Diversity & Inclusion Action Plan -- Progress Update

Phase II status submitted by A. Diaz (February 2016)

Phase II: Building momentum and sustaining institutional change

The Phase II action steps outlined below are organized by categories generated in 2014-15. Those categories are: (1) Safety, (2) Community and Campus Climate, (3) Leadership, (4) Recruitment and Retention, and (5) Communication and Transparency. (A full report on Phase I can be found at Diversity & Inclusion Action Plan page)

Changing a campus culture requires time. It also requires an intentional and strategic plan. In 2015-16, Allegheny College adopted a proven campus change model developed by Daryl Smith (*Diversity’s Promise for Higher Education, 2009*) and adapted the model for Allegheny’s unique culture. As with the original model, the framework targets 4 key institutional areas: Those areas are: 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; and 4) Organizational Learning to embed the foundational policies and practices that sustain the first three areas. A full description of these four areas can be found at the Diversity & Inclusion website. Each of the action items is labeled for advancing one of the 4 targeted areas. It is the coordination and integration of these key initiatives that will create a culture of inclusion at Allegheny.

1. Safety: *What can we do to help students and employees feel safer both physically and emotionally?*

   ✓ **Title IX Training** was provided to 453 employees during the 2013-14 and 2014-15 academic years. Since August 2015, 103 employees have attended trainings. Between fall 2014 and fall 2015 trainings were also provided to the following groups: International students, Delta Tau Delta fraternity, CLCSC faculty members, Athletics Department, Physical Plant, IT Department, ASG, Faculty Department Chairs, SAC, and AAC as well as new and returning Title IX hearing panel members and the Title IX deputies. In addition, all RAs received training and every incoming student will continue to receive basic Title IX training during New Student Orientation. (Climate) (Organizational Learning)

   ✓ **Safe Zone Training:** As of June 2015, 584 Allegheny community members had received Level 1 training and 254 had received Level 2. As of June 2015 all AEC members have completed Level 1 & 2. (Climate) (Organizational Learning)

   ✓ **Campus Safety and Security:** Hired new interim director to review policies and protocols and to develop training plan for safety and security employees. (Climate) (Organizational Learning)

2. Community and Campus Climate: *How can each of us foster positive and healthy relationships and create a more inclusive campus?*

   ✓ **Hosted 1st Sustained Dialogue Institute:** Provided intercultural learning for staff, faculty, and student leadership. March 2015 total number of participants was 129. (Climate)

   ✓ **Hosted 2nd Sustained Dialogue Institute:** Featured workshops on facilitating differences, intercultural awareness and skills trainings designed for faculty, staff, and student leaders. January 2016 event hosted nearly 200 participants. (Climate)

   ✓ **Diversity Innovation Funds** of $32,000 funding 13 community-generated initiatives from faculty and students. Outreach for innovation proposals from staff members is in progress.

   ✓ **All Gender Restrooms:** 15 restrooms in 12 buildings are designated for all genders.
ACTION STEPS:

- **Discussion of Statement of Community and the Classroom:** Faculty Council is developing a campus discussion to take place in spring 2016. (Education & Scholarship)
- **Campus climate improvements** identified as priorities for the new Dean of Students: Focus areas include initiatives with Safety & Security, Counseling Center, and Residential Life. (Climate)
- **LGBTQ+ Campus Education Initiative:** Methods to be determined with affinity groups. (Climate)

3. **Leadership:** How can the leadership of the College ensure continuing broad conversation and grass-roots input about diversity and inclusivity as well as progress on this Action Plan?

- **Community Diversity and Inclusion Training:** Nearly 400 campus participants engaged in 15 separate workshops during 2014-15. These included Microaggressions and racial stereotypes workshops for 3 academic departments and a fall workshop on “Solo Faculty” for all academic chairs. (Organizational Learning)
- **Curricular Reform:** New Distribution Requirements require that every student takes courses in Power Privilege and Difference, Intercultural and International Perspectives, and Civic Learning. Created new major of Community & Justice Studies and enhanced major in Women, Gender and Sexuality Studies. (Education and Scholarship)
- **CoDE governance group** took several steps in the fall to gather input from the community including adding a member of the ASG Diversity Initiatives Committee to ensure broad student representation and hosting fall “Listening Tables” in the Campus Center. Three Diversity Working Groups have been providing input for the college’s Action Plan. (Organizational Learning)
- **Evolution of Community Conversations at Allegheny.** AEC is committed to partnering with various entities to foster continual community engagement and to support conversations about issues of import to the community. In the fall of 2015 the associate provost conducted a series of workshops to gather input for Phase 2 of this action plan. Workshop participants included Residence Life staff and with Bonner Students. (Organizational Learning)
- **Institutional Data** pertaining to diversity is published annually by the Office of Institutional Research. To ensure accuracy of enrollment data (including matriculation, retention, and graduation) all members of the community are instructed to use the data provided at [http://sites.allegheny.edu/institutionalresearch/](http://sites.allegheny.edu/institutionalresearch/)

