

## **Admissions**

- 20% of 2016 first-year students are students of color.
- The class of 2020 is 9% international compared to 7% last year.
- Mandy Herrera and Hebe Fuller traveled to 27 countries to recruit Elon students.
- The undergraduate, graduate, and financial planning teams participated in diversity education sessions at their mid-year and end-of-year retreats, and colleagues that lead diversity and inclusion efforts at the university routinely update our staff on emerging trends and initiatives.
- In partnership with the Center for Race, Ethnicity and Diversity Education (CREDE), Admissions hosted a diversity-themed reception for students in Georgia and Maryland.
- Both fall and spring tour guide training included diversity sessions led by Natalie Garza and Dr. Randy Williams. Additionally, experienced guides and admissions counselors facilitated dialogue around difficult questions tour guides are often asked, which include questions and answers around diversity and inclusion. We are developing a plan for consistent, ongoing training of our tour guides for next year.
- The Financial Planning Resource Center was successfully created and has been used substantially by existing and new students and parents. The resource center was announced publicly in an E-Net article in early December 2015.

## **Campus Police**

- All members of Campus Safety and Police attended Fair and Impartial Policing examining unconscious or implicit bias.
- Began a department ride along program in order for members of our community to get to know the police better.
- Hosted 4 “Coffee with a Cop” events as a way to build community.

## **Center for Access and Success**

- This year 18 first year and 2 sophomore students participate in the First Year Engagement mentoring program that supports students identified as high-financial need, first-generation who are not currently in a cohort program such as Odyssey or Fellows.
- Students in the First Year Engagement mentoring program participated in a year-long formal mentoring program with faculty/staff across campus where the Center and other campus offices presented seminars on topics such as: Culture Shock: Where are you? (The Center); Academic Check in (Advising Center); Understanding skills gained through research, study away programming, internships and class projects (SPDC); How do I finance my study abroad trip? (Global Study); Strength-Finder Assessment (SPDC); Understanding Elon’s

## Elon University Strategic Plan

Theme 1: An unprecedented university commitment to diversity and global engagement.

2015-2016 progress report

scholarly research opportunities (Undergraduate Research and Lumen); Financial Planning (Department of Finance. Faculty/Staff mentors completed fall mentor training and participated in monthly professional development seminars.

- This spring The Village Project expanded to 4 area schools: Eastlawn Elementary, Andrews Elementary, Newlin Elementary, and Graham Middle School. The project now serves twice as many students and families as before. The expansion was facilitated by the inclusion of several Elon University athletic teams – men’s and women’s basketball, men’s soccer, women’s lacrosse, and women’s track teams; in addition to several university fellows and members of the Lambda Chi Alpha and the Alpha Phi Alpha fraternities. Funding for the ongoing development of the Village was awarded from the Oak Foundation with matching funds, which will support the project for the next 5 years.
- Expanded the Odyssey Scholars Program for the class of 2020 from 25 scholars to 31 with the addition of Hook and Fogleman Scholars. Odyssey scholars are members of the following programs: Honors Fellows, Elon College Fellows, Leadership Fellows, Business Fellows, Communications Fellows, International Fellows, and Teaching Fellows.
- 96% of the Scholar class of 2016 participated in study abroad/Study USA compared to 89% in the Scholar class of 2015.
- A number of Scholars will be participating in internships this summer with organizations such as Travelers Insurance, Honda Jet, The Grammy's Organization, Marymount University, The Fund for American Studies, The National Institutes of Health, and The International Rescue Mission.
- Graduating Scholars have secured the following placements: Three Community Impact Fellows, Communications Fellow in the Philippines, Public Health Fellow in rural India, Young Life position at the University of South Carolina, and an alternate for Fulbright.
- Scholars received several awards including the State Department Critical Language Scholarship, the WL Monroe Award, the Fund for American Studies Scholarship, Gilman Scholarship, Wells Fargo Scholarship, Troy Family Endowed Scholarship for International Study, The GlaxoSmithKline Foundation Women in Science Scholarship, the Waesche Engaged Learning Scholarship, and Newman Civic Fellow.
- Scholars presented at conferences including the Clinton Global Initiative and the American Chemical Society.
- Developed new LLC focused on Examining Disparities in Educational Access.
- Implemented the Emerging Young Men's Mentoring Programming with the Burlington Housing Authority.

