

Western Carolina University
Diversity and Inclusive Excellence Actions
February 20, 2018

1. Enhance Communication (Acting Provost, VC for Student Affairs and Chief of Staff)

- Commitment to On-Going Engagement (Immediate)
Ensure the Executive Council (Chancellor's cabinet) is committed to timely, on-going communication and engagement with students, faculty and staff on diversity and inclusion issues.
- Improved Incident Communication (Continuing)
University leadership will work to develop and share protocols for updating the campus community about acts of intolerance.

2. Racism Task Force Follow-up (Chief Diversity Officer)

- Inclusive Excellence Council Appointed (Currently Meeting)
The Inclusive Excellence Council has been appointed and will continue meeting and working to address the recommendations of the 2017 Task Force on Racism.

3. Complete and Implement WCU 20/20 Strategic Plan Update (Acting Provost)

- New "Inclusive Excellence" Strategic Initiative (Draft Currently Under Review)
The update to the 20/20 Strategic Plan will be finalized over the next few months by WCU leadership and the Board of Trustees. It includes a new initiative calling for adoption of division and unit diversity goals or plans. The updated Strategic Plan will be finalized by June 2018 for implementation during the 2018-19 academic year.
- Annual Strategic Plan Reporting (Spring 2019)
The institution's strategic plan annual report will include information and updates on the implementation of the new "Inclusive Excellence" strategic initiative.

4. Bias Incident Reporting Review (AVC/Dean of Students and Director of Intercultural Affairs)

- Inform Students How to Report (Underway)
Student Affairs and Residential Living are redistributing Bias Incident Report Flyers in the residence halls and providing information in the Happenings Email. In addition, bias reporting information is being updated on the web.
- Develop a Bias Incident Team and Protocol (As Soon As Possible)
Draft a protocol to guide appointment and development of a Bias Incident Team and its responsibilities, including how summary information and data are communicated.

5. National Coalition Building Institute (Chief Diversity Officer)

- Develop and Implement Training (Continuing)
Proceed with development and implementation of on-going coalition building training opportunities for students, faculty and staff.
- Train Additional Trainers (Continuing)
Work to increase the number of opportunities for additional faculty and staff to obtain facilitator certification.

6. Freshman Transition Course Review (Acting Provost and AVC for Student Success)

- Include Diversity and Inclusive Excellence in Transition Courses (Committee Currently Meeting)
While diversity and inclusive excellence is already an included component for many transition courses, a review is currently underway to enhance the effectiveness of those courses (e.g., USI 101, 130, and LEAD 151, 152, etc.).

7. New Student Orientation (AVC for Undergraduate Enrollment and AVC/Dean of Students)

- Orientation Counselor Training (Underway)
Provide student Orientation Counselors with training on diversity and inclusive excellence with an emphasis on facilitating discussions with new students.
- Updating Orientation Content Experience (Underway)
Continue addressing diversity and inclusion as well as respect and civil discourse in the new student Orientation programs.
- Review Options for Delivering On-Line Diversity Education (Underway)
Staff are exploring options for an online education module (like Alcohol.EDU and Haven) as well as considering option to develop an in-house module that might also be coordinated with Transition Courses. Implement this expectation with the same consequences as for Alcohol.EDU and Haven.

