Diversity & Inclusion Action Plan -- Progress Report
(Fall 2016)

Allegheny is committed to building momentum and sustaining improvements in both diversity and inclusion. Changing a campus culture takes time and many improvements build on foundations laid before them. Changing a culture 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). Smith’s model was adapted for Allegheny’s unique culture. The Allegheny Framework for diversity targets four 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. ¹

A full description of these areas can be found at the Diversity & Inclusion website. A diagram of the framework with each of the action items and ongoing initiatives is featured below. It is the coordination and integration of these key initiatives that will create a culture of inclusion at Allegheny.

1. Access and Success: How do we best recruit a diverse student and employee population and then help all members achieve 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.” ²
✓ 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. FGLI has strong faculty and staff support, attention, and targeted resources.
✓ Student Career Mentoring Day: Gateway collaboration with Alumni of Black Collegians.
✓ Course Text Costs Reductions: Continue with course reserves in library; spring 2016 includes 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.

2. Education and Scholarship: How can our education, both curricular and co-curricular, advance our strategic priority of diversity?

✓ Curricular Reform: New Distribution Requirements require that every student take 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 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:** *How can Allegheny 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.

✓ **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.

✓ **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.

4. **Organizational Learning & Development:** *How do we ensure open and transparent communication among students, faculty, staff, and administration? How can our policies and practices advance diversity and inclusion? How can the leadership of the College ensure continuing progress?*

✓ **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.

✓ **Online training modules.** Training focuses on LGBTQ+ as well as Mental Health issues for targeted employee use.

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

✓ **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.

✓ **Institutional Diversity & Inclusion website** was established as the central portal of information (2014).

✓ **Diversity & Inclusion Communications Initiative** is in development and is working with stakeholders and community education.

✓ **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 Office of Institutional Research publishes Institutional Data pertaining to diversity annually.** 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/).

✓ **Drop in hours with senior Allegheny leadership** in the Campus Center.

The Allegheny College Diversity & Inclusion Action Plan is iterative; parts of it have been completed or are currently in process even as long term planning continues. To stay informed please the Diversity & Inclusion website. Questions and ideas are invited by Dr. Ande Diaz, Associate Provost for Diversity at adiaz@allegheny.edu.

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1 A series of ongoing progress reports with 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.

2 Turning 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.” Over 80 key stakeholders in college admissions endorse this report.

3 Culture change requires reinforcement, iteration, and porous boundaries resulting in some of the diversity and inclusion initiatives categorized into more than one area above.
Diversity & Inclusion Action Plan Progress Update (Fall 2016)

**Mission & Strategic Priorities**

- Access Allegheny Program expanded
- "Turning the Tide" Admissions Practice
- New Student Orientation:
  - "Welcome to Your New Global Community";
  - "Speak Up!";
  - "Allegheny Listens";
- GLCA- Stanford Collaborative Project
- First Generation Group
- Career Mentoring Day
- Textbook costs containment
- Employee Recruitment and Retention

**Access & Success**

**Education & Scholarship**

- Curricular Reform: New distribution requirements in International & Inter-cultural Perspective and Power, Privilege & Difference
- Faculty Learning Circles
- Diversity & Global Course Index
- Intercultural Development Inventory

**Organizational Learning**

- Professional Development with academic leaders and new faculty
- Office of Public Safety
- Online training modules
- Diversity & Inclusion website
- CoDE working groups and Listening Tables
- Statement of Community
- Employee Training & Handbook
- Committee on Diversity and Equity

**Climate & Intergroup Relations**

- Sustained Dialogue Student club, SD workshops
- Diversity Innovation Fund: 18 to date, anticipate 25 by June 30, 2016
- Title X Training
- Bias Response Protocol
- Gator LGBTQ Training
- Bystander Training
- Student Code of Conduct revised
- All Gender Restrooms

Allegheny Framework for Diversity
Adapted from D. Smith's "Diversity's Promise for Higher Education" (2009)
Adapted from W.T. Lewis application of inclusive excellence concept for Virginia Tech (Williams, D., Berger, J., & McClendon, S., 2005)