <li>- SAAC</li> </ul>	
September 26 (through Election Day)	Meet with student leadership councils, individual assembly/chapter/organization meetings, share digital resources with student groups	
September 27	Voter registration tabling <ul style="list-style-type: none"> <li>- 12:00 to 2:00 pm</li> <li>- Student Union building</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers</li> </ul>	Civic Action Team ASUI
September 28	Voter registration tabling <ul style="list-style-type: none"> <li>- 12:00 to 2:00 pm</li> <li>- Student Union building</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers</li> </ul>	Civic Action Team ASUI
October 4	Voter registration tabling <ul style="list-style-type: none"> <li>- 12:00 to 2:00 pm</li> <li>- Student Union building</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers</li> </ul>	Civic Action Team ASUI

October 5	Voter registration tabling <ul style="list-style-type: none"> <li>- 12:00 to 2:00 pm</li> <li>- Student Union building</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers</li> </ul>	Civic Action Team ASUI
October 11	Voter registration tabling <ul style="list-style-type: none"> <li>- 12:00 to 2:00 pm</li> <li>- Student Union building</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers</li> </ul>	Civic Action Team ASUI
October 11	Vandals Rock the Vote: On-campus concert and tabling <ul style="list-style-type: none"> <li>- 5:00 to 7:00 pm</li> <li>- Tower lawn (outside res halls)</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers, proof of residence access info, picture props "I registered"</li> </ul>	Civic Action Team Vandal Entertainment Residence Hall Association ASUI
October 12	Voter registration tabling <ul style="list-style-type: none"> <li>- 12:00 to 2:00 pm</li> <li>- Student Union building</li> <li>- Paper &amp; electronic voter registration, Vote 411 flyers, TurboVote flyers</li> </ul>	Civic Action Team ASUI
October 14	Voter registration closes 5 pm physical/paper registration, 11:59 pm online registration Kick off Election Day prep with information on absentee ballots, early voting, same-day voter registration	
October 24	Early voting opens 8:00 am at County Courthouse Advertise early voting options	
October 28	Absentee ballot applications close 5 pm	
November 4	Early voting closes 5:00 pm at County Courthouse	
November 7	Election Hero Day Share gratitude for county clerk and poll workers and push out election day info	
November 8	Election Day Polling place at campus Student Recreation Center open 8:00 am to 8:00 pm <ul style="list-style-type: none"> <li>- Golf carts to polls all day</li> <li>- Voter preparation check-in table</li> </ul>	Civic Action Team UI Facilities Latah County Clerk ASUI