

## Elon University Strategic Plan

### Theme 1: an unprecedented university commitment to diversity and global engagement

#### 2016-2017 progress report

#### **Admissions**

- 19% of 2017 first-year students identified as students of color. 8% are first generation college students.
- Added Assistant Director of Diversity position and hired Courtney Vaughn '15 to focus on recruitment of students who identify as Black or African American
- With the support of the Black Life Advisory Council (BLAC) developed relationship with Jack and Jill of America, Inc.
- The class of 2021 is 7% international.
- Mandy Herrera and Hebe Fuller traveled to 26 countries to recruit Elon students.
- The undergraduate, graduate, and financial planning teams continue to participate in diversity education sessions throughout the year
- As part of the University Guide training program, Natalie Garza, Director of Diversity Recruitment leads a diversity-focused session for all new tour guides. New and experienced guides received a diversity update from Courtney Vaughn, Assistant Director of Diversity Recruitment, during a fall all guide meeting. A diversity discussion around the student experience was facilitated by Kevin Napp, Director of Campus Visits, and student leaders during a spring all guide meeting.
- Joined the Coalition for Affordability, Access and Success (“The Coalition”) an initiative composed of over 90 member institutions founded on principal values, beliefs, and extensive research to improve the college application process for all students.

#### **Athletics**

#### **Campus Police**

- All command staff, rank of sergeant, and above attended both Understanding Bias training and Discrimination and Harassment Prevention for Higher Education.
- All officers attended procedural justice training.
- The department participated in a dinner with the Black Student Union.
- Three officers participated in a Town Hall Q&A with the Black Student Union.
- Two officers attended De-Escalation training.
- Hosted two Coffee with a Cop events.

#### **Center for Access and Success**

- Collegiate Start saw 80 students enrolled in 100 courses. 10 of the students have high financial need and we continue to provide outreach to rural and Title I high schools to increase student participation of low income and minority students.
- 20 Elon students participated in the collegiate mentoring program. Our Executive Intern implemented the following changes: changed the program to Success Mentors which more aligns with the vision/mission of the initiative, created a clearer communication

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plan, conducted focus groups with both participants and non-participants to strategize program improvements/student participation, researched and spoke with representatives of similar non-cohorted mentoring programs across the country to support program improvements.

- The Collegiate mentoring program also hired volunteer student manager to support student relations and developed a volunteer peer student mentoring program after a successful experience with our pilot student peer mentor.
- Developed a student organization (open to all Elon students) to develop open discussions on socioeconomic diversity. Participants will also be able to participate in all Success Mentors programmatic workshops/meetings.
- Developed a mentoring cadre of faculty/staff who will work directly in advancing the program.
- Two Odyssey students were awarded the Lumen Prize.
- An Odyssey scholar received a Fulbright award and a second scholar received a summer Fulbright.
- Odyssey scholars received a full scholarship from The Fund for American Studies to study/intern in the summer, were selected for the first cohort of multi-faith Scholars, received the Martha Smith Award and the Algernon Sydney Sullivan Award.
- The Odyssey class of 2017 was the first to achieve 100% participation in study abroad/USA .
- We have 100% retention for the Odyssey class of 2020.

#### **Center for Race, Ethnicity and Diversity Education (CREDE)**

- Living the Maroon Life for New Student Orientation was revamped to include a conversation about privilege and three main takeaway messages: 1. Acknowledge different identities and different impacts. 2. Learn how identities impact lives. 3. Keep challenging yourself and your beliefs. Additional training for orientation leaders and head staff was included. CREDE staff also provided an expanded Spring training for orientation leaders, head staff, and First Year Summer Experience leaders in preparation for Summer and Fall 2017.
- Created a standard CREDE workshop covering an introduction to diversity education and social identities. The workshop includes a reframing of diversity in order to engage white and other dominant social identities into the work toward social justice in addition to an introductory exploration to social identities.
- El Centro facilitated 5 Summer conversation classes / 7 Fall conversation classes / 5 Winter conversation classes / 7 Spring conversation classes.
- Started the translation into Spanish of the Parent Handbook for Orientation for the New Student & Transition Programs.
- El Centro has deepened the connection and collaboration with the PA/PT graduate programs and faculty.
- With an increased budget, the SMART Mentoring Program has offered more programming for incoming-first years and has provided incentives for the volunteer

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mentors who serve with the program.

