

# 2016-17 Annual Report

## Diversity and Equity

Committee membership and those regularly attending:

Alexius Burton	Sarah Fears	Jana Grimes
Claire Haffield	Amy Haug	Alan Hill
Jarrold Hunt	Jeanette Johnson-Licon	Carrie Klaus
Renee Madison	Heidi Albin Menzel	Kathryn Milis
Veronica Pejril	Mark Rabideau	Amarilis Roman
Katherine Smanik	Juliann Smith	Alicia Suarez

In an effort to fulfill the committee's function outlined in the Academic Handbook, the group met with key campus area representatives to have conversations regarding successes and challenges related to the implementation of the five-year diversity plan, to learn about other innovations and efforts made to help foster diversity and inclusion across the campus community and to offer advice regarding concerns.

Specifically, the committee met with:

- Cindy Babington, Acting Vice President for Enrollment Management (May 2017)
- Anne Harris, Vice President of Academic Affairs (December 2016)
- Amy Haug, Director of Human Resources (March 2017)
- Myrna Hernandez, Dean of Students; Campus Living and Community Development (April 2017)
- Cara Setchell, First-Year Class Dean (February 2017)
- Bill Tobin, Director of Institutional Research (March 2017)

Other work of the committee included the following:

- Advancing a revision for the committee's charge in the Academic Handbook, to more accurately reflect the committee's historical activities
- Working with Facilities Management to help ensure that single-occupancy restrooms are labeled as all-gender or unisex
- Being part of a broader campus conversation regarding DePauw's policy for students in the DACA program

*Appended to this report is the Dashboard Assessment document to assess progress reached by the end of the first year of DePauw's five-year campus inclusion plan.*

## 2016-2017 Update

### Building an Inclusive Community DePauw University Campus Plan 2016-2021

#### Dashboard Assessment

The DePauw Experience				
Students				
	Initiative		Responsible Party	Timeline
Recruitment	Explore and implement methods to meet full demonstrated financial need		*Admissions Academic Affairs Business and Finance Development University Strategic Planning Committee	During 2016-2017
	Evaluate and modify multicultural recruitment process and experience and increase geographic diversity		Admissions	During 2016-2017
	Conduct annual diversity, equity, and inclusion training for Admissions staff		Admissions	
Retention	Incorporate diversity and inclusion and cultural competency in First-Year Orientation and Sophomore Institute programs		Student Life Academic Life Hubbard Center	During 2016-2017
	Refine and deliver exit interviews		Student Life Academic Life	
Student Engagement	Identify alternative ways to enhance social opportunities and cross-organizational programming/events		Student Life	During 2016-2017
	Develop educational programs and policies for inclusive philosophy in Greek organizations		Student Life	During 2016-2017
	Identify student social space for programs and events		Student Life	

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			Development	
Alumni Engagement	Compile demographic data on alumni participation in programming and giving		Alumni Engagement Development	During 2016-2017
	Conduct diversity, equity and inclusion training for staff		Alumni Engagement Development	During 2016-2017
<b>Faculty</b>				
	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
Hiring	Review and update search procedures for faculty positions		*Academic Affairs Faculty Personnel Policy and Review Committee DEC	During 2016-2017
	Require departments/programs to demonstrate efforts to increase diversity of candidate pools.		Academic Affairs	
	Work with Consortium for Faculty Diversity (CFD) to host 3 CFD scholars per year		Academic Affairs	Beginning May 2016 (ongoing)
	Develop relationships/reconnect with historically black colleges and universities (HBCUs)		Academic Affairs	Beginning May 2016 (ongoing)
	Offer recommendations on alternative hiring strategies in support of diversity and inclusion		Resource Allocations Subcommittee	By December 2016
Professional Development	Provide \$30,000 per year for grants and programming to develop Power/Privilege/Diversity (PPD) courses and inclusive pedagogies/classrooms		*Academic Affairs Faculty Development Committee	During 2016-2019
	Include annual opportunities to develop knowledge and skills related to inclusive pedagogy and classrooms in faculty development events		Dean of Faculty Faculty Development Coordinator Associate Faculty Development Coordinators (Q/S/W) Director of Writing Program	Beginning 2016-2017 (ongoing)
	Provide annual funding for faculty participation in Anti-Racist Pedagogy across the Curriculum Workshop		Academic Affairs	Beginning 2016-2017 (ongoing)
Retention	Develop process to gather information on term faculty member experience		*Academic Affairs Institutional Research	During 2016-2017
	Review faculty awards and promotions to evaluate trends with gender and race/ethnicity		Academic Affairs	Beginning 2016-2017 (ongoing)

