

Elon Diversity, Inclusion, and Global Engagement Plan 2016-2021

Vision

Elon students will develop key knowledge, skills, perspectives and behaviors that will help them to lead engaged and meaningful lives and be effective in diverse workplaces and communities. Students, faculty, and staff will feel included on campus, flourish in their respective roles, and develop the habits of mind to continue life-long learning around diversity, inclusion, and global engagement.

Inclusive excellence will be a guiding principle for the institution, with systems and structures that foster a welcoming and diverse campus community in a sustainable manner. All students and colleagues will find opportunities and resources to flourish and engage globally. They will be supported and challenged as they develop knowledge, skills, and values that will inform their decision-making. Students and colleagues will act with civility, lead meaningful lives, and thrive in a diverse, globally connected, 21st century world.

Overall Goal

To prepare students for successful lives in a diverse 21st century world, as well as to support faculty and staff in making Elon University a leader in inclusion and equitable, respectful global engagement.

Three main areas of focus:

CAMPUS CLIMATE AND COMMUNITY – Elon students, faculty, and staff will come from a diverse range of social and cultural identities, backgrounds, and experiences. Every member will feel welcomed and treated as an essential component of the Elon community. The University will interact in positive partnership regionally, nationally, and globally and be seen as a welcoming presence in the surrounding communities.

STUDENT ACCESS AND SUCCESS – Students from marginalized and underrepresented backgrounds will flourish academically, socially, and personally. They will engage in the full range of the Elon student experience.

INTERCULTURAL ORIENTATION – Elon students, faculty, and staff will continue to enhance their intercultural knowledge, perspective, skills, and humility. They will become better prepared to engage globally, in an effective, ethical, and appropriate manner with various people in workplaces and in communities.

1) CAMPUS CLIMATE AND COMMUNITY

Elon students, faculty, and staff will come from a diverse range of social and cultural identities, backgrounds, and experiences. Every member will feel welcomed and treated as an essential component of the Elon community. The University will interact in positive partnership regionally, nationally, and globally and be seen as a welcoming presence in the surrounding communities.

Objective: Achieve a more diverse and inclusive community of undergraduate and graduate students, faculty, and staff.

Strategies:

1. Identify and address opportunities to enhance the admissions process for students from different backgrounds from the stages of inquiry to enrollment.
2. Create and implement ongoing admissions plans in response to changing U.S. demographics.
3. Explore opportunities to expand transfer admissions with a focus on community colleges.
4. Continue and enhance strategic hiring efforts for faculty and staff, including recruitment of faculty and staff with expertise in areas that relate to learning goals for diversity and inclusion.
5. Enhance support and community building for specific demographic groups, with an emphasis on summer and the first six weeks experiences for students as well as an emphasis on the first year of employment for faculty and staff.
6. Achieve a bold goal for growing endowment for student aid as part of the University's next comprehensive campaign.
7. Increase representational diversity in departmental and university leadership across campus.
8. Increase diversity of student leadership at Elon.
9. Support the work of university-wide task forces and implementation teams related to campus climate (e.g. social climate and out of class engagement; LGBTQIA communities; Black student, faculty and staff experiences; Title IX; multi-faith strategic plan; etc.).

Objective: Create and sustain an organizational environment that appreciates diversity defined broadly, employs inclusive practices throughout daily operations, and leverages multiple perspectives to strengthen the campus.

Strategies:

10. Create institutional communications that convey strong and supportive messages for community members from a variety of backgrounds.
11. Develop a systematic strategy to periodically solicit student and employee feedback on campus climate and incorporate the information in plans for improvement.
12. In support of the Honor Code, educate the campus community on civil, supportive, and respectful behavior and maintain high visibility for the Honor Code on campus.

13. Assess and implement education strategies and prevention efforts to address bias, harassment, and discrimination, including education about policies, processes, and development of dispute resolution strategies.
14. Review university policies, practices, and protocols regarding bias, harassment, and discrimination, including reviewing the bias response system and student conduct policies, procedures, and sanctions.
15. Increase the tangible demonstration of diversity and inclusion management competencies by leaders, managers, and supervisors, recognizing successful individuals and units, and supporting these competencies with professional development.
16. Continue community relationships with enhancements to the following Center for Access and Success programs: It Takes a Village, The Elon Academy, and Collegiate Start.
17. Engage the full and diverse range of alumni in the life of the University.
18. Review university policies and practices prohibiting discrimination, harassment, and related retaliation through the University's compliance process and student conduct process, holding violators responsible for actions.
19. Refine and update internal protocols for effective collaboration in responding to campus climate issues including bias incidents and related violations of the student conduct code and university policies.

