Introduction:

The Council on Diversity and Equity (CoDE) is a governance committee of Allegheny College. This committee is charged with reviewing progress, advancing awareness, facilitating communication, and making policy recommendations. CoDE is comprised of faculty and students appointed by Faculty Council and ASG respectively as well as representatives from the following offices: Spiritual and Religious Life, Admissions, International Education, CIASS, Human Resources, Title IX Coordinator, Office of Civic Engagement, and representatives from Staff Advisory Committee and Administrators Advisory Committee. CoDE is expressly charged “to make policy recommendations to the Provost of the College, Faculty Council, and the Board of Trustees” regarding diversity and inclusion. The recommendations that follow are submitted by Michael Mehler, Associate Professor of Communication Arts & Theater and Ande Diaz, Associate Provost for Diversity on behalf of the full CoDE.

In 2014-15 Allegheny College adopted the campus change model developed by Daryl Smith (Diversity’s Promise for Higher Education, 2009) and the Office of the Provost adapted the model to Allegheny’s campus culture. At that time CoDE consolidated its working groups into three areas and began gathering community input for the campus’ action planning process. As with the original model, the framework targets the key institutional areas: 1) Access & Success for recruitment, retention, and success; 2) Education & Scholarship for both curriculum and co-curriculum; 3) Campus Climate & Intergroup Relations to create a culture of welcome and respectful engagement; as well as a fourth area of Organizational Learning. The latter area embeds the foundational policies and practices that sustain the first three areas. While a full description of these four areas can be found at the Diversity & Inclusion website, CoDE’s recommendations concentrate on the first three areas.

Beginning in the fall of 2015, the CoDE’s working groups continued with a series of conversations regarding community input as well as conversations with key leadership on campus. The recommendations are drawn from a campus Wufoo form, CoDE listening tables, several Open CoDE meetings and community conversations, and meetings with representatives from Campus Safety, the Learning Commons, Admissions, and the Dean of Student’s Office. The recommendations that follow stem from those conversations. These recommendations will be shared with the Dean’s Council and the Administrative Executive Committee. It is expected that a number of recommendations will be included in the Allegheny’s Diversity & Inclusion Action Plan.

Access & Success: (Darnell Epps, working group chair)

1. **Shared Goal:** provide equitable opportunity for academic success to all admitted students
   a. **Strategy:** Strengthen student advising
   b. **Strategy:** Nurture academic success among students from under-resourced and/or under-performing high schools

2. **Shared Goal:** Nurture academic success of domestic ESL & DLL student populations, thereby improving retention and post-graduation opportunities
   a. **Strategy:** provide additional resources and training for faculty and staff to help improve domestic ESL & DLL student writing

3. **Shared Goal:** Monitor and measure success
   a. **Strategy:** Develop benchmarks on which to measure success, possibly by adding database fields to track unique student populations
   b. **Strategy:** Determine who examines data, rates progress, and makes future recommendations
**Education and Scholarship:** (Joe Tompkins, working group chair)

1. **Shared Goal:** Demonstrate Allegheny’s commitment to the Statement of Community by infusing it into the Allegheny curriculum
   a. **Strategy:** Devise more focused “Power, Privilege, & Difference” and “International & Intercultural Perspectives” curricula
   b. **Strategy:** Develop a comprehensive “curriculum” to facilitate retention and academic success among all admitted students

2. **Shared Goal:** Increase and institutionalize awareness of campus resources for diversity- and inclusion-related education and scholarship
   a. **Strategy:** Provide professional development opportunities for Allegheny employees to enhance cross-cultural communication skills and intercultural competency
   b. **Strategy:** Determine and develop resources needed to increase intercultural awareness and skills to staff involved in co-curricular and extracurricular student learning experience
   c. **Strategy:** Increased awareness of LGBTQ+ community on campus
   d. **Strategy:** Support curricular and non-curricular efforts by employees in support of diversity

**Campus Climate & Intergroup Relations:** (Jane Ellen Nickell, working group chair)

1. **Shared Goal:** Create a community distinctive to Allegheny College that demonstrates a deep respect for and with others, as articulated in the Statement of Community (SoC)
   a. **Strategy:** Signal importance of SoC to prospective students and attract students who share those values including respect for difference
   b. **Strategy:** Educate first-year students about SoC and instill a cultural norm of respecting difference
   c. **Strategy:** Invest in intergroup dialogue training (e.g. Sustained Dialogue) to infuse conversations about differences throughout campus, working within existing structures
   d. **Strategy:** Encourage compliance with Statement of Community
   e. **Strategy:** Balance academic freedom with responsibility for creating inclusive, respectful, and safe community

2. **Shared Goal:** Encourage transparency between executive administration (AEC) and students
   a. **Strategy:** Improve communication about policy decisions
   b. **Strategy:** Improve communication throughout campus about bias incident responses

3. **Shared Goal:** Create a campus that fosters physical and psychological well-being for all students
   a. **Strategy:** Provide resources and protocols for physical safety for all students
   b. **Strategy:** Provide resources and protocols for mental health for all students
   c. **Strategy:** Create a transparent system for addressing physical safety and mental health concerns

CoDE Committee Members:

Co-Chair: Ande Díaz (Office of the Provost)
Co-Chair: Michael Mehler (Communication Arts & Theater)
John Christie-Searles (Meadville Community)
Veronica Dantan (Modern & Classical Languages)
*Darnell Epps (Admissions)
Amara Geffen (Art)
Jenny Kawata (Director, International Education)
*Jane-Ellen Nickell (Spiritual & Religious Life/Chaplain)
Vanessa Shaffer (Office Coordinator Annual Giving)
Randall Violette (student)

Andy Cooley (Human Resources)
Sophie Dodge (student)
Sydney Fernandez (student)
Jeff Hollerman (Psychology)
Younus Mirza (Philosophy & Religious Studies)
Connor Racine (student)
*Joe Tompkins (Communication Arts/Theater)