- Hosted opening welcome receptions, monthly identity forums that aimed to assist with identity and community development.
- Hosted the second annual Black Student Success Week with increased participation, particularly from upper level students.
- The CREDE obtained a Community Partnership Initiative Grant of \$1,000 to implement a 6-month Photovoice project to engage and understand the Asian & Pacific Islander student experience at Elon. The research team recruited a small group of API students as community researchers, generated questions, took photos that represented their experiences, and engaged in a series of group discussions to generate qualitative data. Each discussion was transcribed and uploaded into Dedoose for analysis, which is in progress.
- ALANAM Male Initiative, a student led committee to explore ways to engage conversation on ALANAM male issues, was created. “The 7%” monthly discussion group for ALANAM males was established as a regular space to discuss a range of issues in the presence of Elon faculty and staff.
- Restarted two ALANAM identity forums: one for Asian & Pacific Islander students called Food for Thought and one for Multiracial students called Check All That Apply.
- Native American History Month committee hosted three events in the fall.
- Hosted Dr. Amy Locklear Hertel, the Director of the American Indian Center at the University of North Carolina at Chapel Hill as the Race-nicity Fall Keynote Speaker.
- For the 2016-2017 school year, over 180 faculty and staff attended the Race-nicity series. Most notable were two student panels on the following topics: Campus Climate, Inclusion, and Internationalization: The Experiences of International Students and Don’t Put Me In a Box: The Stories of Asian American and Pacific Islander Students in Higher Education.
- Implementation of a new Student Coordinators Program where we combined the Spanish Center’s and CREDE’s student coordinator programs into one overarching program and streamline programming offered by students to increase consistency and reduce overlap.
- Hispanic/Latino Working Group was formally formed and started working in the Spring semester. Existing data gathered by the Office of Institutional Research was analyzed and research on peer institutions’ practices as it refers to Hispanic/Latino Student Success was done.
- LASO changed its name to LHU (Latinx/Hispanic Union) and are in the process of revamping the organization with the goal of attracting more students in the fall.
- Implemented a successful ALANAM Women’s Institute with around 100 participants from Elon University and 5 neighboring institutions.
- Successful Black Excellence Awards Celebration with over 300 people participating in the dinner portion and over 400 in the awards portion.
- Piloted three groups of Sustained Dialogue for the Division of Student Life, including two on “Identity in the Workplace” and one on “Deconstructing the Elon Way.” Each

group met for ten sessions and explored some potential recommendations for going forward.

### **Disabilities Services**

- 15.5% of the undergraduate population of Elon University is affiliated with the Office of Disabilities Services. The number of students working with our office has increased steadily since the 2008-2009 academic year (340 in 2008-2009, 929 in 2016-2017).
- Disabilities Services will have a new name change, as we will become the Office of Disabilities Resources, effective during the 2018-2019 academic year.
- This year we had 60 trained mentors available who mentored 43 transitioning students and 9 upperclassmen who requested assistance. We have experienced a growth in students needing the structure provided by a mentor to aid in completion of independently-driven tasks such as senior projects.
- Tina Kissell, Assistant Director of Disabilities Services, serves on the Board of NC AHEAD (Association on Higher Education and Disability) as member-at-large for private college institutions in the state of North Carolina. Kissell also facilitated the private college round-table session during the Spring and Fall conferences for NC AHEAD.
- Tina Kissell participated in an on-campus panel related to “Students with Disabilities” that was sponsored by Autism Speaks and the Elon Politics Forum.
- The Margaret “Peggy” Leister Scholarship: Educational Opportunities for Students with Disabilities Fund awarded its second round of scholarships this spring for use in the 2017-2018 school year. Eleven students were awarded the \$5000 scholarship; four juniors, four sophomores, and three first year students were the recipients.
- This spring, it was announced that the Koenigsberger Learning Center would be funded by a generous donation by Robert and Dilek Koenigsberger (P2017), which will be located in Belk Library. The KLC will bring Academic Advising, the Tutoring Center, and Disabilities Services together under one roof and will allow for the expansion of services within the Center. The Disabilities Services expansion will include the provision of an assistive technology lab, increased space and staffing, and expansion of the number of accommodated testing rooms available for proctoring tests and exams. Construction is slated to begin in the fall of 2017.

