

In addition to the open meetings, individuals were encouraged to provide feedback to members of the committee in writing.

Communications to the Campus Community

An update from the DEC to the campus community was sent on October 14. (See Appendix A.) A written announcement referencing the letter to the community was included in the November faculty meeting agenda and the update was included in the appendix.

Appendix A: An Update from the Diversity and Equity Committee (10.14.14)

Dear Students, Faculty and Staff of DePauw University,

The Diversity and Equity Committee (DEC) would like to report on the progress that has been made with respect to the April 2014 DEC recommendations that specific issues be considered and addressed by identified campus offices, committees and individuals. This letter describes that progress in detail and outlines our ongoing committee work. The DEC welcomes input from all members of the campus community and this letter is a demonstration of our commitment to continuing an open dialogue.

Last spring we disseminated the following recommendations (listed below in italics) and are now pleased to share updates on the progress that has been made to date.

Office of the President

Continue consulting with and providing support to the Dean of the Faculty so that she may respond adequately to campus climate concerns.

Carrie Klaus, Dean of Faculty, and Renee Madison, Senior Advisor to the President for Diversity and Compliance, are scheduled to meet on a regular basis to discuss campus climate concerns. Additionally, if and when urgent matters arise, Madison and Klaus will meet and respond to the concerns in a timely manner.

Meet with campus stakeholders to address concerns directly related to the Office of the President when appropriate.

In her first three weeks, Renee Madison has had more than 20 individual meetings to begin gathering information about campus climate issues.

Madison understands that climate concerns extend beyond the campus; as such, she has also met with individuals from the Greencastle community. Additionally, Madison has met with the Diversity Council and is coordinating with Student Life to meet with more student groups. Madison will continue to attend other campus committee meetings (Diversity and Equity Committee and Academic Council).

When concerns emerge, regardless of whether they are about faculty,

asked to engage with the Chair of the Diversity and Equity Committee and Renee Madison to clearly identify audiences and goals for strengthened web content to support priorities related to diversity and inclusion (potentially including resources, policies, and/or information highlighting programs). Upon clarification of goals and audiences, Coffin believes new

Lynn Ishikawa, staff member in Academic Life, led a one-day faculty workshop on Teaching International Students. Approximately 30 faculty members participated in this workshop on May 16, 2014.

Academic Life, Student Life, and the DEC sponsored the attendance of a group of faculty, staff, and students at the May 2014 National Conference on Race and Ethnicity in American Higher Education (NCORE).

Dr. Valerie Purdie-Vaughns of Columbia University was invited to deliver a keynote address at the Faculty Institute on August 22, 2014. Dr. Purdie-Vaughns spoke about diversity issues, bias in the classroom, and effective interventions. While on campus, Dr. Purdie-Vaughns met with staff of the Hubbard Center, Academic Life, and Student Life, and with members of the Diversity and Equity Committee.

On September 2, 2014, Dr. Warren Rosenberg of Wabash College led a

Other Updates from Academic Affairs:

Conference of Senior Ford Fellows.

university faculties by increasing their ethnic and racial diversity, to maximize the educational benefits of diversity, and to increase the number of professors who can and will use diversity as a resource for enriching the

Professor Alvarez is working with Jeff Kenney, Faculty Development Coordinator, and Caroline Jetton, chair of the DEC, to develop a concrete plan for sharing information from this conference with the DePauw community and, especially, with members of the DEC.

The University purchased several relevant publications for the collection in the Center for Teaching and Learning (CTL), including books on religious diversity and how it can be included in discussions of campus and classroom climate. Faculty will be made aware of these new resources through the CTL newsletter and website.

Academic Affairs will work with department chairs to develop an inventory of multicultural courses at DePauw. Registrar Ken Kirkpatrick developed a coding scheme to identify the different types of multiculturalism that might be found in courses. This inventory will be used to determine the extent to which DePauw students are already taking courses that contain a significant multicultural component.

The Dean of Faculty and Faculty Development Coordinator will make issues of cultural sensitivity and classroom climate an ongoing focus of faculty development programming for the remainder of the 2014-15 academic year and beyond.

Consult with DEC on improving recruitment procedures to ensure a diverse pool of candidates in faculty and staff searches.

Dean of Faculty Carrie Klaus is currently in the process of updating faculty search procedures and will be meeting with members of the DEC on November 10 to discuss these procedures.

Academic Affairs reports that, while it has longstanding practices in place to encourage diverse candidate pools, it will begin to explore more proactive efforts to build and maintain the diversity of our faculty, including efforts to recruit faculty of color through the Consortium of Faculty Diversity.

Partner with Office of Human Resources to explore retention among faculty and staff of color.

Academic Affairs reports that it needs to first understand the extent to which we have a retention problem and then determine if there are specific factors affecting our ability to retain faculty and staff of color.