2) STUDENT ACCESS AND SUCCESS

Students from marginalized and underrepresented backgrounds will flourish academically, socially, and personally. They will engage in the full range of the Elon student experience.

Objective: Build and promote a premiere experience for students in our inclusive, intellectual, and residential campus with emphasis on high impact practices and a holistic student development focused on learning.

Strategies:

20. Enhance mentoring for students (peer-to-peer and with faculty and staff) from the following groups: ALANAM, first generation, high financial need, underrepresented faith traditions or religions, students with disabilities, international, and LGBTQIA, with attention to increasing participation rates in mentoring programs, improving quality, and assessing the impact.
21. Continue strengthening tools for faculty to manage conflict in the classroom, including providing seminars and reading groups regarding diverse learners' needs and how to address bias through new faculty orientation and ongoing faculty development programs.
22. Continue strengthening tools for staff members to manage conflict in extra- and co-curricular programs. Provide workshops, seminars, and reading groups through new staff orientation and ongoing staff development programs regarding diverse students' needs and how to address bias.

23. Continue strengthening tools for student leaders to manage conflict. Provide workshops, seminars, and reading groups on how to address bias.
24. Increase student participation in the Elon experiences by better promoting opportunities and working to remove barriers to participation.
25. Deepen the experience with diversity and inclusion across all five Elon experiences with a focus on analyzing the systems that contribute to societal inequities.
26. Increase global engagement opportunities for athletes, first generation students, and students with documented high financial need.
27. Create an exemplary diversity and inclusion experience for first-year students, beginning with spring/summer experiences, continuing with New Student Orientation, and extending through the first year on campus, with a clear focus on developing intercultural knowledge, skills, and perspectives.

Objective: Create and sustain an institutional infrastructure, including annual donor gifts and grants, to effectively support progress in achieving goals in the diversity strategic plan.

Strategies:

28. Engage leadership from across the University to establish and implement collaborative initiatives designed to identify, nurture, and steward a robust and diverse group of university supporters comprised of alumni, parents, friends, and corporate partners.
29. Secure corporate and foundation support for Center for Access and Success programs that are not institutionally funded.
30. Explore corporate and foundation support for departments and programs such as CREDE, Disabilities Services, Gender and LGBTQIA Center, Global Education Center, and Truitt Center for Religious and Spiritual Life.
31. Pursue grants that include commitments to the academic and professional advancement of underrepresented students, faculty, and staff.
32. Enhance opportunities to financially support community college transfer students by raising targeted scholarship funds.
33. Conduct an external evaluation of the University's diversity and inclusion efforts every five years beginning this coming academic year.

3) INTERCULTURAL ORIENTATION

Elon students, faculty, and staff will continue to enhance their intercultural knowledge, perspective, skills, and humility. They will become better prepared to engage globally, in an effective, ethical, and appropriate manner with various people in workplaces and communities.

Objective: Increase global engagement opportunities and intercultural knowledge, perspective and skills of students.

Strategies:

34. Promote and/or expand the undergraduate and graduate curriculum to increase research, scholarship, learning, and creative performance that reflect global diversity, disparities, inclusion, social justice, and second language learning.
35. Increase the capacity and strengthen existing efforts for faculty support of student research and discovery around diversity and inclusion, both domestic and international.
36. Launch a comprehensive intercultural competence program.
37. Launch a curricular intergroup relations dialogue program.
38. Create more opportunities and clearer paths for students to continue their growth related to cultural humility; social justice; equity; and intercultural knowledge, skills, and perspectives, harnessing the influence of student leaders to encourage student participation.
39. Create and/or harness existing meaningful assessment tools or leverage existing measures to gauge the global competencies and diverse perspectives of Elon students and help faculty and staff assess the achievement of diversity-related learning outcomes in class, co-curricular experiences, and with community partners.
40. Promote diversity course database and pathways for students to gain intercultural knowledge, skills, and perspectives.

Objective: Increase global engagement opportunities and intercultural knowledge, perspective, and skills of faculty and staff.

Strategies:

41. Increase the capacity for research and discovery around diversity and inclusion, both domestic and international, in partnership with undergraduate and graduate programs.
42. Provide on-going professional development for faculty and staff to build inclusion, diversity, and global engagement capacity and opportunities to integrate increased intercultural knowledge and global engagement into their leadership roles.
43. Increase professional development opportunities designed to improve cultural competencies of faculty and staff ensuring access for employees across campus.
44. Launch a faculty/staff intergroup relations dialogue program.
45. Create a faculty and staff intercultural consciousness certificate program.
46. Require supervisor workshops and assessment around support for engagement in diversity and inclusion competency among their staff.