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

- Held the First Hispanic/Latino Faculty and Staff welcome reception, and established the Hispanic/Latino Employee Resource Group.
- Continued development of Hispanic Heritage Month celebration with the addition

of “Perspectivas,” a new series of faculty/staff and student presentations on issues related to the Hispanic/Latino community at Elon and beyond.

- Co-sponsored with Asian Studies the first Asian and Pacific Island faculty and staff welcome reception.
- Newly re-designed SMART Program has resulted in nearly 2.5 times as many participants, including faculty and staff who serve as resources to SMART mentors and mentees.
- Hosted world-renowned intercultural competence research scholar Dr. Darla Deardorff for a visit with several presentations to different groups throughout the day.
- Facilitated more than 20 fall semester diversity education workshops for classes or cohort groups, an increase of 7 as compared to last fall.
- Partnered with Center for Leadership to implement the 5<sup>th</sup> Intersect: Diversity and Leadership Conference that attracted over 230 participants from 12 institutions across 5 states.
- Restructured DEEP to increase student-driven diversity education programming with 9 active student educators; spring DEEP programming included 4 collaborations with Inter-Fraternity Council and Pan Hellenic Council organizations during the Privilege Series.
- 4 faculty members have required their students to participate in El Centro classes or activities.
- Hosted opening welcome receptions and monthly identity fall forums that aimed to assist with identity and community development.
- Hosted the first Black Student Success Week in partnership with the Black Student Union.
- Led the Black History Month programming that included the second Black Solidarity Day.
- Established a partnership with the Center for Leadership and Kernodle Center for Service Learning and Community Engagement to formalize a relationship that works toward a shared concept of social justice that is a part of each department’s focus.
- Provided Race-nicity lunch and learn sessions that helped faculty and staff with performing their roles in a sound intercultural manner.
- Enhanced the Phillips-Perry Black Excellence Awards by increasing the academic eligibility and incorporating an African/African-American Studies at Elon award.
- Recognized at the Lavender Graduation as the Department of the Year.

### **Disabilities Services**

- Nearly 14% of the undergraduate population of Elon University is registered with Disabilities Services. The number of students affiliated with Disabilities Services is nearly 2.5 times the number of students in 2008-2009.

- The Disabilities Services Academic Mentoring Program has expanded over the past 4 years since its inception. The number of trained mentors has increased from 10 in its pilot year to 30 the following year and to 51 in the last two years. The 30 Academic Mentors served 45 transitioning students in 2013-14, and the 51 Academic Mentors served 65 transitioning students in 2014-2015. During this academic year, the 51 trained Academic Mentors served 67 transitioning students, logging over 350 mentoring sessions.
- Tina Kissell, Assistant Director of Disabilities Services, was elected to serve 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. NC AHEAD is the state-level professional association that is committed to full participation of persons with disabilities in postsecondary education. Tina's role is to facilitate conversation among peer-group private institutions across the state and serve as their voice on the NC AHEAD Board.
- At the Spring NC AHEAD Conference Tina Kissell presented a session entitled "Our Greatest Assets are Our Students as Mentors, Trainers, and Interns" with Karen Franklin from Queen's University and Katie Montie from UNC Charlotte.
- The Margaret "Peggy" Leister Scholarship: Educational Opportunities for Students with Disabilities Fund awarded its first scholarships this spring for use in the 2016-2017 school year. 7 students were awarded the \$2500 scholarship.

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

- 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. This program is completed in the summer, along with *AlcoholEdu*, an online program new students have been required to complete for many years.
- A staff-led session during New Student Orientation focused on community standards concerning students' responsibilities to themselves and others, and it included information on the meaning and importance of consent.
- Health Promotion provided training on bystander intervention – supporting survivors and university resources for key student leaders/mentors (Orientation, Resident Life Student Leaders, Greek House Captains, Student Athlete Advisory Council).
- A 45-minute "Choices@Elon" peer-developed skits session at New Student Orientation by SPARKS Peer Education and Health Promotion included information about consent, reducing victim blaming, strategies for bystander intervention, and supporting survivors.
- Elon has multiple student organizations dedicated to gender equity and gender violence prevention including: SPARKS Peer Education; Elon Feminists For Equality, Change and Transformation (EFFECT); SPACE (Students Promoting Awareness, Change and Empowerment); I Am That Girl, One Love; and a men's/masculinity group.