ACTION STEPS:

- **Curriculum Initiatives:** Upcoming workshops for faculty development for Power, Privilege & Difference and International & Intercultural Perspectives. (Education & Scholarship)
- **CoDE’s working groups** are focusing on the strategic areas of “Access & Success”, “Education & Scholarship”, “Campus Climate & Intergroup Relations”. They will provide recommendations for the Action Plan Phase 2. As a governance group, CoDE does not deliver programming but rather coordinates and communicates about a host of campus programs and opportunities about related issues. CoDE encourages the community to attend upcoming conversations such as the interfaith dialogues hosted by Spiritual and Religious Life and a public performance deconstructing myths of rape hosted by the Art Department and Title IX Office. CoDE also provides an open meeting each semester. (Organizational Learning)
- **Evolution of Community Conversations at Allegheny.** AEC has continued partnering with other entities to provide venues and community conversations about issues of import to the community. Groups such as ASG have indicated interest in co-hosting future conversations. (Climate)
- **Student-staff partnerships** to engage students who have expressed interest in receiving professional training to facilitate courageous conversations on campus. (Climate)
4. Recruitment, Retention, and Success: How do we best recruit a diverse student and employee population and then help all members achieve success?

✓ Counseling Center: Hired new director of the Counseling Center to review and plan improvements. (Access and Success)

✓ Institutional Financial Aid: Awarded: $43,500,000 in 2014-15. Note: % of Pell Eligible Students at Allegheny is 26% as compared to 19% Pell at SCG peer institutions (Access and Success)

✓ Course Text Costs Reductions: Fall ‘15 pilot initiative, 106 textbooks were placed on course reserve in the library for a number of large-enrollment introductory courses, including art history, biology, chemistry, computer science, precalculus, calculus, and neuroscience. Pilot included used and rentals of texts and will be continued in spring 2016 and assessed regarding effectiveness to address affordability questions. (Access and Success)

ACTION STEPS:

➤ New Retention Strategies: 1) Expand new-student orientation; 2) expand peer-mentoring program for new students; 3) expand Access Allegheny program; 4) academic advising and mentoring. Target Incoming classes in fall 2016 and/or fall 2017. (Access and Success)

➤ Course Text Costs Reductions: Continue with course reserves in library; Spring 2016 will include 119 books on reserve for over 16 sections of high enrollment courses in 10 departments/programs. Spring goals to increase faculty awareness of issues and develop additional strategies to reduce expenses. (Access and Success)

➤ Alumni Career Mentoring Student Collaboration: Piloted by CIASS, Career Education and the Alumni of Black Collegians. (Access and Success)

➤ Expand Employee Resource groups: Enhance support for faculty/staff who were “First Gen” students. (Access and Success)

5. Communication and Transparency: How do we ensure open and transparent communication among students, faculty, staff, and administration?

✓ Institutional Diversity & Inclusion website has been created as the central portal of information.

✓ Inclusion Bulletin: Be the Change! was launched and published by the Associate Provost. Community members are invited to submit items and information. To date submissions have been published on issues ranging from ability status, race, SES, gender identity to religion and other areas. (Organizational Learning)

✓ Executive VP and Provost hold regular open office hours frequently in the campus center. (Organizational Learning)

✓ Action Plan Progress Reports and Updates posted on the Diversity & Inclusion website. (Organizational Learning)

✓ ASG invites AEC members to attend meetings frequently addressing relevant issues.

ACTION STEPS

➤ Coffee and Conversation with Associate Provost. Weekly sessions to be held this spring in the Grounds for Change in the Campus Center. (Organizational Learning)
Allegheny is committed to sustaining the Diversity & Inclusion Action Plan progress and will continue to coordinate the four strategic areas that have been proven to effect campus change. Those areas are: 1) Access & Success for recruitment, retention, and success; 2) Education & Scholarship for both curriculum and co-curriculum; 3) Campus Climate & Intergroup Relations to create culture of welcome and respectful engagement; and 4) Organizational Learning to embed the foundational policies and practices that sustain the first three areas.

The Allegheny College Diversity & Inclusion Action Plan is iterative, meaning that parts of it have been completed or are currently in process even as long term planning continues. To stay informed please see current and future progress reports on the Diversity & Inclusion website. Questions may be directed to Dr. Ande Diaz, Associate Provost for Diversity at adiaz@allegheny.edu.

NOTE: Culture change requires reinforcement, iteration, and porous boundaries resulting in some of the diversity and inclusion initiatives categorized into more than one area above.