A Progress Report:
Council on Diversity and Inclusion

SPRING 2017
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The Charge

The Council on Diversity and Inclusion was appointed by President Paul Ferguson and Dr. Kay Bales, Vice President for Student Affairs and Enrollment Services and Dean of Students, in fall 2015 to address student feedback advanced from the March 2015 Beneficence Dialogue report. The council maintains the same charge in its second year:

1. Review recommendations from the Beneficence Dialogue Report and develop an implementation action plan.
2. Develop a process to monitor and assess the implementation.
3. Develop a Communications Plan to:
   - build awareness of the roles and responsibilities of each community member in supporting and integrating the recommendations
   - increase community members’ awareness of our efforts including goals and progress.
4. Facilitate implementation of recommendations that can be reasonably accomplished in 2015-2017.

2016-2017 Council Members and Structure

As in its inaugural year, the Council remains an interdivisional group comprised of faculty, staff, and students from Academic Affairs, Business Affairs, Strategic Communications, and Student Affairs and Enrollment Services.

- Ro Anne Royer Engle (Co-Chair), Associate Vice President for Student Affairs and Enrollment Services
- Beth A. Messner (Co-Chair), Associate Professor, Communication Studies
- Charlene Alexander, Associate Provost for Diversity and Interim Associate Vice President for Community Engagement
- Mary Barr, Chief Creative Officer and Executive Director of Creative Services, Strategic Communications
- Catherine Bickel, Associate Director of Housing and Residence Life
- Angela Jackson-Brown, Assistant Professor, English
- Lori Byers, Associate Dean, College of Communication, Information and Media
- Tevin Byers, Graduate Student
- Melissa Ginotti, Assistant Vice President for Student Affairs and Director of Student Life
- Charles Haynes, Associate Director of Admissions for Diversity, Transfers, and Community Outreach
- Courtney Jarrett, Associate Director for Office of Disability Services
- Kevin Kenyon, Special Assistant to the Vice President for Business Affairs
- Jaqdish Khubchandani, Associate Professor, Nutrition and Health Science
- Gabby Lloyd, Student
- Carlos Mata, Student
- Alyssa Morgan, Student
- Chris Munchel, Associate Vice President for Enrollment Services and Executive Director of Admissions and Orientation
2016-2017 Council Members and Structure (Continued)

- Gloria Pavlik, Retention and Graduation Specialist
- Samantha Ralston, Student
- Hannah Schneider, Student
- Evette Simmons-Reed, Assistant Professor, Special Education
- Martin Daniel Smith-Rodden, Assistant Professor, Journalism
- Bobby Steele, Interim Director of Multicultural Center
- Brianna Tucker-Vanvleet, Student
- Kevin Wells, Student
- Gail Werner, Media Strategist and Internal Communications Manager, Strategic Communications
- Rob Wirt, Associate Director of Financial Aid and Scholarships

Members of the Council are divided into five Challenge Teams. Each team addresses one of the five themes that emerged from data collected during the 2015 Beneficence Dialogues.

- Challenge Team 1: Recruitment and Retention of a Diverse Student Body
- Challenge Team 2: Diversity Awareness/Education Initiative for Students
- Challenge Team 3: Education/Training for and Support from Faculty and Staff
- Challenge Team 4: University Response/Student Body & Administration Interactions
- Challenge Team 5: Campus Climate

Beneficence Dialogue 2016
A second Beneficence Dialogue was held on September 28, 2016. Approximately 220 students attended along with faculty and staff. Student participants represented a variety of student organizations across campus including the Student Government Association, Multicultural Center, Student Disability Services, Black Student Association, Latino Student Association, Spectrum, Asian American Student Association, Residence Hall Association, and Greek organizations.

