

Building an Inclusive Community: DePauw University Campus Plan 2015-16 Academic Year

Executive Summary of December 2015 Update

Developed under the direction and leadership of the University's Diversity and Equity Committee, the campus inclusion plan for the 2015-16 academic year outlines our specific goals and action items for our concerted efforts to become a more inclusive campus. The mid-year status and progress report outlines the accomplishments from the fall semester and serves as a conduit for informing the entire campus community. This progress is summarized below.

I. Fostering an Inclusive Classroom Climate.

In May 2015, the faculty approved two new graduation requirements effective for the Class of 2020. Two components were adopted: a Power, Privilege and Diversity course and an International Experience.

Discussions about the evaluation of faculty practices of inclusivity continue. The Review committee is considering language for the academic handbook. Specific criteria are still being formulated for an anticipated faculty vote in the spring of 2016.

Multiple faculty development opportunities and materials have been offered, such as a speaker series, grants and stipends for collaborative faculty development projects, bibliography of resources, and outside conversations regarding strategies for faculty engagement and development.

II. Creating an Inclusive Community.

Office of Student Life staff met with the Mayor's Office and led workshops for members of the Mayor's council, with follow-up conversations focusing on improving interactions between city employees and underrepresented groups. In addition, an independent committee was appointed by the University to review a campus incident that occurred in September 2015.

Potential locations for student social space have been identified. The possibility of constructing a separate space that could serve to host larger scale social events has also been discussed.

The School of Music scheduled programming that highlights under-represented musicians and musical styles, including a capella group Sweet Honey in the Rock and composer Gabriela Frank. Other events currently planned include two Black History Month performances and Silk Road's Global Musician Workshop.

III. Measurements and Outcomes.

During spring 2016, the Student Academic Life committee will review the current policies and procedures for reporting and investigating concerns of bias and discrimination in the classroom.

The Office of the President is in the process of selecting and scheduling a facilitator to provide training for Cabinet members on awareness and inclusive leadership, with a plan to conduct the training in early spring 2016.

The Office of Institutional Research provided current and historical demographic data on faculty, staff, and students, which will be shared with the DePauw community in the near future. The Faculty and Staff Campus Climate Survey was distributed this fall, and analysis of data is ongoing.

IV. Institutionalizing Initiatives.

New faculty search procedures were implemented in the fall of 2015. All applicants provide "evidence of a commitment to an inclusive classroom." Search committees share with candidates DePauw's institutional support of diversity and inclusion and ask candidates about their perspective and support of diversity and inclusion. Work on the hiring process for staff will continue in the Spring 2016 semester. In support of search committees' efforts, a workshop was presented in September to discuss cultural competence and its relationship to hiring.

The Office of Human Resources created a draft Parental Leave Policy. Review of the draft has begun, with completion expected by the end of the Spring 2016 semester.

All academic departments are developing, implementing, and providing evidence of adherence to their respective plans for generating a diverse applicant pool for open positions. To enhance the effectiveness of those practices, a series of hiring initiatives that might provide a more diverse applicant pool has been put forth for consideration.

To further the goal of increasing the diversity of our student body, the Admission department added staff from underrepresented populations, hired a Multicultural Recruiter and an International Recruiter, and conducted diversity training for its senior interns. Planning for staff training in the early spring is underway.

V. Sustaining Inclusion.

The Diversity and Equity committee provided a draft of the campus vision and definitions of diversity and inclusion seeking feedback from the campus community. The revisions will be distributed in February 2016. The committee, together with additional volunteers from campus, began work crafting a five-year campus inclusion plan. Four working groups were created and have met multiple times throughout the fall semester. The committee will provide an initial draft of the plan in early Spring 2016 seeking input from the campus community.