

Diversity Services End of Year Report 2012- 2013

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Goal # 1: Increased Awareness of Diversity Related Issues and Initiatives at VCSU

a) Make Diversity Initiatives visible on the VCSU website

Outcome: Diversity Services website designed and created on 5/1/13. Calendar of events also posted on this website as well as resources, services and other pertinent information for students.

b) Increase Awareness of Diversity Initiatives to Incoming Students

Outcome: (1) On March 27, 2013, sent out a welcoming email to 74 applicants and potential applicants to VCSU who had identified as a diverse race or ethnicity. In response, received 20 email responses and 3 phone calls from potential students who desired additional information. (2) Will be leading a discussion of Diversity at Welcome Weekend, Summer 2013.

c) Diversity and Cross-Cultural Training and Workshops for Students, Faculty and Staff

Outcome: (1) Collaborated with the Department of Spanish in leading the VCSU host and presentation of the “Anti-Racism in Higher Education Workshop” held on 4/19/13. (See Appendix 1). (2) Conducted diversity trainings and workshops for students, faculty and staff:

- In Collaboration with the HR department, led a Workshop entitled “Diversity: A Holistic Perspective” at the VCSU Staff Spring In Service on 3/12/13.
- Led and conducted three presentations to Student Employees on “Diversity: What Do You Know?” (March 25, 26, 27 2013)
- Upcoming Presentation, “Understanding Bias in the Workplace” to VCSU facility services on June 20, 2013.
- Upcoming training and presentation to the VCSU Resident Assistants in August 2013.
- Developed Proposal for a Faculty Brown Bag Session on “Diversity in the VCSU Classroom.”

d) Promote VCSU Cultural Diversity Committee

Outcome: Co-hosted a Cultural Diversity Committee Meeting on April 30, 2013. (See Appendix 2). Additionally the VP of Student Affairs has agreed to initiate a quest on the State level with regards to the NDUS Diversity Council.

e) Engage the community in Diverse Initiatives

Outcome: (1) Have begun collaboration with What in the World is going On campus-community initiative to host a community workshop on Diversity issues in Fall 2013. (2) Also was invited to

lead a workshop on the changing face of the community to a local Valley City homemakers group.

f) Enhance and Promote Hiring and Retention of Diverse Faculty and Staff

Outcome: Attended the “Keeping our Faculties of Color Symposium VI”. University of Minnesota, April 14-16 2013. (See Appendix 3). Presented some of the best practices and information to Cultural Diversity Committee on April 30, 2013. Also presented some of the information to President’s Cabinet on May 2, 2013.

Goal # 2: Develop a Successful Recurring Calendar of Heritage Month Celebrations

Outcome: (1) Developed a possible draft of heritage month celebrations. This calendar is posted on the VCSU. (2) Sent a notification to the campus community about Asian Pacific American Heritage Month on 5/6/13.

Goal # 4: Enhance Efforts to Recruit and Retain Diverse Students

a) Targeted Outreach to Diverse Students

Outcome: Contacted all incoming students who identified as culturally diverse on 3/27/13. Engaged in correspondence with these students and encouraged them to maintain contact with the office for support.

Key Diversity Accomplishments for 2012-2013

- Developed a mission and vision statement for the office including Goals and Objectives for the next 5 years.
- Designed a “Diversity Services” website
- Participation in a Student centered Diversity Retreat: Kujenga Diversity Leadership Retreat, Feb 23-24th 2013.
- New Office subscription to “Diverse Issues in Higher Education.”
- Made connections and communication with applicants, potential students and incoming freshmen who identified as diverse prior to their arrival at the university.

Other Office Accomplishments 2012-2013

Collaboration with Other University Departments

- Collaborated with the Department of Spanish in leading the VCSU host and presentation of the “Anti-Racism in Higher Education Workshop” held on 4/19/13.
- Participated in the Safe Zone Ally Training and ensured that the Diversity office is a VCSU Safe Zone.

