

Diversity Initiatives Update received from Dr. Jeffrey Carr 4/7/16

Phase I

- October 2009 - Campus entered into new phase from the ad hoc Diversity Task Force to the appointment of a Chief Diversity Officer *Still in effect.*
- March 2010 - Creation of the Diversity Council (purpose and goals shown on website)
- April 2010 - established policy of holding annual public forums on the state of diversity at PLNU (these take place at least annually, and sometimes twice during an academic year as needs dictate. The next diversity forum is scheduled for April 19, 2016 in Colt Hall) *Still in effect.*
- September 2010 - Website published *Still in effect.*
- February 2010 - Diversity course added to the curriculum (SOC 222) *Still in effect.*
- Spring 2011 - Diversity Council created a policy in the form of a statement for all applications for students, staff, and faculty who want to become a part of the campus. Employment applications for all faculty and all managers and above are required to complete this essay question as part of the application. All undergraduate students are presented with this essay question as an optional item. *Still in effect.*
- Fall 2011 - Diversity Council worked collaboratively over the full semester to create a campus climate survey for faculty and staff
- Fall 2011 - implemented diversity familiarization training for all student leaders that takes place each fall during LEAD week. *Still in effect.*
- Fall 2011 - PLNU provided Spring 2012 - Faculty committee on diversity created by faculty (to work in concert with the Diversity Council) *Following brief period of inactivity revolving around prioritization Still in effect.*
- Spring 2012 - The first campus climate survey was deployed for students utilizing the national normed survey from HERI, *Diverse Learning Environments*. Also deployed simultaneously was the faculty and staff custom designed campus climate survey. (Plans call for these surveys to be administered every three years as is the accepted practice for data gathering in higher education. The second round of these surveys were administered exactly three years later in Spring 2015). *Still in effect.*
- Spring 2012 - in collaboration with HR, provided professional development classes for diversity and offered to all management staff and the Deans Council.
- Spring 2012 - revised student handbook to include policy on discrimination and the reporting mechanism *Still in effect.*

Phase II

- Fall 2012 - reviewed all current policies regarding diversity and inclusion
- Fall 2012 - Proposal made for the creation of a cultural center as part of ongoing diversity initiatives.
- Spring 2013 - presented outcomes of the diversity surveys along with recommended initiatives based on that data (this information is still published on the portal for full access by all members of the community). *Still in effect.*

- Spring 2013 - Pared down diversity activities due to band width as the university completed the prioritization study and sought to reboot programming.

Phase III

- Spring 2016 - New Initiatives
 - Institutional Awareness / Commitment
 - Create and Disseminate an Annual Report on Diversity
 - Marketing Informational Poster Campaign
 - Simple one sheet info about diversity / discrimination / reporting
 - Implement Diversity Excellence Awards (three awards saluting best practices and innovation – academic / staff / student organizations)

Training

- Annual / Semi-Annual Training requirements for faculty
- Required focused stand-alone training for student leader

Hiring

- Implement aggressive faculty recruitment and mentoring for candidates of color

Representation

- · Recast Diversity Council with 50% Student Representation
- · Identify a location for a multicultural student center (Center for Intercultural Excellence (Or Development) – Offices of Multicultural and International Student Services – Home of MOSAIC Programs

In addition to these programs, policies, and trainings, there are a number of administrative duties that support diversity efforts that include community involvement, administrating discrimination complaints (investigating, hearings, resolutions), recruiting, diversity leadership scholarship (40 - 60 students who receive merit scholarships based on their providing leadership in advancing diversity at PLNU).