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2019 Winner: Analee Scott

Diversity and Inclusion Award

As Student Affairs professionals, we often will never know the true breadth of the impact that we have on students. Even more, at a department level, we may never know the true impact of our work within the departments we all work. Our ability to affect change, or work towards a more inclusive environment that is rooted in love, care, celebration, and respect can be varied, and is largely dependent on one's own beliefs and core values. I cannot think of a more deserving individual for the NWACUHO Diversity and Inclusion Award than Gonzaga Graduate Residence Director, Analee Scott.

Analee has made incredible strides within Gonzaga's Department of Housing and Residence Life to foster awareness around diversity and inclusion, train incoming and current Resident Assistants regarding privilege and the intersectionality of identities, and broach difficult conversations that aren't always comfortable, with tact, grace, and experiential context. And, her role in furthering social justice and equity work in the department has far exceeded expectations. In the process of developing our 2018 summer student staff training, Analee spent countless hours, during an already intense time period, to coordinating with campus partners to develop a thorough lesson plan that sixteen separate facilitators were able to use to guide conversation regarding inclusion at Gonzaga and within the greater context of higher education. Analee has continued this same spirit of innovation to help plan our 2019 winter training, detailed below.

Analee consistently thinks of innovative ways to push students deeper into their social justice exploration. For winter training that is upcoming in January, Analee has worked with our Social Justice Committee to modify past RA training experience, giving student staff the opportunity to view documentaries that center on social justice topics, and then engage in meaningful dialogue and fruitful discussion about how the documentaries resonate with them. Analee's efforts have not only led to greater social justice awareness amongst our staff and within our department, but call for opportunities for continued engagement, growth, and dialogue regarding ever-evolving social justice issues a true testament to Jesuit education, an education that Analee is steeped in, and she fully embodies.

Analee is someone who has been successful in helping our department be more inclusive because she is so invested in the heart of this work. In addition to helping modify and enhance our student staff training experiences, Analee has taken on other department initiatives including our monthly Housing and Residence Life Social Justice News Letter and creating a Housing and Residence Life Resident Assistant Persons of Color affinity space. The social justice newsletter highlights social justice initiatives happening within the department, and celebrates the immense amount of incredible work being done by students and professional staff. Our affinity space has given student staff members an intentional space to voice their experiences on a predominately white, very privileged campus, helping students find a place where their voices and concerns are heard, celebrated, and recognized.

And, while Analee engages in diversity and inclusion work with our department, the reason I admire her most is because of the work she does with our global engagement program, purely out of the goodness of who she is. Analee has taken an active role in being a part of our international students' lives, leading programs, on and off-campus opportunities and outings for our international population. Analee genuinely cares about the Gonzaga student experience, especially for our students who are far from home. Analee's work has helped our international students find belonging and a sense of home at GU, while also celebrating the cultures that made them who they are. Analee does this work with reverence, respect, care, love, and concern, and, completely in her free time.

I cannot think of a more deserving individual for this award. Analee is innovative, aware, and truly remarkable. I have no doubt that her commitment to social justice and inclusion will impact so many, mainly because it already has.

Katie Steele

Gonzaga University