<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>The Charge of the Council on Diversity and Inclusion</td>
</tr>
<tr>
<td>3</td>
<td>Council Members</td>
</tr>
<tr>
<td>4</td>
<td>Executive Summary</td>
</tr>
<tr>
<td></td>
<td>• Introduction</td>
</tr>
<tr>
<td></td>
<td>• Structure and Timeline</td>
</tr>
<tr>
<td></td>
<td>• Communications Plan</td>
</tr>
<tr>
<td>5-9</td>
<td>Progress of Challenge Teams</td>
</tr>
<tr>
<td>10</td>
<td>Conclusion</td>
</tr>
</tbody>
</table>
The Charge

The Council on Diversity and Inclusion was appointed by Dr. Paul Ferguson and Dr. Kay Bales, Vice President for Student Affairs and Dean of Students, to address student feedback advanced from the March 2015 Beneficence Dialogue event and Report. The Council’s charge is to:

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 2015-2016.

Council on Diversity and Inclusion Members

The Council is an interdivisional group (i.e., faculty, staff, students) from Student Affairs, Academic Affairs, Business Affairs, Enrollment Services and Strategic Communications.

- Tom Gibson (Co-Chair), Associate Vice President, Student Affairs
- Beth Messner (Co-Chair), Associate Professor, Communication Studies
- Charlene Alexander, Associate Provost for Diversity
- Mary Barr, Strategic Communications
- Tim Berg, Assistant Professor, Honors Humanities
- Cathy Bickel, Associate Director, Housing & Residence Life
- Lori Byers, Associate Dean, College of Communication, Information and Media
- David Concepcion, Chair, Philosophy & Religious Studies
- Kayla Dalton, Residence Hall Director
- Ro-Anne Royer Engle, Director, Multicultural Center
- Jennifer Metzler, Chair, University Diversity Committee (Biology Department)
- Chris Munchel, Associate Vice President, Enrollment Services
- Christie McCauley, Student
- Darius Norwood, Student
- Gloria Pavlik, Retention and Graduation Specialist
- Eric Pegues, Assistant Director, Student Life
- Erin Phelps, Student
- Leslie Thomas, Student
- Marie Williams, Associate Vice President, Human Resources and Administrative Services
Executive Summary

Introduction
Ball State University is strongly committed to becoming a more diverse and inclusive campus that is welcoming of all community members. This commitment is evident in our mission, values, strategic plan, programs, and Beneficence Pledge. The Council on Diversity and Inclusion is a new initiative in keeping with these commitments. The Council was established specifically to address student feedback on issues of inclusivity as advanced in the Beneficence Dialogue Report.

Five themes emerged from the Beneficence Dialogue Report for consideration by Ball State’s administration. They are as follows:

1. Recruitment and Retention of a diverse student body
2. Increase diversity awareness/education initiatives for students
3. Education/Training for and support from faculty
4. University Response/Student Body and Administration Interactions
5. Campus Climate.

This report will address the aforementioned themes and students' proposed recommendations, the university’s response (new and current initiatives), and highlight progress of our efforts.

Council Structure and Timeline
The Council on Diversity and Inclusion has organized itself into 5 Challenge Teams to address each of these five themes. This model will serve as the primary framework to successfully implement the recommendations shared by students. The Council’s timeline encourages the implementation of the more feasible recommendations by the end of spring 2016 if at all possible. The more challenging recommendations would extend to the 2016-2017 academic year or possibly beyond (i.e., curricular matters, relocating the Multicultural Center). The Council will continue to meet in 2016-2017 to facilitate progress toward the remaining recommendations.

Communications Plan
The Council has developed a communications plan during the implementation of the proposed recommendations. The plan identifies all constituents likely to be affected by the recommendations. Moreover, each Challenge Team is charged with identifying stakeholders and communicating their respective team’s goals and objectives. Additionally, the plan conveys a shared message, schedule for communication, and delivery methods.
Challenge Team 1: Recruitment and Retention of a Diverse Student Body
Team Members: Mary Barr, Chris Munchel, Jasmine Perry, and Gloria Pavlik

Highlighted Accomplishments

• Revised Admissions brochures are completed, including a Spanish-language financial literacy brochure and another that promotes Campus Cultural opportunities.
• Intentional strategies for pathways to Ball State for URM students have been identified. These include: 21st Century Scholars – Jump Start, Explore BSU day, Summer Scholars, Project Stepping Stone, Latino Institute, Center for Leadership Development. Recruitment areas such as Gary, the region, Indianapolis, and Chicago, IL; receptions in Indianapolis for diverse prospective and admitted students; Continued communication and conversations with guidance counselors.
• Admissions’ website is refreshed.
• Multicultural Ambassador Corps have been hired as campus tour guides.
• Multicultural Center is being promoted during campus tours and orientation.
• Excel Summer Bridge Program is being promoted during recruitment activities.
• A diversity speaker has been added to Welcome Week programming.
• There has been an increase in student attendance of campus cultural events.