Campus Committees

- GOALS Web Accessibility Task Force and Committee
- Cultural Diversity Committee
- Diversity Waiver Committee
- Search Committee for new HR Director, May 2013

Community Involvement and Connections

- Established relationships with various community groups on the issue of Diversity in VCSU and the larger community and initiated possible areas for collaboration:
 - What in the World is Going on topic on Immigration and Diversity
 - Meeting with a Valley City Homemakers group (10 women from the local community) on 5/6/13 to discuss diversity and how it impacts the community.

Goals for 2013-2014

1) Develop Comprehensive Diversity Plan by Summer 2014.

In conjunction with the VCSU Cultural Diversity Committee, it is expected that the groundwork and draft for a comprehensive diversity plan will take place and begin by Summer 2013.

2) Year Long Programming in Recognition of Heritage Month

It is expected that in the academic year 2013-2014 a full calendar of events and programs in recognition of Heritage months will be created and implemented.

3) Comprehensive Diversity Training Certification in October 2013.

In October 2013, the Coordinator will attend a Diversity Training Certification Program in New York. This training will benefit the university and allow for the coordinator to impart this knowledge and information in the various Diversity programming, trainings and workshops at VCSU.

4) Continuous Outreach to Recruit and Retain Diverse Students

- In the upcoming year, specific efforts will be made to reach out to those students who identified as diverse, and who have graduated from VCSU.
- Possible introduction of a Diversity fellows program where students who receive the cultural diversity waiver participate in a supportive program which includes regular meetings with the Diversity Coordinator.

5) Intentional Outreach, support and interaction with International Students by Fall 2014.

Recognize and bring awareness of International Education Week to VCSU, initiate contact with international students, offer support and additional services. Present international students an

opportunity to be involved in these initiatives. Encourage more student involvement and visibility of international education.

6) Possibly incorporate an L2L section of “Diversity and Inclusion” for Fall 2014.

7) Work in collaboration with the new HR Director to discuss possible training on Bias-Free interviewing for Search Committees.

Appendix 1

Results from Victor Rodriguez 4/19/13 Anti-Racism presentation feedback forms

Value of the presentation

average score	very valuable	valuable	somewhat valuable	not valuable
3.55/4	13	5	2	

Value of the topic: Anti-Racist Educational Leadership

average score	very valuable	valuable	somewhat valuable	not valuable
3.6/4	13	6	1	

Rate the speaker's knowledge of the topic: Dr. Victor Rodriguez

average score	excellent	good	somewhat poor	poor
3.9/4	18	2		

Importance of this topic to higher education in North Dakota

average score	very valuable	valuable	somewhat valuable	not valuable
3.65/4	15	3	2	

comments: Essential

I would attend a future presentation on a similar topic

average score	strongly agree	agree	disagree	strongly disagree
3.7/4	15	4	1	

comments: Funny!!

Satisfaction with the food and beverage

average score	very satisfied	satisfied	dissatisfied	very dissatisfied
3.4/4	8	12		

comments: Add celery & carrots

Satisfaction with the facility

average score	very satisfied	satisfied	dissatisfied	very dissatisfied
3.6/4	12	8		

Satisfaction with the accessibility (hear, see, etc.)

average score	very satisfied	satisfied	dissatisfied	very dissatisfied
3.6/4	12	8		

Additional Comments/Suggestions compiled from surveys:

I believe VCSU needs more intentional training programs like this. If we do nothing, we're essentially moving backward.

Was this mandatory for faculty? I almost think it should be...

Victor is the best! Thanks to Dina and Tony for bringing us together at VCSU. I think & hope that VCSU will be starting this journey, as a result of this event.

Keep up the good work VCSU.

Thank you so much for having this important training. ND really needs to have these conversations.

Thank you. Wonderful discussion!

Interactive workshop component to allow attendees to practice what they learn.

Great presentation. Would love for some training!

It will be great to tie in ND & MN area more. (handwriting is unclear)

More connection to local institutions & context within ND & MN.