### **Gender-Based Violence Prevention and Response**

#### **Education & Programs**

##### Incoming & First Year Student Education

- All incoming students (first-year, transfer, and graduate) are required to complete *Haven*, an online program about healthy relationships, consent, sexual assault, and strategies they can use to prevent harmful behaviors.
- Two separate sessions address gender-based violence prevention and response during New Student Orientation. First, the staff-led “Belong” session focused on community standards concerning students’ responsibilities to themselves and others. Second, the “Choices@Elon” session included peer-led skits session and included information about

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consent, reducing victim blaming, strategies for bystander intervention, and supporting survivors.

- Health Promotion brought speaker Mike Domitrz to present “Can I Kiss You?” and SPARKS Peer Educators continued to offer the “Choices” workshop for Elon 101 classes which addressed values, consent, and active bystander skills.

#### Student Leader Trainings

- Health Promotion provided training on bystander intervention, supporting survivors, and university resources for key student leaders/mentors (Odyssey Mentors, Orientation Leaders & Head Staff, Resident Life Student Leaders, Fraternity & Sorority Life House Captains).

#### Events & Programs

- The SPARKS Peer Educators continue to receive extensive trainings in order to conduct workshops on consent, strategies for bystander intervention, and supporting survivors.
- Health Promotion coordinated events for Domestic Violence Awareness Month with many partners, including Alpha Chi Omega (AXO) and Family Abuse Services of Alamance County. These events included These Hands Don’t Hurt and Got Chemistry? among others.
- Health Promotion worked with 9 campus and community partners to develop comprehensive offerings for Sexual Assault Awareness Month (SAAM) which included workshops, marches, documentary screenings, and the annual Take Back the Night speak-out for survivors of interpersonal and gender violence.
- Elon Feminists hosted “The Female O” sex education program with over 250 student attendees.

#### Student Organizations & Initiatives

- Elon students and staff attended the annual RespectCon hosted by Emory University.

#### **Gender and LGBTQIA Center**

- Elon maintained #1 ranking for LGBTQIA Inclusion on CampusPride’s Index in 2 key areas – #1 among all Southern institutions and #1 across North Carolina institutions.
- Elon entered the Top 10 nationally on CampusPride’s list of LGBTQIA-friendly universities.
- Finished third year of LGBTQIA Implementation & Assessment Team.
- Increased Elon Day donors to the LGBTQIA fund from 15 in 2016 to 75 in 2017.
- Hosted World AIDS Day events co-sponsored by Red Ribbon Society, Alamance Cares, Alamance Pride, AIDS Healthcare Foundation, Alamance NAACP, Alamance Health Department, among others.
- Student, faculty, and staff presence at 4 state pride events including NC Pride Parade, Greensboro Pride, Charlotte Pride, and Alamance Pride Festival.
- A Trans Inclusion Squad of students, faculty, and staff who met last summer to examine needs of students and colleagues.

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- Successfully expanded staffing for the GLC with Graduate Assistant, Camilla Brewer, along with an additional unpaid graduate intern, Jes Coggins, for Spring 2017.
- LGBTQIA trainings continued for Elon Law School, Fraternity and Sorority Life House Captains, RAs, OLs, and academic courses across the Core Curriculum, Religious Studies, and Women's, Gender, and Sexualities Studies, as well as locally for Cone Health medical staffs & Alamance-Caswell nursing staffs.
- We have shared our LGBTQIA inclusion efforts at the request of many institutions across the country.
- Successful educational events include National Coming Out Week, Trans Awareness Week, Spring Pride Week, and national speakers including Willy Wilkinson, Therese Huston, Michael Messner, Michael Kimmel, and Peterson Toscano.
- Visibility of student achievements continues to grow with largest attendance at Lavender Graduation, plus inclusion of Leadership Prize and Lumen Scholars in the largest cohort of LavGrad Seniors to date.

#### **Global Education Center**

- Created the "Globe" space for international students within the Global Education Center.
- Assisted the International Fellows class in participating in the Leaders of the 21<sup>st</sup> Century event for the first time.
- Worked with international students to offer graduation chords for those interested.
- Established an opportunity for international graduates who cannot take their saplings home to plant them in a designated grove in South Campus.
- Worked with the ISSS team to rework and clarify the responsibilities of the team.