- SPARKS Peer Education included information about consent, strategies for bystander intervention, and supporting survivors in their "Choices" workshop given to Elon 101 classes, fraternities, and sororities and offered new workshops: Healthy Relationships, Supporting Survivors, Challenging Rape Culture, and Active Bystanding 101.
- Elon hosted the North Carolina Coalition Against Sexual Violence and the North Carolina Coalition Against Domestic Violence's Campus Consortium state meeting in September 2016.
- The "Can I Kiss You" event with Mike Domitrz from the Date Safe Project in September 2015 drew over 500 attendees.
- Health Promotion coordinated events for Domestic Violence Awareness Month such as These Hands Don't Hurt campaign, Strides for Safe Relationships, Couples Chemistry, and collaborations with student and community organizations including working closely with Alpha Chi Omega (AXO) and Family Abuse Services of Alamance County.
- Elon University was awarded the 2015 University/College Award by the North Carolina Coalition Against Domestic Violence for the work the university is doing to end relationship violence on campus and in the community. The Department of Health Promotion was recognized for their integrated approach to violence prevention; effective partnerships with academic departments and community organizations; and their outstanding peer education program.
- Inclusive Community Well-Being; Women's, Gender and Sexuality Studies; and Health Promotion hosted a documentary series on gender-based violence, masculinity, and activism including the following films: *My Masculinity Helps*, *The Mask You Live In*, *Private Violence*, and *The Hunting Ground*.
- Health Promotion researched, developed, and piloted a 3-hour Bystander Intervention training program with the Student Life workgroup and a student Leadership Prize recipient.
- The Department of 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.
- Health Promotion partnered with CrossRoads Sexual Assault Response and Resource Center and a Human Service Studies course to host 8 sessions and display "The Monument Quilt" project.
- 5 Elon students attended the state-wide SV/IPV Campus Student Advocates Conference hosted by NCCASA and the UNC Chapel Hill; 8 students attended RespectCon hosted by Emory University.
- Elon Feminists hosted the Sex Discussed Here program "The Female O" with over 250 student attendees.
- Elon implemented the "Your Voice Matters: Campus Sexual Violence Climate Survey" in April 2016.
- Elon continues to support a full-time Coordinator for Violence Response who acts

as a confidential advocate for students, faculty, and staff and operates Safeline a 24/7 confidential phone line for survivors, victims, and others for support around bias and gender violence.

## **Gender & LGBTQIA**

- Hosted 1<sup>st</sup> LGBTQIA Alumni Mixer across the LGBTQIA Alumni Network and general Elon DC chapter.
- Health & Wellness hosted 2 LGBTQIA-related trainings, including the hiring of a consultant for a specific training exploring health topics related to transgender students.
- Co-sponsored a wide array of programs across Hillel, Truitt Center, WGSS, Belk Library, PERCS, etc.
- Expanded staffing for the Gender & LGBTQIA Center with a Graduate Assistant, beginning Fall 2016.
- *Development of healthy masculinity group on campus with particular focus around social identities and fraternity membership.*
- Orientation has begun to incorporate pronouns for Orientation Leaders and incoming first-years, and systems were created to include pronouns and campus names as opposed to legal names as part of information students can share with the university to ensure that we are meeting student needs.
- Creation of an LGBTQIA Mentor/Mentee program to pair faculty/staff mentors with LGBTQIA students, developed by the LGBTQIA Employee Resource Group to help students navigate their time at Elon.
- Increased the number of universal restrooms to nearly 100.
- CATL created a resource webpage for faculty that answers specific questions about why and how to utilize gender pronouns for students.
- Education across Fraternity & Sorority Life including 2 sessions for Delta Upsilon, as well as LGBTQIA trainings for all 45 Pi Chi Sorority Recruitment leaders during rush.
- Ally training for the Law School (faculty & staff, as well as all L2 students.)
- Ally training for the President's Senior Staff and Academic Deans.
- Held national speakers on gender and sexuality including Arthur Chu, Danielle Citron, J Mase III, Scott Fried, Matteo Lane, Melissa Harris-Perry, etc.
- Assessed the availability of courses with a primary focus or ancillary focus on LGBTQIA topics.
- Hosted community reception across senior staff and LGBTQIA employees.
- Task Force on Social Climate and Out-of-Class Engagement Report lists recommendations to support the ongoing work of the LGBTQIA Implementation & Assessment Team.