Well worth the time – please bring Victor or another presenter on Anti-Racism to VCSU

Appendix 2

Cultural Diversity Committee Open Meeting

April 30, 2013, 2-3:30 pm

Valley City State University

Committee Members in Attendance: Vitaliano Figueroa, Jan Drake, Jody Klier, Armando Ramos, Betty Schumacher, Marcia Foss, Charlene Stenson, Greg Brister, Erin Edinger, Nadja Johnson. There were approximately 5 other non-committee members present.

- Meeting was called to order by Vitaliano Figueroa at 2 pm and began with a welcome and introduction.
- This was followed by a discussion and review of the key recommendations and suggestions from the previous committee meeting held on December 4, 2012.
- Next was a brief powerpoint presentation by Nadja Johnson reviewing key considerations and practices expressed at the “Keeping Our Faculty of Color Symposium 2013” as well as the “Anti-Racism in Higher Education Workshop”
 - The presentation sparked a discussion about current steps being taken to recruit faculty and staff of diverse backgrounds. Dr. Figueroa confirmed that VCSU advertises some positions in Diverse Issues in Higher Education and specific Listservs that have traditional diverse following. Additionally we advertise in national Higher Education websites and journals.
 - A further discussion on the importance of mentoring was engaged in and how all new faculty and staff, and particularly faculty and staff of color benefit from this kind of support program/network.

New Ideas/Suggestions Moving Forward:

1. Include more campus discussions/trainings on White Privilege
2. Continuous dialogue and discussions regarding what Diversity is, the different perspectives and definitions: Diversity is not just about race.
3. Possibly changing the structure of the committee to be more inclusive committee.
4. Continue to form and build relationships with those in the community to have more discussions on diversity.
5. Creation of a Student led/student formed Diversity Council comprised of students who have an interest in these matters and possibly have representatives from such a council on the Diversity Committee.
6. Staff members each encourage students they communicate with to be present at the Diversity committee meetings.
7. Revisit and reconsider the current diversity policies:
 - Current policies for forming Search committees.

- Are there some policies that we may need to eliminate/change (Eg. The strict regulation of bringing outside food on campus and rules concerning moving furniture from rooms)
 - There were also concerns raised regarding the Cultural Diversity Waiver application and the fact that students must complete the same form each year. A suggestion was made to alter the form in the subsequent years to highlight those things that may have changed or new requirements that need to be met (Is student returning, current GPA etc).
8. The Development of a Comprehensive VCSU Diversity Plan over the next year. Process to begin in Summer 2013. Committee will be asked to contribute to this plan, present additional ideas and review.
 9. Dr. Figueroa to bring the concern of undocumented students to the NDUS council. What are our current policies on this and what strategies need to be taken when working with such students.
 10. There is a concern that diverse students are being treated differently in the classroom. That is, they are not expected to perform at the same high level as their classmates. Faculty should be encouraged to treat all students the same.
 11. More diversity training needed for Faculty, especially concerning bias in the classroom. Ensure that Deans and Chairs are on board. Possibly include some discussions on this during Welcome Week Training for faculty.
 12. Encourage greater collaboration among students, faculty and staff as it relates to quality of life.
 13. Possible name change of committee to “Diversity Committee.”
 14. Consider the possibility of outside sources of funding or private funding for diversity related events.

Meeting ended at 3:30 pm.

Keeping Our Faculty of Color Symposium VI

University of Minnesota

April 14-16, 2013

Importance for our University

What do students of color need?

- To see faces that look like theirs, to feel understood.
- Research shows that increased numbers in minority faculty/staff tend to help retain diverse students.
- Affirmative Action did very little to bridge the gap and increase representation of URM in higher education.