#### **Office of Inclusive Community Development (formerly Office of Inclusive Community Well-Being)**

- Offered 2 Inclusive Community Conversations for new faculty and staff.
- Created 2 Inclusive Lens workshops tailored to the specific needs of requesting departments.
- Deepened and streamlined a 3-part training series for Process Advocates. Two series were offered – one on main campus and one at the law school.
- Offered several Inclusive Community Conversations sessions for student groups including SGA, Fraternity and Sorority Life, and Health Promotion.
- Completed a semester long needs assessment of fac/staff diversity and inclusion needs as a component of the planning for the inaugural Intercultural Consciousness Certificate Program launching in the fall.
- Completed the planning for the Intercultural Consciousness Certificate Program and launched application process.
- Completed 6 CODE Capacity Mapping Sessions with partnering offices.
- Trained Director as an Intercultural Development Inventory Qualified Administrator.

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- Director presented multiple keynote and workshop sessions at national conferences including AACU Bridging Research to Practice: Intersectionality and the Whole Student Well-Being.

#### **Student Professional Development Center**

- SPDC has introduced the importance of intercultural and diversity skills (and how to create and market them to employers and graduate programs) across career development programming. Ross Wade completed summer 2016 training in Emotional Intelligence and Diversity and is using information learned to further update and enhance diversity pieces in career development programming.
- Created a Transitions Strategy Course on intercultural intelligence and career that has been approved by the SPDCAC and is in the process of being submitted to the curriculum committee.
- Career Fellow Katie Greene led a panel on diversity and careers where panelists reflected various races, genders, and religions.
- Included diversity opportunities in professional development programming for SPDC career advisors including most of the office attending Bryan Stephenson's talk and talking about the book with a facilitated session over lunch and inviting Cherrel Miller-Dyce to talk to advisors about advising a diverse student population.
- Created and facilitated a Colonnades Neighborhood program called "Queer Careers" discussing LGBT issues in the workplace.

#### **Truitt Center for Religious & Spiritual Life**

- Weekly Numen Lumen speakers wove a tapestry of diverse stories on the theme "Stuff Happens."
- Elon was named a campus of distinction for interfaith service for the third year in a row by the Presidential Honor Roll. Elon staff and students also presented about Mindfulness and Interfaith work at the President's Interfaith Challenge.
- The Truitt Center took 11 students to New York City on an Interfaith spring break trip. The students were diverse across lines of race, religious/spiritual worldview, sexuality, and socio-economic status.
- The Second Annual Ripple Interfaith student conference was attended by 112 participants (86 students) from 15 colleges and universities. The theme was Mindfully Plural and included a keynote from Sheik Mendez, an interfaith panel on mindfulness in diverse traditions, a faculty/staff panel on Buddhism, student coffee house, and an evening of Rumi and Rabia with Sufi poetry and Persian music on traditional instruments. A third conference is planned for February 2018 with continued support from the Interfaith Youth Core.
- The Truitt Center and Iron Tree Blooming Club sponsored monthly sittings and teachings with Osho Sandy Stewart.
- The Truitt Center employed 7 student interns as leaders of the interfaith work at Elon, and took 8 students to the Interfaith Leadership Institute in Atlanta.

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- Hired Imam Shane Atkinson as Part-time Muslim Life Coordinator. Imam Atkinson offered a training series called Islam in 3D and hosted Hispanic Islamic Scholar Dr. Rodrigo Adem Alvarez, from Harvard University, speaking on Classical Ijtihad Theory and the Vocabulary of Inter-Islamic Tolerance.
- The Muslim Life at Elon website went live, as well as new websites for Hindu and Buddhist life at Elon.
- Hillel expanded from 4 to 7 engagement interns, and Hillel student leadership team grew from 8 to 15.
- One staff member and a student attend the Creating Change Conference, which focused on racial, interfaith, LGBTQ identities, and intersectionality (sponsored by the National LGBTQ task force).
- The January wInterfaith series included focus on the Church of Jesus Christ of Latter Day Saints, Islam, and Hinduism.
- Six staff from the Truitt Center for Religious and Spiritual Life participated in and presented at the inaugural NASPA Religious, Secular, and Spiritual Identities Convergence. Presentations included: Enemies to Allies: Dignity in Christian and Secular Worldviews on LGBTQ issues and Religion and Civic Engagement: Can We do Anything Right?
- The Truitt Center supported international students after the first travel ban as they planned and offered a March for Global Solidarity, and two staff members spoke sharing hopes for diversity, inclusion, and understanding through education.
- Building up to the election, the Truitt Center sponsored a faith and politics panel. We also brought a representative of GLAAD (Gay and Lesbian Alliance Against Defamation) to speak about the necessity to involve young LGBTQ adults in political processes.
- The Truitt Center continued its strong signature programs featuring religious diversity which includes: Diwali, Eid al Adha, Lights and Luminaries, Moravian Love Feast, Lunar New Year, Mardi Gras and Ash Wednesday, the Easter Egg Hunt, the Sand Mandala for Peace, and Holi followed by Japanese Shabbat.
- We led the campus Martin Luther King Day interfaith prayer service.
- 125 students, faculty, and staff participated in campus Jewish High Holy Day services, and 185 took part in a Passover Seder.
- Three members of the staff participated in COR110 Diversity and Inclusion Roundtables.
- The Truitt Center staff coordinated and led an interfaith prayer service with local religious leaders, as the central Burlington memorial event, on the 15<sup>th</sup> anniversary of 9.11.01
- Elon hosted Holocaust Survivor Dr. Zeb Harel with 350 participants.
- The University Chaplain spoke at the grand opening and ribbon cutting of the Al-Aqsa Free Medical and Dental Clinic at the Burlington Masjid, and several members of the staff participated in a prayer vigil at the Burlington Masjid after the first executive order on immigration.
- The Associate Chaplain for Jewish life led a Passover Seder at Blessed Sacrament Catholic Church.
- Featured speakers, lecturers, and events this year included: Professor Amy Jill Levine; Roots: Israeli Palestinian Peace Conversation; Peter Toscano, the first and second annual Interfaith Progressive Dinners; Professor Toddie Peters and Rev. Bromleigh McCleneghan on Good