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Staff				
	Initiative		Responsible Party	Timeline
Hiring	Identify ways to recruit a diverse applicant pool. Provide plan and guidance to hiring teams emphasizing commitment to diversity, equity and inclusion.		Human Resources	During 2016-2017
	Measure and report annually on institutional and department progress on applicant pool diversity		*Human Resources Institutional Research	Beginning 2016-2017 (ongoing)
Retention	Develop instruments to identify turnover and create more effective exit interviews. Identify themes and strategies to address high rates of turnover.		*Human Resources Institutional Research Staff Department VPs	By December 2016
	Review staff promotions to evaluate trends with gender and race/ethnicity		Human Resources	Beginning 2016-2017 (ongoing)
Professional Development	Offer, encourage, and support participation in annual professional development opportunities, including opportunities specifically related to diversity, equity and inclusion.		*Human Resources Campus Leadership	By May 2017
Community-Wide				
	Initiative		Responsible Party	Timeline
Mission Statement	Craft a new mission and vision statement		University President Cabinet Members Board of Trustees	
Engagement	Implement DePauw Dialogue as an annual event planned by faculty, staff, and students to develop cultural competency skills			
Surveys	Administer annual student campus climate survey, including diversity and inclusion efforts. Review and enhance assessment tool and methods of communicating results as needed		*Student Life Institutional Research	
	Review faculty/staff campus climate survey results and provide recommendations			During 2016-2017
	Work with Greencastle community to create committee on safety and a plan to communicate its work			During 2016-2017
Academic Life				
Curricular and Graduation Requirements				
	Initiative		Responsible Party	Timeline
	Develop criteria for identifying courses that satisfy PPD and IE requirements.		*Course and Calendar Oversight Committee	

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			Curricular Policy and Planning (Curriculum) Committee	
	Submit courses to be considered for PPD and IE designation		Department/Program Chairs	
	Offer funding and programming for new PPD course development and to develop curricular and pedagogical expertise		Faculty Development Committee	
	Leverage GLCA Global Crossroads Grant in support of IE requirement			
<b>Honors Programs</b>				
	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
	Track diversity of applicants, interviewees, accepted and enrolled students as well as retention		Honors Programs	
	Consider messaging, application procedures, and criteria and process for extending invitations to interview and join program.		*Honors Programs Admissions	
	Consider strategic shifting of deadlines for application to coincide with other diversity initiatives		Honors Programs	
	Collect and understand data on applicants, acceptance rate, and retention		Honors Programs	
	Reach out to multicultural and international organizations to engage in intentional recruitment of lateral entries		Honors Programs	
	Review fall lateral-entry preview days and develop ways to draw more diverse students		Honors Programs	
	Consider creation of peer groups to positively affect retention of multicultural students		Honors Programs	
<b>Departmental Support</b>				
	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
	Provide departments, programs, and the School of Music with demographic data on enrollments in majors and results of campus climate surveys and assistance in interpreting data		Institutional Research Registrar Student Academic Life	
	Report annually on diversity and inclusion work		Departments Programs & School of Music	
<b>Community Engagement</b>				
<b>Physical Spaces</b>				
	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
<b>Communications Strategy</b>				

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	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
Website	Rebuild University website to clearly state mission and vision of the University		*University Communications Web Team	During 2016-2018
Communications	Conduct best practices assessment of internal communications and draft plan to identify internal and external communications strategies		University Communications	During 2016-2017
	Administer survey on external communications preferences and conduct benchmarking and/or best practices assessment for external communications		University Communications Alumni Engagement	During 2016-2017
Calendar	Create working groups to address overscheduling and duplicity of University and student organization events and to consider opportunities to create calendar of events that is accessible to all DePauw community members and the wider Greencastle community		Academic Affairs Student Life	During 2016-2017
<b>Promoting Learning and Community</b>				
	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
Community Engagement	Explore opportunities for partnering with local business leaders and organizations for activities that mutually engage DePauw and the surrounding community		Business and Finance Human Resources University Strategic Planning Committee	During 2016-2017
	Explore incentivizing engagement in local community and school functions with measurable and positive impact on reviews		Business and Finance Human Resources University Strategic Planning Committee	During 2016-2017
Community Safety	Request establishment of local safety council in partnership with Mayor of Greencastle and local emergency and law enforcement			During 2016-2017

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