Bill Tobin was asked to work with Human Resources to provide data on the retention of faculty and staff of color and the self-reported reasons for their departure. In September 2013, HR began using the newly developed online Exit Interview survey. When employees leave DePauw, they are given the opportunity to access the survey. The goal is to collect and retain data to identify trends among faculty and staff of color in order to implement more effective retention strategies.

Committee on Academic Policy and Planning (CAPP)

Examine best practices for diversity/multicultural education requirements in liberal arts colleges and make a recommendation

The committee chair, John Caraher, offered to meet with the Student Government executive board to discuss their resolution calling for such a requirement.

Human Resources

Create and implement a required faculty and staff diversity training.

Human Resources is partnering with Renee Madison and Dean Klaus to establish a plan for developing and delivering diversity training opportunities to faculty and staff. Human Resources will provide an update about these plans and the status of a diversity training requirement before the Spring 2015 semester. This plan will necessitate coordination and partnership with Academic Affairs and the Dean of Faculty.

Other updates from Human Resources:

In May 2014, Amy Haug, Director of Human Resources, attended NCORE with fellow members of DEC: Michael Chavez, Vince Greer, and Caroline Jetton.

Bruce Burking, Senior Human Resource Generalist, continues his participation in the Diversity Roundtable of Central Indiana (DRTCI). Burking and Haug will be attending the fall conference. An invitation to attend the conference was extended to the two student members of the DEC.

Grants supporting diversity initiatives are available through DRTCI. Human Resources will coordinate grant applications for the program in the fall of 2015.

Student Life

Provide diversity training for all students with special attention to individual communities of support (i.e., Greek organizations, athletic teams, mentors, Resident Assistants).

Student Life incorporated themes of diversity, campus climate, and inclusion into First-year Student Orientation; for example, programs included a focus on bystander intervention as it relates to campus climate.

The Intercultural Student Services Office launched programming for

community conversations during orientation.

Mentor and Resident Assistant training sessions included information on inclusion and supporting a diverse student body.

Plans are in place to engage with coaches and members of Greek houses about campus climate issues.

Expand programming and events related to identity, diversity and cultural competence.

Multicultural Life has developed a set of programs, including Real Talk (regular dialogue amongst students of all backgrounds about issues related to identity as well as in-depth intercultural conversations), the Intercultural Life Speaker Series (a monthly program hosting external guest speakers, artists, and performers who exemplify aspects of interculturalism), Global Trends (a poster publication on current and timely international and national news and trends that encourages students to value global awareness), and an Alumni Series (a monthly Skype-based program that facilitates the meeting of students from minority/marginalized backgrounds and high-achieving alumni of similar identities).

Additional programs are likely to be developed and implemented as student needs and desires become known.

Review and make recommendations related to safety on campus and in the local community, specifically as it concerns diverse populations.

Public Safety developed and implemented training available to all local law enforcement. The Greencastle Chief of Police indicated that this training is mandatory for all of his officers.

Review concerns regarding Counseling and Mental Health services and make recommendations about ensuring access for all students.

This issue will require further investigation (and possibly conversations with concerned students) since access to these services is already equally open to all of our students. Student Life can explore the possibility of expanding services, but these services in this area are already competitive with or superior to those offered by similar institutions. For services to be expanded in any meaningful way, there would be additional costs. Student Life is currently experiencing some transitions in its counseling staff, which may delay its ability to introduce new programs. Nevertheless,

there is a genuine commitment to responding to any student concerns about counseling and mental health services. Concerns can be shared with Assistant Dean Julia Sutherlin or Dean of Students Cara Setchell.

Additional updates from Student Life:

Student Life has been exploring best practices for Community Standards and making changes to current practice to increase accountability,

Lexy Burton
Michael Chavez
David Crouse
Mac Dixon-Fyle
Vince Greer
Amy Haug
Renee Madison
Brian Miller
Veronica Pejril
Naima Shifa

- A. **Education and Awareness.** The Office of Student Life, in partnership with the Title IX Coordinator, will continue to offer community forums and provide training workshops focused on interactions with underrepresented groups for staff in the Office of Public Safety. Additionally, the university will invite local law enforcement agencies to participate in the training workshops.
- B. **Community Space.** The Office of Student Life will seek to identify and make available at least one campus space that is for students to share and co-host events.

III. Holding Ourselves Accountable *Create and sustain an organizational structure that acknowledges and celebrates diversity and employs inclusive practices throughout daily operations.*

- A. **Transparency.** In order to ensure that we are collecting information and systematically monitoring our progress, the Office of the President directs the Diversity and Equity Committee (DEC) to request and receive periodic updates from each department/office or committee assigned with completing the tasks outlined in this plan. DEC will provide status and progress reports to the campus community.

Retention. HR is currently working on the creation of a family parental leave policy. Should the policy not be completed by May 2015, HR will complete and disseminate the policy by the beginning of the fall 2015 semester.

B.