Support for Faculty and Staff of Color

- More increased representation in STEM fields.
- Have to learn to have the conversation about increasing the number of minorities, without people getting defensive, taking things personal etc.
- Need a cross disciplinary approach to recruiting people of color
- Build alliances with people of color and also non people of color to champion the issue

Types of Diversity:

- Domestic vs international diversity...it is not a competition though, but two different things and important to understand that the difference as we still have to work with under represented groups.

Best Practices for Recruiting/Supporting Faculty of Color:

- **Clear Expectations** about what to do, how they will be evaluated, how to get to tenure etc.
- Need effective mentorship and more collaboration with other faculty and staff. Assist with putting together dossier, mentors who can review dossier before.
 - Mentors can be within and outside the department
- Help with reviewing grants
- Space to be able to see what they really think and feel honestly
- Climate that promotes honest dialogue
- To feel like they can truly be change agents on campus.

- Support group among all faculty, and particularly URM Faculty and Staff (informal gatherings in Spring and Fall, focus on normalizing experiences, sharing successes)

Typical Barriers faculty/staff of Color Experience:

- Social, cultural isolation (not quite “fitting in” to the “club”)
- Not feeling welcomed, not part of the team, peers are cold, they feel disempowered
- Sometimes subtle bias and discrimination
- Not enough professional networks
- Feelings of greater expectations and demands to perform well
- Greater demands/expectations from students of color
- Community engagement work and research usually not valued as much
- Sometimes it is difficult to get buy in to help people understand the importance of having diverse faculty/staff. Why will this issue matter to me?

Potential Future Steps:

- Will need to take deliberate steps to diversify faculty.
- We need Department Chairs/Division Chairs to buy in to this notion and recognize the value and importance.
- Invite colleagues to campus and people of color doing this kind of work for guest lectures. Especially target those nearing the end of their programs.
- Host conferences/symposiums/lectures like the ones we already have going on to bring in those experts in their fields and introduce them to our campus.
- Form an intentional cohort/support group for diverse faculty/staff. Possibly a retreat?
- Networking, social support and mentorship:
 - Effective, Peer to Peer Mentoring program is especially important for junior faculty/staff
 - Remember that mentoring is beneficial at all levels, junior faculty and staff will have different needs than senior faculty and staff.
- Take steps to ensure that the search committees are varied and diverse.
- Put aside some money for specifically hiring URM (Eg. \$250,000)
- Invite “cohorts” to achieve critical mass.

Key Considerations when we think of Diversity:

- Around the country only 14% of total faculty are faculty of color (Turner 2013)
- Faculty of Color 30% more likely to support students outside of the classroom (Antonio 2012).
- What is our ratio of students of color to faculty of color.

- How do we define diversity? How do the people I work with define diversity? How does your understanding of diversity affect the collective leadership, research, teaching and service.
- Studies show that faculty of color are more likely to engage and interact with students of color.
- What are current recruitment strategies?
- Equity \neq Access
 - Equality of opportunity doesn't always result in equality of outcome.
- Need a deliberate approach to building a diverse faculty.
- Everyone can be an advocate for equity.
- Important that the picture of the faculty is in keeping with the picture of our students.
- How can we best capitalize on the diversity of the applicant pool?
- How many applicants? How many become finalists? How many get hired?
- What strategies are our search committees currently using to diversify searches?
- Are we looking to include and hire or reward faculty who can contribute to issues related to diversity?
- Possibly provide incentives to faculty who do scholarship on diverse issues.
- We can do a lot to recruit diverse students and faculty/staff, but we still have to take steps to retain them.
- Oftentimes in PWI (Predominantly White Institutions, URM tend to be called for service quite often, to be on search committees, to do presentations and lead workshops on particular topics, and students are often times

Important Information to Collect:

- Recruitment Data on how many persons of color are applying, what our policies are for applications.
- What portion of the strategic plan includes definitive policies on diversity and hiring diverse faculty and staff?
- How are our job advertisements written?
- Campus wide climate survey. What is faculty and staff saying? What do students say their own needs are? (Climate Survey 2011)
- Possible interviews with faculty/staff of color to find out what the needs are