

## Co-Curriculum Diversity & Inclusion Plan

The Diversity and Inclusion Council (DIC), chaired by Krystal Madlock, drafted this plan. While the entire committee endorses the plans, the authors were Krystal Madlock, Dr. Joyce Boss, Dr. LeAnn Faidley, Rev. Ramona Bouzard, Cassandra Hales, Jette Irgens and ShaunQuez Ketton. The DIC submitted the plan to Dr. Dan Kittle on April 20, 2017, who made modest revisions in consultation with Krystal Madlock. Given that this is a living document, President Darrel Colson and Krystal Madlock are actively editing and implementing aspects of this plan, in close collaboration with Dr. Kittle and the DIC.

### **Objective 1: Ensure that Diversity and Inclusion perspectives and concerns are included in institutional level decision making.**

Champions: Cabinet, Student Life, Enrollment Management, DIC and MDSC, Student Engagement

Strategy 1a: Centralize Diversity/Inclusion programming

- Inventory “signature” Diversity/Inclusion activities on campus
- Discontinue the use of student organizations funding for “signature” diversity/inclusion and secure budget line similar to MLK
- Facilitate informational notices for notable diversity/inclusion related dates and observances – for example, September 15 – October 15: Hispanic Heritage Month. This month corresponds with Mexican Independence Day.

Strategy 1b: Explore a Chief Diversity Officer position as a peer to Vice Presidents and permanent member of the President’s Cabinet (in place Fall 2019)

- Serve as Affirmative Action officer
- Serve as Title IX coordinator
- Assist with Federal Compliance
- Coordinate diversity initiatives
- Serve as a resource for Faculty and Staff on Diversity/Inclusion issues, cultural competence, and bias incidents
- Ensure that Diversity/Inclusion trainings occur regularly for all segments of the campus community
- Liaise with counterparts at other institutions and with the community

### **Objective 2: Increase Faculty/Staff/Administration Educators’ diversity**

Champions: Cabinet, Student Life, HR, MDSC, Institutional Researcher and Faculty Committee (TBD)

Strategy 2a: Perform a study to understand why we face challenges recruiting, supporting, and retaining diverse candidates and what policies and practices currently exist. (Fall 2017)

Strategy 2b: Develop Diversity/Inclusion resources and policies to be used in the search processes across campus (Jan 2018)

- Job expectations related to working with a diverse population
- Job expectations related to education in all environments

- Creative selling points and suggestions that make Wartburg and Waverly an attractive place to work and live.

Strategy 2c: Reflect the value that we place on the increasing diversity of our faculty and staff in the compensation available for candidates with a skill set that overlaps with our diversity goals. (Jan 2018)

Strategy 2e: Work with supervisors to help develop strategies to introduce their employees to Wartburg's vocation to nurture students inclusively and educate students in all circumstances. (Fall 2018)

### **Objective 3: Enhance Inclusiveness in the Campus Climate**

Champions: Cabinet, Student Life, DIC, Student Senate, MDSC, Student Employment, Student Engagement, Zak Montgomery and Athletics

Strategy 3a: In order to determine a baseline for campus climate, assess the current Diversity/Inclusion climate on campus (Fall 2017)

- Collect current practices related to Diversity/Inclusion and cultural competence in athletics, music ensembles, student employment, and student organizations.
- Perform a study of student impressions and experiences with diversity/inclusion on the Wartburg College campus
  - Survey of student body
  - Focus groups with selected groups

Strategy 3b: Implement workshops on Cultural Competence for Student Employees and leaders of student government, student organizations, and student leaders of athletic teams and music ensembles.

- Revisit the workshop developed by Zak Montgomery and if necessary develop into a new form (Fall 2017)
- Run train-the-trainer sessions for staff and faculty session facilitators (Winter/Sum 2018)
- Work with faculty/staff in charge of these groups to implement these workshops (Fall 2018)
- Explore possibilities of applying for grant funding through NCAA-DIII (Fall 2017)

Strategy 3c: Implement workshops on cultural competence for staff and faculty ensuring that adjunct faculty, part-time coaches, food service workers, and maintenance staff are included. (Fall 2017)

Strategy 3d: Introduce the concepts of cultural competence and community to students during Orange Exceleation (Fall 2018)

Strategy 3e: Empower RAs and OE to incorporate community and Diversity/Inclusion considerations in to all residence hall activities. (Fall 2018)

- Rework RA and OE training and expectations

**Objective 4: Create a Community Responsibility Team in order to ensure a safe, welcoming and inclusive environment, clearly communicating the college's values and when appropriate capitalizing on student learning opportunities. The Community Responsibility Team will:**

Champions: Cabinet, Student Life, Pathways, Campus Ministry, DIC, and MDSC

- Initiate a timely response to bias related incidences that affect campus climate
- Serve as a resource to faculty, staff, and students
- Act with the mandate of the Cabinet to respond in a timely manner
- Report to Diversity and Inclusion Council and through them to the Dean of Students until the creation of the Chief Diversity Officer position after which they will report to the Chief Diversity Officer

Strategy 4a: Create a Community Responsibility Team dedicated to supporting Diversity and Inclusion in community at Wartburg (Summer 2017)

- Chaired by Chief Diversity Officer (Interim: elected by the team)
- Director of Residence Life
- Director of Multicultural Student Services
- Director of International Student Services
- Director of Campus Safety and Security
- Representative from Marketing and Communications
- Academic Success Associate at Pathways charged with Disability Student Services
- Director of Pathways
- Dean of the Chapel and Campus Pastor
- Campus Director of IINspire and other externally funded Diversity Initiatives
- Members of the Faculty (at least Saemann Chair, Director of Study Abroad, IS 201 Coordinator)
- and others as appointed by the chair

Strategy 4b: Develop procedures and policies regarding receiving and giving reports of bias related incidences (Fall 2017)

- Community members report collection
- Inform Security, Conduct, Marketing, and others when necessary to allow appropriate responses.
- Regular reporting of status of campus climate to the campus community

Strategy 4c: Implement procedures to respond in a timely manner to bias related incidences

Notes of explanation: Charge of CRT vs Charge of D/I Council

- CRT
  - Responsive
  - Wartburg wide
- D/I
  - Pro-active
  - **provide preventative education and information on the impact of bias to the campus community**
  - Co-curricular focus

- Assessment of Co-Curricular Diversity
- MDSC
  - Pro-active
  - Curricular focus
  - Assessment of diversity in the curriculum (DAC, IS 201)