Dialogue participants engaged in small-group conversation about the themes that emerged from the 2015 Beneficence Dialogue. Student discussion was guided by the following prompts:

- What are your concerns regarding this topic?
- What are your expectations for the university regarding these concerns?
- What steps can Ball State take to be more welcoming and inclusive?
- What can Ball State do to address the concerns identified?
- What can students do to improve the campus environment/climate regarding issues of diversity?
- What are the most effective means of communicating updates and responses to students regarding diversity and inclusion initiatives?

Data collected from the second Beneficence Dialogue was shared with each challenge team of Council on Diversity and Inclusion and were charged with:

- synthesizing and integrating their respective data set with recommendations from the 2015 dialogue;
- developing a list of priorities from the data set;
- investigating, and when appropriate, developing solutions and implementations plans related to the prioritized items; when possible, implementing those plans in conjunction with pertinent stakeholders.
PROGRAM AND HIGHLIGHTS OF CHALLENGE TEAMS

Challenge Team 1: Recruitment and Retention of a Diverse Student Body

Highlighted Accomplishments

- A refreshed Admissions website was launched.
- Admissions brochures updated in spring 2016 to better appeal to diverse student populations.
- The Diversity and Inclusion webpage was created and is live. It serves as a central location for services, resources, and issues regarding diversity and inclusion at Ball State.
- A LGBTQ Resource page has been added to Multicultural Center网页page.
- The Multicultural Center participated in office visits during Freshman Summer Orientation and all student services panel during Transfer Orientation.
- A list and web links to diversity-related scholarships was added to Multicultural Center webpage.

Highlighted Priorities

Enhance transparency related to student recruitment initiatives:

- Share information about diversity recruitment initiatives/programs via the University Diversity Committee annual report.
- Increase admission staff awareness of diversity related resources and programs through annual update from Office of Retention and Graduation.
- Continue to monitor websites and publications for authentic representation in images and content.

Promote existing diversity-related scholarships available to students:

- Update lists of scholarships offered by units across campus.
- Update and add links and cross-references to BSU webpages so that scholarship information can be more easily found.
- Clarify scholarship and financial aid information as it relates to undocumented students.
- Promote initiatives/programs to support underrepresented students (REACH Mentor Program, Excel Summer Bridge, and PhD Pathways).
Challenge 2: Diversity Awareness/Education Initiatives for Students

Highlighted Accomplishments

- Selected students assessed the demo of a web-based diversity training course for faculty, staff and students. Current programs were not engaging for students. The council will continue to explore other options.
- The B3: Breaking Bias at Ball State App was created and is available to students in the App Store and Google Play. The app offers definitions of common terms, diversity and inclusion resources at Ball State, what to do if you experience a bias incident and a direct link to the Bias Reporting form.
- The Welcome Week Diversity Program “Dear World” was held on September 1, 2016 (sponsored by Housing and Residence Life, Multicultural Center, Welcome Week, Residence Hall Association, Office of Student Life, and Freshman Connections).

Highlighted Priorities

Education through curriculum:
- Explore diversity course requirement as part of curriculum.

Education through student organizations:
- Increase diversity and inclusion workshops offered by Office of Student Life to student organizations.
- Increase marketing and promotion of MOSAIC workshops presented by Peer Advocate Leaders to student organizations.
- Encourage student organizations to collaborate with multicultural and or social justice focused organizations.

Education through events and programs:
- Create and request the use of a symbol to identify diversity-related programs in Benny Link.
- Determine what kind of diversity-related programs appeal to students.
- Improve marketing and promotion of campus diversity programs.
- Explore expansion of Housing and Residence Life Brave Space Initiative.
- Offer intergroup dialogue training to facilitate conversations.
- Increase promotion of on-campus training/workshops regarding students with disabilities.
Challenge 3: Education/Training for and Support from Faculty and Staff

