

# Diversity, Inclusion, and Community Status Brief (December 1, 2015)

## I. Update: through Fall 2015

- ✓ **Title IX Training** 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.
- ✓ **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.
- ✓ **Campus Safety and Security:** Hired new interim director to review policies and protocols and to develop training plan for safety and security employees.
- ✓ **Counseling Center:** Hired new director of the Counseling Center to review and plan improvements.
- ✓ **Community Diversity and Inclusion Training (2014-2015):** Nearly 400 campus participants in 15 separate workshops. These included Microaggressions and racial stereotypes workshops for 3 academic departments and a workshop this fall on “Solo Faculty” for 25 department chairs.
- ✓ **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.
- ✓ **Amount of Institutional Financial Aid:** \$43,500,000
- ✓ **% of Pell Eligible Students at Allegheny:** 26% as compared to 19% Pell at SCG peer institutions
- ✓ **Course Text Costs:** Fall ‘15 pilot initiative, 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.
- ✓ **Hosted a Sustained Dialogue Institute:** Provided intercultural learning for staff and educational approaches for faculty, and student leadership. Total number of participants in March 2015 was 129.
- ✓ **Diversity Innovation Funds for \$32,000 funding 13 community-generated initiatives:** Funded initiatives and pilots from Professors Pickering, Lo, Coenen, Christie-Searles, Crozier, Asmi, and Kawata as well as students including Connor Racine, Stephanie Carson, Hope Sims-Medley, and others.

## **II. Current and Planned Initiatives**

- **Curriculum Initiatives:** Spring 2016 workshops for faculty development for Power, Privilege and Difference and Civic Learning course content.
- **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.
- **Student, Faculty, Staff Discussion of Statement of Community and Academic Freedom:** AEC has asked members of Faculty Council to propose campus discussion to take place in spring 2016.
- **Campus climate improvements identified as priorities for the new Dean of Students:** Focus areas include initiatives with Safety & Security (including training), Counseling Center, and Residential Life.
- **LGBTQ+ Campus Education Initiative:** Methods to be determined with affinity groups.
- **CIASS Office Hours:** Invite members of the administration to hold office hours to increase accessibility (Title IX, Associate Provost for Diversity and others)
- **Course Text Costs:** Continue pilot with course reserves for 7 departments with large enrollments (noted on reverse side). Spring goals to increase faculty awareness of issues and develop additional strategies to reduce expenses.
- **Career Alumni Mentoring Student Collaboration:** Spring 2016 program involving CIASS, Career Education and the Alumni of Black Collegians.
- **Sustained Dialogue Institute with Intercultural Competencies Workshops:** Audience includes faculty, staff, and student leader collaboration of 8 offices including the Emerging Leaders Retreat. Capacity for 110 students, 80 staff and 40 faculty for total of 230 participants in January 2016.
- **Expand Employee Resource groups:** Enhance support for faculty/staff who were “First Gen” students.

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### **NOTE: Summary of Enrollment, Retention, Graduation Data -- <http://sites.allegheny.edu/institutionalresearch/>**

- Domestic students-of-color represent 20.1% of Allegheny’s full-time student population in fall 2015, and 3.2% of the student population is international (significant change over past decade; in fall 2005 domestic students-of-color represented about 6% of the student population and just over 1% of students were international).
- Most recent retention and graduation rate data: Retention from year one to year two for students-of-color is 80% and for white students is 85%. Graduation rate for students-of-color is about 66% (compared to 49% about 15 years ago) and for white students is 79% (compared to 69% about 15 years ago).