

## 2013-2014 Priorities and Accomplishments

1. Create action plans related to specific initiatives, programs and future plans to support Black/African American, Hispanic/Latino, LGBTQ, multiracial and emerging demographic groups on campus.

In the summer an Inclusive Community Council committee worked to create plans for multiple groups on campus and met with three grassroots formed groups to talk about the needs of LGBTQIA, Black and Hispanic/Latino students. The Presidential Task Force for the Faculty, Staff and Student Black Experience recently provided recommendations for actions requested to be implemented in the next year. The task force will provide a full report with short and long term recommendations in December 2014. In addition to the task force, the new assistant director for the Multicultural Center is working on intentional development and support for the Black Cultural Society and held several town hall meetings for all black students and faculty/staff.

The Gender & LGBTQIA Center (GLC) has created and partnered with dozens of students groups, academic departments, admissions, and various student life departments on programs and trainings this past year. These programs focused on “allyship”, leading several “A Campus of Difference” workshops, and other trainings and awareness programs. The GLC also hosted six nationally known speakers. The President’s LGBTQIA Task Force finished its report and made recommendations around support, education, communications, and creating a welcoming environment to improve the campus climate. This report was distributed to the campus and an implementation will be appointed this summer to layout a framework and timetable to begin implementing the task force’s recommendations.

A campus committee has also begun to examine the Hispanic/Latino experience on campus. Focus groups were held with students to get feedback from both domestic and international Hispanic/Latino students. Discussions including admissions, student life, El Centro, and alumni programs have been held to begin making plans to enhance the experience for these students and future alumni. Over the summer the Higher Education Advisory Board will be conduct a study of best practices at other universities and data on the Hispanic/Latino/a population at Elon will be assembled to resume work in the fall to enhance services and actions to support this population. The Multicultural Center hosted the grand opening for the Hispanic/Latino Resource room on November 4th. The Hispanic/Latino Resource Room has been used by a variety of students and continues to be a great option for intentional student usage and student programming. We are opening the Asian/Asian American resource room this summer. The Multicultural Center is exploring programs for the fall to better support multiracial and emerging ethnic groups on campus.

2. Implement communications messaging, broad training and dialogue plans to help create a more ideal campus climate that recognizes the challenge that human difference poses to building community and actively seeks to become an institution that welcomes, supports, and respects the human dignity of each member of the community.

Communication continues to be our biggest challenge. Presentations were shared at divisional and department meetings, living learning communities and student organizations across campus as well as faculty meeting, student government association and senior staff. Leigh-Anne Royster hosted fireside chats on the campus climate.

We continue our work to create inclusive classroom spaces as well as events with on-going training and conversation.

Elon provides various strategies and programs for furthering civil discourse and having productive, challenging conversations among persons of different perspectives. The list includes: Anti-Defamation League Campus of Difference programs, Campus Conversation held before Faculty Council meeting, Community Connections, Deliberative Dialogues, Crucial Conversations facilitated by Chaplain Fuller through the Office of Leadership and Professional Development, Difficult Dialogues facilitated by the Multicultural Center, and the Politics Forum organized by Safia Swimelar. We have just completed a report about beginning Intergroup Relations Dialogue on campus.

Create campus messages that ensure the campus community has a basic understanding of our work around diversity and global engagement and how it relates to Elon's core academic mission.

Leigh-Anne Royster created a new clearing house website to gather our work across campus onto one site: <http://www.elon.edu/e-web/students/diversity/default.xhtml>

Academic Diversity Fellow Crystal Anderson created a diversity course database, which is searchable by content and department: <http://www.elon.edu/e-web/students/diversity/CourseDatabase.xhtml>

ICC members regularly serve on panels for admissions weekends.

3. Revise protocols and definitions based on external reviewer and community feedback and then implement communications plan for Bias, Harassment and Discrimination policies and protocols.

This report was submitted and we created a number of changes in our processes including a new online reporting tool and clearer communications among those involved in the protocol. These procedures will be evaluated and updated each summer and new communication strategies employed to ensure all new members are aware of our policies and protocols.