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##### Christian Sex.

- Increased support for progressive Christians, with three Christian groups identifying as open and affirming of LGBTQIA students, discussions of the intersectionality of faith and sexual identity, and Winter Term series on Good Christian Sex that engaged diverse viewpoints in respectful discussion.
- The Truitt Center offered the successful Hijab Day, with participation doubling from last year.
- Members of the professional and student staff created a canvas labyrinth for use in the Sacred space.
- The Truitt Center supported the creation and implementation of the Multi-Faith Scholars Program, through the SAGES multi-faith leadership development program, and in partnership with the Center for the Study of Religion, Culture, and Society.
- In the midst of religious diversity and multi-faith and secular worldview offerings, the Truitt Center and its Affiliates continues to offer strong Christian programming with Bible study, worship and communion, holy day celebration (Advent, Lent, Ash Wednesday, Easter, Christmas), small groups, dialogue, and pastoral care. We also harbor a strong Hillel program doing excellent work through the year in the Jewish community.

#### **Fraternity and Sorority Life**

- FSL staff clarified with various national offices policies related to trans membership and the inaccurate student perception that dates to organization events must be of another gender.
- Interfraternity Council awarded Becca Johnson '17, the inaugural research grant, funding her senior Leadership Fellows Change Project on inclusivity perceptions within the Greek community.

#### **Inter-Department Collaborations:**

- Admissions and the Center for Race, Ethnicity and Diversity Education (CREDE), hosted a diversity-themed reception for students in Georgia and Maryland.
- Dr. Randy Williams, Sylvia Munoz, and Reiney Lin were guest speakers on the topic of diversity during monthly training sessions in Admissions led by Campus Visit Assistants (CVA's).
- CREDE and the Center for Leadership implemented the sixth Intersect: Diversity and Leadership Conference that attracted over 230 participants from 12 institutions from 5 states.
- CREDE developed a successful Hispanic Heritage Month series of programs that included partnerships with the Truitt Center, the Gender and LGTBQIA Center, Cultural and Special Programs, faculty, and students.
- El Centro carried out 13 cultural events during Winter and Spring Semester in partnership with the World Languages and Cultures Department, LASO, EIS, and EAS.
- CREDE Implemented the recognition of Women's History Month by developing a successful International Women's Day Forum in partnership with WGSS

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Interdisciplinary Program, GLC, Truitt Center, World Languages and Cultures department, Hall for Change, EV Volunteers, EFFECT, Elon Political Forum, I Am That Girl, The Vagina Monologues, and Amnesty International.

