

DIVERSITY AND INCLUSION UPDATE

September 23, 2016

In my May 3, 2016, [message to campus](#), I outlined a number of initiatives to support diversity and inclusion at SIU Carbondale. Following is a list of the initiatives and an update on the status of each. This document will be periodically updated throughout the academic year. Thank you for all you do to contribute to and support this important work.

Brad Colwell
Interim Chancellor

In order to improve the climate of our campus, we will:	
<i>COMMITMENT</i>	<i>STATUS</i>
<p>Establish a campus-wide diversity council drawing from all of our constituencies, including students. As chancellor, I will consult with campus stakeholders regarding structure and approach with the goal of appointing a diversity council by fall 2016.</p>	<ul style="list-style-type: none"> Chancellor has met with organizations and individuals representing multiple campus student and staff groups. Requests for representation were sent to campus constituency groups, and committee roster will be complete by the end of September. First meeting will be scheduled for October 3. Professor Phil Howze, Library Affairs, will serve as chair of the council
<p>Work with the council to develop a long-term diversity plan that reflects and advances our historical mission and commitment to inclusive excellence. We will consult with campus stakeholders regarding structure and approach with the goal of developing a plan during the 2016-17 academic year.</p>	<ul style="list-style-type: none"> A long-term diversity plan will be a primary focus of the Diversity Council, which first meets October 3.
<p>Welcome efforts of deans to develop college-based advisory groups or diversity representatives. The provost and vice chancellor for academic affairs will engage deans in this conversation immediately.</p>	<ul style="list-style-type: none"> Many of the colleges have launched initiatives, including training for faculty and staff. Descriptions will be included in the next update.
<p>Invite faculty to explore the most effective ways to integrate cultural diversity into the curriculum. The</p>	<ul style="list-style-type: none"> The provost will initiate this conversation during the fall 2016 semester.

<p>provost and vice chancellor for academic affairs will begin this conversation with appropriate academic bodies during or before fall 2016.</p>	
<p>Conduct campus climate surveys so that we can better understand and respond to the issues facing our students, faculty and staff.</p>	<ul style="list-style-type: none"> • The interim associate chancellor for diversity, whose appointment is effective Oct. 1, will take the lead on this initiative. The first survey will be conducted this academic year
<p>Explore training options that engage students, faculty and staff in what it means to be part of a diverse society. The associate chancellor for institutional diversity will explore and recommend next steps for implementing training in the 2016-17 academic year.</p>	<ul style="list-style-type: none"> • Senior campus leaders participated in a full-day training workshop (August 8) titled “Executive Training on Diversity and Inclusive Excellence”. Follow-up training is planned in October. • More than 20 college and unit training sessions have been scheduled to date.
<p>Expand and promote conversations and workshops that focus on the importance of understanding, valuing and respecting diversity.</p>	<p>Examples of multiple initiatives follow:</p> <ul style="list-style-type: none"> • Residence Life has developed an Inclusive Communities Committee, which has launched #RealTalkDialogues, a series of conversations around diversity and difference, and are holding conversations about campus climate issues; the office is working with resident assistants and residence life student organizations to expand programming by hall. • Student Health Services staff are participating in continuing medical education regarding understanding diversity as well as LGBTQ student needs and issues; a task force has been established to help eliminate barriers to health care identified by students. • Counseling and Psychological Services (CAPS) is partnering with Residence Life to offer affinity group training for resident assistants to talk with students of similar backgrounds about issues that are important to them; CAPS interns continue to partner with Student Multicultural Resource Center and serve as liaisons; CAPS will continue to facilitate the Tunnel of Oppression this year in collaboration with the Black Togetherness Registered Student Organization.