## **Global Education & Engagement**

- Piloted Study USA offering that focuses on prevention of oppression and violence to be offered WT 2017.

- GEC and New Student Orientation will collaborate this year to conduct the International Student Orientation.
- A total of 31 international students will graduate this year from Elon University.
- A space on the 3<sup>rd</sup> floor of GEC has been assigned as an international lounge.
- Kristen Aquilino joins the team half time in GEC and half time in SPDC starting in 2016-2017.
- Developed and filled the position of Assistant Dean of Global Education, replacing the Faculty Fellow position. Matt Buckmaster will serve in that position beginning 2016-17.
- Hired Allegra Laing as Assistant Study Abroad Director.
- Developed 8 Global Engagement Student Goals.
- GEC worked with Athletics to develop a 4-year program designed to provide all student athletes a global engagement.
- GEC coordinated a site visit for a first semester program at University College Dublin.
- Study USA submitted a successful proposal to NAFSA to create a new national interest group for domestic programming.
- Rhonda Waller was selected to serve on both the FIE Advisory Board and Arcadia's Guild.
- The international student services team worked with Dr. Jennifer Zinchuck (English) and international admissions to develop a section of ENG 110 for international students for whom English is not their first language.
- Study abroad collaborated with FIE in London to hire an additional staff person in London to support over 100 students in Fall 2015 and 2016 and with the Office of Fraternities and Sororities explored strategies to manage the large number of Greek students at our Centers during Fall.
- Our first embedded travel courses ran during the Thanksgiving Break of 2015.
- The GEC managed the issues from terrorist attacks in France, Turkey, and Belgium, both for international students on campus and for study abroad students.
- GEC has been monitoring closely the Zika virus.

### **Office of Inclusive Community Well-Being**

- Offered 2 anti-bias sessions for new faculty and staff.
- Created 4 DID (Developing Inclusive Departments) workshops tailored to the specific needs of requesting departments.
- Continued the collaboration with CDICE and the CORE Curriculum to offer Diversity Education Roundtables.
- 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.

- Developed signature anti-bias session called Why We Won't Wait: Inclusive Community Conversations, completed pilot programs, and assessment.
- Worked in collaboration with Sociology/Anthropology Department to train 33 faculty and staff to offer Intergroup Relations dialogues for students, faculty, and staff.
- Partnered with Gender and LGBTQIA Center to support the Gender and Sexuality LLC.
- In collaboration with the Registrar's office, conducted a qualitative survey of students' perceptions of the Winter Term The Difference *Difference* Makes theme.

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

- Added Anna Torres-Zeb Part-Time Muslim Coordinator and Rabbi Meir Goldstein Associate Chaplain for Jewish Life, to the Chaplain's staff.
- Elon was named a campus of distinction for interfaith service a second year in a row by the Presidential Honor Roll. Elon staff and students also presented about Religious Privilege at the President's Interfaith Challenge.
- 19 Elon students, faculty, and staff attended the Parliament of the World's Religions in Salt Lake City, UT and presented 2 workshops: "Deep and Wide: Developing an Interfaith Program on a College Campus, Stories and Strategies from Elon University" and "Mindfulness for College Students: Cultivating Spiritual Wellness and Compassion across Traditions."
- Our January series featured presentations and dialogues by faculty, staff, and students on the topic of "Who Matters to God? Race, Privilege and the Bible." Staff also participated in a teaching workshop on what Judaism, Christianity, and Islam say about social justice.
- The Truitt Center piloted its first interfaith spring break community service trip, with students and staff of Jewish, Christian, New Thought, and secular identities.
- The Truitt Center held the first regional Ripple Interfaith student conference which was attended by 50 students from 11 campuses. The program included the first NC performance of the Hijabi Monologues, a presentation on Hip Hop as prophetic speech, a film about Pakistani music, student coffee house, IFYC-led workshops, opportunities for yoga and meditation, as well as worship/prayer in the Christian, Jewish, and Muslim traditions. A second Ripple is planned in February 2017, with financial support from Elon's Fund for Excellence and Interfaith Youth Core.

