Diversity and Global Engagement Plan
Elon University

Introduction
Elon's commitment to diversity and global engagement is about understanding ourselves and others and creating the ideal place for all to learn and work, consistent with our mission statement commitment to fostering respect for human differences.

We want to prepare students for an increasingly interconnected world by providing them skills to address complex problems and to work productively with people from all backgrounds.

Because the university has grown larger and more complex, we must work harder at creating the community that has been a hallmark of Elon University. We will seek opportunities to interact with and learn about people different from ourselves. We will extend the warm welcome of the Elon community by including and respecting all students, faculty and staff and providing them with an environment that allows them to excel.

Vision
This is a plan for every member of our community because the positive actions and attitudes of every person will make Elon even better. In short, this plan is about creating a place where all students, faculty and staff feel like they are part of an engaged learning community that challenges assumptions.

The plan
What follows is our description of what we propose to do, both in a general plan and with some specific action steps, toward realizing our desire to have a community that provides the best educational and work experience possible for all students, faculty and staff.

Enrolling and supporting a diverse student population and employing and supporting diverse personnel

- Recruit and support more students from across the country who have a wide range of socioeconomic and ethnic backgrounds through a restructuring and expansion of need- and merit-based financial aid
- Increase emphasis on enrolling and retaining greater numbers of students from diverse backgrounds or identities through recruiting strategies and support programs
- Triple enrollment of international students through a new International Fellows program and new initiatives to expand recruitment in other nations
- Provide greater scholarship assistance to students who do not have the financial means so that they can engage in the Elon Experiences
- Enhance academic advising and multicultural education programs for students from diverse backgrounds and identities, assessing those programs
and tracking student success to ensure high percentages of retention and graduation

• Significantly increase the diversity of Elon’s faculty and staff through new search and human resources protocols, enhanced recruitment strategies and mentoring programs

Ensuring an open and accepting environment for learning, working and living

• Create physical spaces, celebrations, special events, ritual, traditions, food and campus language that celebrate the many backgrounds, experiences, cultures, race/ethnicities, nationalities, sexual identities and faiths represented in our community
• Encourage members of the community to treat everyone with dignity and respect, improve communication, resolve conflict and foster cross-cultural understanding and competence through policies, programs, resources, orientations and workshops for faculty, staff and students
• Create a national model for interfaith dialogue and understanding through construction of the Numen Lumen Pavilion in the Academic Village and programs developed by the Truitt Center for Religious and Spiritual Life and academic programs
• Conduct a comprehensive American with Disabilities Act accessibility study to ensure that programs and facilities continue to meet or exceed standards for those with disabilities
• Identify and report on campus diversity issues, review the effectiveness of diversity initiatives and evaluate the Elon experience across demographic groups through assessment data, including campus climate surveys
• Ensure that both internal and external audiences receive accurate, clear and consistent information about the university’s ongoing commitment to diversity and global engagement through analysis and development of communications
• Provide leadership and role models for the community as the president and senior staff members demonstrate their support for this plan and ensure that elements of the plan remain a priority in Elon’s annual planning and budget allocation processes

Enhancing Elon’s curriculum and academic environment through global engagement

• Expand opportunities for students, faculty and staff to engage in the world through a plan to internationalize the campus, increase experiential learning opportunities and create new exchange programs
• Provide opportunities such as film festivals, simulations, speakers, dialogues, immersion experiences and learning communities through expanded support for co-curricular and extracurricular programs and experiences
• Launch a new domestic study program to augment Elon’s nationally recognized study abroad program with opportunities to experience and understand differences with the United States
• Infuse diversity into learning at Elon and increase its emphasis as a core academic value through new, redesigned and existing courses and experiences, including General Studies and Elon 101 courses
• Promote inclusive teaching, learning and assessment practices related to diversity through faculty development sessions coordinated by the Center for the Advancement of Teaching and Learning
• Provide a diversity fund to support faculty and staff members who conduct research, develop courses and pedagogies, and promote service activities related to understanding differences