- CREDE hosted the Hispanic/Latino faculty and staff welcome reception in partnership with the Hispanic/Latino Employee Resource Group.
- CREDE developed a complete Asian American & Pacific Islander Heritage Month that included partnerships with the Asian Studies Program, the Truitt Center, Residence Life, faculty, and students.
- Health Promotion and Center for Leadership continued to partner on the active bystander workshop for the LEAD Program.
- GLC and Office for Alumni Engagement hosted 2 Alumni Leadership Retreats, including our first regional LGBTQIA Alumni Mixer in DC, plus our largest Homecoming Alumni Awards Brunch with 50+ attendees.
- The GLC, Construction, and Physical Plan collaborated to increased number of universal restrooms to 100+ across campus, as well as inclusion of private changing rooms.
- GLC Director and Interim Director of CFL co-authored a book chapter on Elon's progress with trans & LGBTQIA inclusion was officially accepted for publication in "Trans People in Higher Education."
- GLC and Global Education Center hosted an educational session on LGBTQIA Topics to consider while studying abroad/away.
- Inclusive Community Development, the Registrar's Office, and Cultural and Special Programs collaborated to implement Winter Term Diversity Theme programming including the mini-seminar series, the Human Library, and major speakers.
- Continued the collaboration among Inclusive Community Development, CDICE, and the CORE Curriculum to offer Diversity Education Roundtables and additional campus-wide educational opportunities.
- Inclusive Community Development worked in collaboration with Sociology/Anthropology Department to complete part II of training for 12 faculty and staff to offer Intergroup Relations dialogues for students, faculty, and staff.
- Inclusive Community Development completed planning for an IGR course in collaboration with Sociology/Anthropology Department and the Truitt Center, and two, 2 credit co-facilitated IGR courses will be offered in fall 2017 with a focus on race relations.
- Inclusive Community Development partnered with Gender and LGBTQIA Center and WGSS Advisory Board to support the Gender and Sexuality LLC.
- The Program Coordinator of Inclusive Community Development collaborated with members of the Truitt Center on engaging privilege and identity in multifaith engagements. This included presentations at Elon's Ripple Conference and a NASPA conference, and an article "Navigating Identity and Privilege in Multifaith Engagement on a College Campus" to be published in the *Journal of College and Character*.
- FSL partnered with GLC to conduct trainings for the Loy Neighborhood House Captains, as well as Panhellenic Recruitment Counselors.

### **A sampling of events and activities in departments and units across campus**

- The School of Communications (SOC) sponsored a Unity party for school students, faculty, and staff at the end of the fall semester that included a “you can count on me video” featuring SOC faculty and staff.
- The SOC hosted “Thoughts on Thursday” event was held where students could write anonymous reflections on the presidential election. Blank index cards were distributed to SOC classes, and faculty read the anonymous responses in a public setting at Citrone Plaza.
- With the idea of fostering one-on-one conversation, a booth was constructed to generate one-on-one conversations between faculty and students on controversial issues. Faculty would select an issue, and the booth would be outfitted to reflect that topic. It appeared as an “Ask about Islam” booth at college coffee, sponsored by the Truitt Center, Religious Studies, and SOC.
- Nine Elon students, a staff member, and faculty member interviewed 125 people from 50 nation-states at the United Nations-facilitated Global Internet Governance Forum in Jalisco, Mexico, and created more than 700 video clips that share viewpoints on six important questions tied to the future of global communications.
- The Philosophy Department worked to increase the number of authors from groups typically underserved in philosophy and to increase courses with a more explicit focus on issues of equity, diversity, and inclusion including more offerings of the new Rap, Race, Gender, and Philosophy course and increasing the number of upper-level feminist philosophy classes.
- History and Geography focused as a department on experiential learning as a way to develop understanding of historical and contemporary issues (e.g., a multi-day visit to the United States Holocaust Memorial Museum in Washington, DC for research and training and a SKYPE visit with an activist camped at the Dakota Access Pipeline).
- The 2017 Class of Issues in African Art presented *The Body in African Art*, a multi-media exhibition reviewing cultural and artistic creativity from throughout the continent of Africa and its diaspora. This semester-long research project involved working throughout the semester with Elon’s permanent African art collection, working closely with an African art scholar from UNC, multiple course presentations, and discussions. The exhibition was on display in the Isabella Cannon Room.
- Each semester Elon students participate in the X-Culture Project and Symposium, where students in international business classes work in global virtual teams with students from around the world to solve real world business challenges.
- The Finance Department’s Women in Finance student organization provides a forum for women to discuss the male dominated field of finance with women executives who have spent decades in the industry helping to close the gender pay gap and break the glass ceiling.
- The University launched a required online training course, DiversityEdu, for all incoming first year students starting in summer 2017.

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- Faculty continue their focus on diversity in the curriculum with support from CATL's diversity inclusion grants. This year teams from Communications, Education, Mathematics and Statistics, and World Language and Cultures received grants.