Highlighted Accomplishment

- A job description for a diversity recruitment and compliance specialist was developed and is in the approval process.
- All faculty searches are encouraged to assess multicultural competency of candidates by utilizing pre-established questions from the Office of Institutional Diversity.
- The History department is in the process of re-establishing the minor in African American Studies with the support of Office of Institutional Diversity. Faculty in the department of History and other areas on campus will develop courses for this minor. The minor will be available to all students in Fall 2017.
- The History department is reviewing curriculum for History 150 to ensure the course content reflects a true World History.
- Student Government Association successfully drafted legislation requiring a “Diversity Statement” and optional reference to “Bias Incident Reporting” or “Multicultural Center Resources” to be included on all course syllabi. The legislation was approved by Faculty Council and University Senate and will continue through the governance process.
- Diversity-related questions were added to university’s Instructor Evaluation form.
- Faculty and Staff Affinity Groups were created and launched.
- The Office of Institutional Diversity identified diversity-related courses offered in each academic area and posted this information to its website.
- Ball State University joined the National Center for Faculty Development & Diversity.

Highlighted Priorities

- Increase faculty training in inclusive pedagogy with a train-the-trainer focus.
- Develop affinity group opportunities/programs to provide social support for minority faculty and staff.
- Apply to become a member of McNair Program.
Challenge 4: University Response/Student Body and Administration Interactions

Highlighted Accomplishment

- The bi-annual Beneficence Dialogue was planned and hosted by the Council on Diversity and Inclusion and Student Government Association on September 28, 2016 (7:00 p.m. in Student Center Cardinal Hall A & B).
- Co-Chairs of the Council on Diversity and Inclusion were identified as the persons who will assist with initiating communication in response to issues of diversity and inclusion.
- The Division of Student Affairs and Enrollment Services launched the Lunch with an Administrator Program in January 2017.

Highlighted Priorities

- Develop a communication plan for the Council on Diversity and Inclusion that incorporates multiple communication mediums.
- Partner with Strategic Communication to create a university response plan to provide consistent and timely communication in response to campus, local and national diversity-related incidents when appropriate.
- Implement and assess “Lunch with an Administrator” program.
- Partner with Student Government Association to establish a schedule for an annual student update from the Council on Diversity and Inclusion.
- Enhance utilization of Multicultural Advisory Board.
Challenge 5: Campus Climate

Highlighted Accomplishment

- A gender neutral restroom audit of all academic and administrative buildings was completed and furnished to Facilities and Planning Management for review. The audit will be made available on the LGBTQ Resource webpage.
- In response to the gender neutral restroom audit and the student senate resolution, Facilities and Planning Management (FPM) has agreed to construct a gender neutral restroom in all new construction and or remodeled Academic Administrative buildings, and many auxiliary and Athletic buildings. FPM has committed to prioritize and then strive to install gender neutral restrooms in buildings that are not being renovated, and warrant gender neutral restrooms wherever feasible in the next five years.
- The Retain Engage Aspire Connect Help (REACH) Peer Mentor program was launched by the Multicultural Center in fall 2016. REACH is available to African American and Hispanic first year students who are looking for an experienced peer mentor to guide and support them in their transition to Ball State.
- The Office of Housing and Residence Life included information for Transgender student housing on the department webpage making the process more accessible to students and families.

Highlighted Priorities

- Administer a Campus Climate survey in fall 2018.
- Enhance counseling and mental health resources for students.
- Enhance disability awareness and accommodations for students.
- Explore the need for non-gender binary bathroom spaces.
- Develop and launch an advocate/ally training program for faculty and staff interested in supporting students of color.
- Continue to advance the need for a new Multicultural Center.
Conclusion
The Council on Diversity and Inclusion made significant progress during its first year in addressing student concerns across all five areas. However, as students who participated in the fall 2016 Beneficence Dialogue reminded us, we still have more work to do. Students continue to share concerns about several key issues, as noted in the 2016-2017 priorities for each challenge team. A number of these priorities require long-term planning and collaboration among a wide number of stakeholders, and a significant financial investment in space and personnel. We encourage university leaders to continue supporting these important initiatives.