Welcome to Beneficence Dialogue
Council on Diversity and Inclusion Updates
Fall 2016

Gabby Lloyd, SGA Secretary of Diversity
Ro-Anne Royer Engle, Interim Associate VP for Student Affairs & Enrollment Services (Co-Chair of CDI)
Recruitment and Retention of a Diverse Student Body

- Increased total number of undergraduate and graduate historically underrepresented students by 2.45% since spring 2015
- Created a Diversity and Inclusion webpage; a central location for services, resources at Ball State.
- A LGBTQ Resource page has been added to Multicultural Center webpage.
- The Multicultural Center participated in office visits during Freshman Summer Orientation and all student services panel during Transfer Orientation.
Diversity Awareness/Education for Students

- Selected students assessed a demo of a web-based diversity training course for faculty, staff and students. Current programs were not engaging for students. CDI will continue to explore other options.
- The B3: Breaking Bias at Ball State 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.
- Welcome Week Diversity programs hosted in 2015 and 2016
- Increased student attendance at diversity related events.
- Increased requests for MOSAIC Workshops.
Education/Training for & Support from Faculty & Staff

• A job description for a diversity recruitment and compliance specialist has been developed and is going through an approval process.

• A list of multicultural competency questions has been developed and will be used for faculty interviews to assess multicultural competency.

• The History department has started the process of re-establishing the minor in African American Studies with the support of OID. The minor will be available starting in the Fall of 2017.

• A measure to include Statement on the Importance of Diversity and Inclusivity and Bias Incident Reporting Information on course syllabi was approved by SGA and will be going before the Faculty Council this semester. The earliest it would be available for inclusion on course syllabi will be spring, 2017.
Campus Climate

• The Multicultural Center staff will lead an assessment seminar on the experiences and perceptions of LGBTQ students at Ball State to help inform university initiatives.

• A gender neutral restroom audit of all academic and administrative buildings was completed.
  – construct a gender neutral restroom in all new construction and or remodeled Academic Administrative buildings, and many auxiliary and Athletic buildings.
  – 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.

  ▪ REACH Peer Mentor program for first year African American and Hispanic students launched fall 2016. 62 mentees +20 mentors.
University Response/Student Body & Administration Interactions

- CDI plans to host an annual Beneficence Dialogue every fall in collaboration with Student Government Association.

- The “Lunch with and Administrator” program will be launched in a few weeks.

- Multicultural Advisory Board was changed in fall 2015 and will continue to provide an avenue for student leaders of organizations to meet with appropriate administrators throughout the year.
Dialogue Instructions

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Dialogue Instructions

- Diversity and Inclusion in a broad sense; race, ethnicity, sexual orientation, disability (apparent and non-apparent), gender identity and gender expression, nationality, etc.
- Share your experiences, feedback, and suggestions
- Write it on the paper at the each table
- Use colored dots to “support” what others have already stated
- 15 minutes to discuss at your current table/topic
- Facilitators have questions to start and keep conversation going
- After 15 minutes, switch to the next table
- Three rotations (three different topics)
- Don’t be constrained to that topic only
- For the wrap-up, we will ask each table to share most significant issue from the table
Wrap-Up

Dr. Charlene Alexander, Associate Provost for Diversity and Director of the Office of Institutional Diversity
Sign the Beneficence Pledge