	<ul style="list-style-type: none"> • Veterans Services has planned a talk on the value of intercultural dialogue to engage veteran students in the conversation about diversity and inclusion; the office will also present Military Culture 101 for faculty, staff and students. • Multiple offices across campus have added additional programs. A calendar of programs specifically for students can be found on ORGSYNC and at calendar.siu.edu.
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In order to better support all of our students, we will:	
<i>COMMITMENT</i>	<i>STATUS</i>
<p>Consult with students and others on the resources and support they need related to diversity and culture as well as on ways we can better promote existing resources that inform and engage students. The vice chancellor for student affairs will work with student groups and other campus offices with a goal of identifying and promoting resources for students for the fall 2016 semester.</p>	<p>Examples of multiple initiatives follow:</p> <ul style="list-style-type: none"> • Residence Life is surveying student groups and meeting with students in person to gather ideas and measure interest and satisfaction. • Residence Life and the Multicultural Resource Centers are assessing and adding resources such as books, videos and programs related to diversity and inclusion for use by student staff, housing offices and partners. • The Multicultural Resource Centers are also collecting and providing information for students, such as: <ul style="list-style-type: none"> ○ Minority scholarships ○ Leadership conferences ○ Lending library of books and videos ○ Internships ○ Student organizations ○ Volunteer opportunities ○ Student employment ○ Financial aid training/information ○ Community resources • The Hispanic Resource Center is developing classroom presentations on “Latinos in the U.S.” as a way to introduce students to history and current issues affecting Latinos. • Grinnell Hall has been repurposed to more fully support the building of cohesive student communities; the Multicultural Student Resource Centers have moved to Grinnell to combine efforts with many other areas of student life.

	<ul style="list-style-type: none"> • Student Affairs and Residence Life are working with multiple student organizations to support program plans. • Wellness and Health Promotion Services is working with student groups to identify needs and provide support; groups include Trans*tions, Sisters Interacting Successfully, Saluki Rainbow Network, Black Affairs Council, Black Male Roundtable, BTO, Greek organizations and others. • The Inclusive Communities Committee and University Housing will be creating an online survey to gain information on how SIU students perceive the inclusivity of their campus residence halls.
<p>Build on existing efforts to incorporate cultural awareness into orientation for new students. The Office of New Student Programs is charged with taking initial steps now and expanding them in the future.</p>	<ul style="list-style-type: none"> • The Office of New Student Programs has developed a program that will be shown at new student orientations beginning this fall; the presentation will serve as an introduction to SIU and provide awareness of the diversity on campus.
<p>Support students, student leaders and registered student organizations in their efforts to build and contribute to campus unity. The vice chancellor for student affairs will reach out to students to begin this conversation immediately.</p>	<ul style="list-style-type: none"> • Most of the additional programs reflected in this update were developed with input from and in collaboration with students; this collaboration will continue and grow.
<p>Better communicate the multiple avenues students have to report incidents of discrimination, intimidation and threats. The vice chancellor for student affairs will work with multiple offices to incorporate this information into communications with all students as soon as possible.</p>	<p>Examples of multiple initiatives follow:</p> <ul style="list-style-type: none"> • Residence Life staff have covered the reporting of issues and shared contact information in floor meetings; these efforts are supported with signage in the halls. • Student Legal Assistance is creating brochures on hate crimes addressing the possible penalties and collateral consequences. • The new confidential advisor provides information on how to report incidents of sexual violence and contributed to the development of

	a sexual assault information sheet to assist victims of gender based violence.
Review the Student Conduct Code and ensure that it adequately addresses discrimination and intimidation. The vice chancellor for student affairs has started this process with the goal of implementing necessary updates by the fall semester.	<ul style="list-style-type: none"> The student conduct code has been updated in compliance with state and federal mandates and is under final review.

In order to ensure that our faculty and staff better reflect the diversity of our community, we will:	
<i>COMMITMENT</i>	<i>STATUS</i>
Implement and confirm mandatory training for search committees to ensure that they are aware of their responsibilities for seeking and hiring qualified candidates from a range of backgrounds. The associate vice chancellor for institutional diversity will implement training by fall 2016.	<ul style="list-style-type: none"> Training has been initiated. The interim associate chancellor for diversity will take on this responsibility effective with her Oct. 1 appointment.
When hiring for dean and upper administrative positions, we will include demonstrated knowledge, skills and abilities in diversity and cultural competency among the preferred requirements. The associate chancellor for institutional diversity will include these requirements for all newly advertised senior positions effective immediately.	<ul style="list-style-type: none"> Cultural competency has been integrated into job descriptions, including for two vice chancellor positions soon to be advertised. This will continue for other senior administrative positions.
Limit the use of “waivers” (direct appointments without a search) for permanent senior positions. The associate chancellor for institutional	<ul style="list-style-type: none"> This practice is now in effect for all permanent senior positions.

diversity will implement this practice effective immediately.	
Build greater awareness of existing programs and resources that support the hiring of diverse faculty. The associate chancellor for institutional diversity will ensure that all academic hiring units are aware of these resources as soon as possible.	<ul style="list-style-type: none">• The interim associate chancellor for diversity, whose appointment is effective Oct. 1, will take the lead on this initiative.