8. Residential Living (VC for Student Affairs and Executive Director of Residential Living)

- Residential Living Leadership Meetings (Before Spring Break)
Residential Living Leadership will attend individual building/area staff meetings to present in a small group setting to the staff. Consistent with the department's mission, topics will include Residential Living's commitment to diversity, trainings that are provided and will continue to be provided and improved upon, the importance of documenting/reporting any type of bias or discrimination incident, and the need for appropriate staff to have conversations with students who do or say something that goes against the department's commitment to diversity, even if their action might be considered free speech.
- Resident Assistant Accountability (Continuing)
Residential Living will continue to hold Resident Assistants and all other staff accountable for their job responsibilities and representing the department and Western Carolina University well. Any report or indication that a staff member isn't doing his/her job or is acting inappropriately, has always and will continue to be investigated thoroughly and addressed through appropriate measures ranging from a discussion to written warnings to termination from the position. Accountability will also be discussed in the Leadership meetings described above.
- Programming for Spring Semester (Underway)
Residential Living will encourage staff to continue planning and implementing any diversity and inclusion programs that may take part this semester. This programming may take the form of anything from in-person programs to passive bulletin board/poster programs.
- Resident Assistant Staff Training (August 2018)
Residential Living staff are already planning to improve diversity related trainings for our resident assistants for Fall 2018. Involvement from ICA staff to help facilitate these trainings has already been requested. Initially, the hope is to minimally provide a more in depth "role playing" training related to diversity and inclusion. Currently we incorporate some of this type of training, but not necessarily around diversity and inclusion topics each year. The department will work with ICA staff and rely on their expertise to suggest or offer up any additional trainings

or activities that she might find appropriate for this staff. In addition, plans to strengthen Residential Living Professional/Graduate staff training in regards to diversity and inclusion is in the works for summer.

- Residential Living Programming Model (August 2018)
Each year Residential Living update the department's programming model which guides how programming within the residence halls is implemented. Updates to this model for the 2018-19 academic year will prioritize diversity and inclusive excellence programming.

9. WCU Community Creed Update (VC for Student Affairs and AVC/Dean of Students)

- Revise Creed with Additional Emphasis on Diversity and Inclusion (Underway)
Propose and gather feedback on new bullet item focused on diversity and inclusion. For example: "I will VALUE diversity, inclusive excellence and individual differences."
- Adopt Updated Creed (May/June 2018)
Finalize new language and incorporate into update of the WCU Code of Student Conduct for next academic year.
- Update Signage (August 2018)
Work with University Printing Services, Residential Living and other departments to update installed signage base.

10. Student Government Association Initiatives (VC for Student Affairs and AVC/Dean of Students)

- Facilitate Discussions with SGA Elected Officers on Budget Priorities (This Semester)
Discuss with SGA officials how their budget is focused and recommend support for diversity and inclusive excellence priorities.
- Recommend SGA Participate in Training (This Semester)
Propose to SGA that elected and appointed student members participate in training around diversity and inclusive excellence.
- Request to Update SGA Senate on the Department of Intercultural Affairs (This Semester)
Follow-up this semester for an opportunity to update SGA Senate on ICA programs and activities.

11. WCU Leadership Academy (Chief of Staff, Acting Provost and Chief Diversity Officer)

- Update Leadership Academy Participants (This Semester)
Provide information and updates to Leadership Academy participants on the diversity and inclusive excellence initiatives at WCU. Also provide them with WCU's EEO information.

12. Explore New Academic Minors (Acting Provost, Chief Diversity Officer, and Dean of Arts and Sciences)

- Explore and Propose New Academic Minors in African-American Studies and Latino Studies (This Semester)
Explore the possibility of creating new multidisciplinary African-American and Latino minors with existing course offerings.

13. DegreePlus Implementation (Acting Provost and Chief Diversity Officer)

- DegreePlus (Currently in Pilot Phase: Fall 2018)
Support cultural responsiveness as the second focus for DegreePlus implementation after completion of the pilot phase on professionalism.

14. Share EEO Reports and Information (Chief Diversity Officer and AVC for Human Resources)

- Facilitate Discussions of WCU EEO Metrics (Immediately and annually thereafter)
Widely disseminate WCU EEO reports and information with emphasis on increasing the diversity of WCU's workforce.

15. Review and Enhance Awareness of WCU Policies (General Counsel and Chief Compliance Officer)

- Review of WCU Policies #10 and #53 (Continuing)
Annually review Policy #10 "Policy Statement on Non-Discrimination and Equal Opportunity" and Policy #53 "Sexual Harassment, Sexual Misconduct, and Other Unlawful Discrimination" to ensure accuracy and currency.
- Enhance Awareness of WCU Policies and Procedures (Continuing)
Provide regular communication and opportunities, in partnership with the Chief Diversity Officer, for students, faculty and staff to learn more about relevant WCU diversity and inclusion policies and procedures.