Diversity & Inclusion Action Plan -- Phase 2 Progress Update

(October 2016)

Phase II: Building momentum and sustaining institutional change

The Phase II progress outlined below is organized around Allegheny’s Strategic Framework Areas: Those areas are: 1) Access & Success for recruitment, retention, and success; 2) Education & Scholarship for 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.

1. Access and Success

✓ Access Allegheny Program. An evidenced based expansion of this cohort program to triple the size of the students served from 15 to 45.

✓ "Turning the Tide" being incorporated into the Allegheny admissions process to “both clearly signal that concern for others and the common good are highly valued in admissions and describe what kinds of service, contributions and engagement are most likely to lead to responsible work, caring relationships and ethical citizenship.”

✓ New Student Orientation has been revamped and piloting several new initiatives including “Welcome to Your New Global Community” (designed to help students understand what it means to live in a global community. Students spent quality time learning about the experiences of students different from themselves and discovered ways to honor and acknowledge differences, and celebrate commonalities. Other pilot programs include “Speak Up!” in which students learned about consent, boundaries, and healthy relationships using a combination of humorous yet provocative skits, interactive dialogue to address consent, sexual assault, and bystander intervention and “Allegheny Listens” a dialogue program around a particular topic -- this year a panel of experts on Islamophobia followed by small facilitated discussions.

✓ First Generation group of students, faculty and staff. Sparked by new faculty pursuit of Diversity Innovation Funds and with external grant funds, there is a new recognized student club called FGLI (First gen, low-income) students. With strong faculty and staff support attention and resources are targeted.

✓ Student Career Mentoring Day: Gateway collaboration with Alumni of Black Collegians.

2. Education and Scholarship:

✓ 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.

✓ Learning Circle on PPD. Fall pilot a faculty learning circle discussion on infusing Power Privilege and Difference into the new distribution requirements. A spring Learning Circle is planned on IIP.

✓ Diversity & Global Course index soon to be published on Allegheny website

3. Campus Climate & Intergroup Relations

✓ Sustained Dialogue Student Club cultivated and leadership is trained. 16 students trained as dialogue facilitators

✓ Diversity Innovation Fund has distributed $32,000 funding 13 community-generated initiatives from faculty and students. It is anticipated that 25 will have received funding by June 31. Below is a sample of innovation fund projects

  Project Title: Neurodiversity: A Focus on Strengths
  Project Title: Culture 2 Culture (C2C) Peer Mentoring Program
Project Title: Dr. Herbert Niles Speaker Series
Project Title: Rainbow-Research Celebration
Project Title: Student trip to see the play Detroit ’67 about anti-war and justice system.

4. Organizational Learning & Development

✓ Professional Development on working with diverse students for New Faculty Orientation and Department Chairs.
✓ Office of Public Safety. New leadership with emphasis on staff training and community relations focus.
✓ On line training modules. Training focus on LGBTQ+ as well as Mental Health issues for targeted employee use.
✓ Diversity & Inclusion Communications Plan is in development working with College Relations for stakeholder and community education. A new website will highlight 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.
✓ 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)
✓ CoDE governance group hosted “Listening Tables” in the Campus Center. Three Diversity Working Groups have been providing input for the college’s Action Plan.

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.

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1A full report on Phase I can be found at Diversity & Inclusion Action Plan website.
2In 2015-16, Allegheny College adopted a 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.
3A 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.
4Turning the Tide. Based on a research study conducted at Harvard University, colleges and universities nationwide have undertaken initiatives to send “compelling messages that both ethical engagement—especially concern for others and the common good—and intellectual engagement are highly important.” This report is endorsed by over 80 key stakeholders in college admissions.