### **Winter Term Diversity Theme**

- All residential neighborhoods adopted winter term diversity programs in support of the winter term theme.
- Hosted trainings for faculty and staff in the areas of intercultural competence and inclusive teaching practices; trainings were held for students in the areas of being



an LGBTQIA ally and relating leadership and identity.

- Launched a Teach-In that encourages academic engagement of diversity-related themes with sessions held by 10 prominent scholars on campus.
- Winter Term theme events included: performance poetry by J Mase III a Black/Trans/Queer educator/activist; digital media commentator Arthur Chu spoke on harassment and gaming culture; former MSNBC talk show host Melissa Harris-Perry gave the MLK Commemorative Keynote Address emphasizing the need for acting courageously in difficult moments.
- Initiated an Elon-context specific anti-bias program for first year students during Winter-Term, with more than 350 first-year students completing the workshop.

### **A sampling of events and activities in academic departments**

- Sponsored by the Truitt Center and the Center for the Study of Religion, Culture, and Society, 2016 H. Shelton Smith lecturer Todd Green (Luther College), author of *Fear of Islam: An Introduction to Islamophobia in the West*, led several discussions on campus and gave 2 addresses: "Do Christians and Muslims Worship the Same God?" and "Islamophobia: What are We Really Afraid of?"
- The Truitt Center for Religious and Spiritual Life; the Center for the Study of Religion, Culture & Society; the Office of Inclusive Community; and the Center for Race, Ethnicity and Diversity Education sponsored "The Hijabi Monologues," stories told by American Muslim women about theirs and others' experience of being Muslim and female in the United States today.
- Asian Studies Collaborated with other campus partners to host scholarly exchanges from India and Japan, resulting in formal lectures and classroom visits during the fall semester.
- African/African-American Studies at Elon (AAASE) held 6 scholar-of-the-month luncheons for faculty and staff. Scholars represented the intersections between African/African-American Studies and the liberal arts. Most are now available online via Elon On Demand.
- AAASE co-sponsored several talks/scholar visits this academic year increasing collaboration and partnerships across the disciplines (most notably Religious Studies and Philosophy) that support this truly interdisciplinary minor: Dr. Kelly Brown Douglas (Goucher), Dr. Bruce Hall (Duke), Dr. George Yancy (Emory), and Chef/food historian Michael Twitty.
- In conjunction with the co-sponsorship of Dr. George Yancy, AAASE launched the inaugural Layne Critical Race Consciousness Essay competition and Master Luncheon.
- AAASE actively participated/supported Black Solidarity Day offering a session on psychosocial stress and mental health while being Black at a predominantly white institution as well as a panel led by AAASE faculty on research and other experiential learning opportunities at Elon. It was an opportunity for students to

connect with faculty interested in Black Diaspora work as well as hear about how to start the research/internship process early.

- 2 new courses were offered this spring: IDS\*271 The Black Man in America, REL\*461 Racism and Black Theology, and at least 3 more new courses will be offered next year that will focus on West African traditions (Religious Studies); the law and social movements (Political Science and Policy Studies); and film, race, and gender (Political Science and Policy Studies).
- The Love School of Business and the School of Communications co-hosted a group of Ukrainian journalists who provided insights on the current situation in the warzone in the Eastern part of Ukraine, discussed the prospects of returning Crimea back to Ukraine, and shared their experiences in fighting corruption in Ukraine.
- The Love School of Business sponsored “The Role of the Independent Counsel in Managing Risks for Today’s Global Business” presentation with Thomas DiBiagio, former U.S. Attorney for the District of Maryland who shared insights from his experience managing the risks associated with doing business globally.
- A group of students, faculty, and staff sponsored by the School of Communications covered the Internet Governance Forum in João Pessoa, Brazil, producing more than 95 interviews with global Internet leaders for the public domain.
- The School of Communications hosted a Marquette University faculty member for several days in spring 2016 as part of the Association for Education in Journalism and Mass Communication’s (AEJMC) leadership diversity program.
- The School of Communications joined with UNC Chapel Hill School of Journalism to host the Public Relations Student Society of America (PRSSA) regional conference “Diversity in PR: Embracing Culture and Change.”
- The School of Communications hosted senior program officer Ligia Cravo of the Hearst Foundation. Twice, the School has applied for and received \$100,000 endowments to support student scholarships for under-represented students, often funneled through the Communications Fellows program.
- Senior Michelle Alfini traveled to Rio de Janeiro to report on human rights issues in advance of the 2016 Summer Olympics in Rio as part of her Lumen Project. Alfini also presented her research at the AEJMC Southeast Colloquium in March. Senior Meredith Stutz spent a week abroad in Ireland as part of her Pulitzer Center Student Fellowship, collecting insights and opinions while examining the country’s once devout Catholic population. School of Communications seniors Ciara’ Dixon and Simone Jackson were selected from a highly competitive national applicant pool for the American Advertising Federation’s Most Promising Multicultural Students program, the advertising industry’s premier multicultural recruiting initiative.
- The School of Communications in partnership with the Pulitzer Center on Crisis Reporting hosted Istanbul-based journalist Emily Feldman who covers stories in the Middle East.
- The Jewish Studies program organized lectures that explored topics including American Jewish feminism and African-American Jewish culinary identity.

- The School of Education continues to partner with the Center for Access and Success with The Village Project, where various majors tutor in the evening reading program.
- The Department of Education worked with CREDE to provide workshop sessions on race and ethnicity for all students in the required course School and Society.
- Throughout the spring 2016 semester, First-Year Teaching Fellows participated in diversity-themed events such as *Whistling Vivaldi* book group discussions, a Building Bridges workshop with Linda Dunn, and a visit to the International Civil Rights Museum in Greensboro.
- Teaching Fellows and the School of Education hosted their annual spring speaker, Rick Lavoie in April. Dr. Lavoie is well-known for his work with special education students and families.
- Health and Human Performance faculty member presented to Global 110 pods on diversity and health – Race and Health: Basic Questions, Emerging Directions.
- Cultural competence is part of both middle and elementary school mentorship programs on health.
- The WGS program added sexuality to the name making it the Women’s, Gender, and Sexualities Studies (WGSS) minor.
- WGSS, The School of Communications, and the Gender and LGBTQIA Center sponsored the inaugural Lauren Dunne Astley Memorial Lectures with Arthur Chu and Danielle Citron on issues of online harassment.
- WGSS sponsored 2 scholarship events: Dr. Muriel Vernon spoke on “Enculturating Transgender Medicine and Deconstructing the Down Low: An Anthropological Engagement with Genital Reassignment Surgery and MSM Sexuality” and Dr. Kirstin Ringelberg spoke on “The Problem of Distance: Queer & Feminist Scholarship & Activism.”
- Poverty and Social Justice Studies and the Center for the Study of Religion, Culture and Society sponsored a lecture by Dr. Kelly Brown Douglas where she addressed the evolution of the Black Lives Matter campaign, the construction of the black body historically, and in today’s society.
- Three undergraduate students will participate this summer in the SHECP summer internship program where they will work directly with low income communities and peoples to better understand and find ways to address issues of poverty and social injustice.
- The common reading coordinator facilitated Core Forums with Baird Lecture series speaker Leonard Pitts and organized forums and classroom speakers around this year’s common reading, Dr. Martin Luther King’s *Why We Can’t Wait*.
- The Center for the Study of Religion, Culture, and Society and the Department of Religious Studies hosted University of Virginia professor and best-selling author, Charles Marsh, who discussed the efforts of German theologian, Dietrich Bonhoeffer, to undermine the reign of Adolf Hitler and prevent the Holocaust.
- The Center for the Study of Religion, Culture, and Society conducted a series of talks on the relationship between Martin Luther King, Jr. and Mahatma Gandhi for the Diversity Roundtables.