Highlighted Future Priorities

• Ensure that marketing images used by the university reflect the true diversity of the student population, including gender non-conforming students whenever possible.
• Host focus groups with targeted student groups to determine appropriate images and messages for multicultural recruitment.
• Explore underrepresented minority students representation and persistence rates in targeted majors.
• Increase scholarship opportunities and resources for underrepresented minority students.
• Increase gender identity options on university application and in Banner system beyond the current binary system.
Challenge 2: Diversity Awareness/Education Initiatives for Students
Team Members: Eric Pegues, Tim Berg, Kayla Dalton, Leslie Thomas

Highlighted Accomplishments

• Strategic Communications is leading efforts to create a web-based central calendar for all university diversity and cultural events and to promote those events through social media.
• The Multicultural Center, in partnership with Academic Affairs, is exploring ways to incentivize student attendance at cultural events.
• The Multicultural Center is leading efforts to increase awareness of MOSAIC Peer Advocate Leaders, a diversity peer advocate program aimed at presenting diversity workshops to students.
• In partnership with Digital Corps, a strategy was established to develop and launch a diversity APP to connect students to campus resources.
• Assess vendor demonstration of student and employee web-based diversity training programs.

Highlighted Future Priorities

• Create and launch a pre-college online module to address diversity on campus (similar to “Think About It” module).
• Provide resources to financially at-risk students (based on-payment and high Bursar’s balances).
Challenge 3: Education/Training for and Support from Faculty
Team Members: Charlene Alexander, Marie Williams, David Concepcion, Christie McCauley

Highlighted Accomplishments

- Inclusive pedagogy training is available for faculty through OID. Diversity training is offered to staff via the Human Resources Office’s “Learning and Development” program.
- Recognition of faculty & staff diversity efforts is provided yearly through the Outstanding Faculty Advocate award (from Academic Affairs), the Dr. Robert O. Foster Faculty-Professional Staff award (from Multicultural Center) and the Hurley Goodall Distinguished Faculty/Staff Award. Meritorious faculty also are highlighted on the OID website and in the OID newsletter.
- A resource list of courses addressing diversity in the core curriculum has been developed.
- OID provides mandatory one-time and on-going training for faculty and staff regarding diversity.
- Each major has identified where diversity is covered in the curriculum.

Highlighted Future Priorities

- Increase recruitment of a diverse faculty.
- Hire a diversity, recruitment, and compliance specialist for academic affairs.
- Generate a list of multicultural competency questions to ask all candidates.
- Create and Launch a required diversity course or other requirement as part of the core curriculum (i.e. Writing Proficiency requirement); identify exemplary diversity artifacts for course.
- Add statement to all course syllabi regarding the value of diversity.
- Add assessment of faculty diversity competence to course evaluations.
- Review diversity courses and artifacts that are being submitted to meet the university diversity requirement. Exemplars should be identified.
- Establish university policy to assess student achievement of diversity competencies.
- Showcase and provide reward for faculty who demonstrate student growth and development in the area of diversity.
- Ensure student representation and transparency on all award committees.
- Establish a student award for faculty committed to diversity.
- Consult with faculty who teach History 150. Identify points in the curriculum & in history that could be expanded on more to include various cultures & sub-cultures. Write an updated curriculum, train faculty, and update course/faculty evaluations.
Challenge 4: University Response/Student Body and Administration Interactions
Team Members: Lori Byers, Tom Gibson, Gabby Lloyd, Carlos Mata

Highlighted Accomplishment

- A student Multicultural Advisory Board (MAB) with representatives from various student organizations has been established.

Highlighted Future Priorities

- A university state of diversity address will be delivered.
- Explore the use of multiple communication methods (including social media) to respond in more timely fashion to student concerns.
- Identify a primary responder (spokesperson) to provide timely and regular communications regarding diversity and incidents of bias.
- Create “Lunch with an Administrator” program similar to “Lunch with a UPD” to address issues of inclusivity.
- Discussion is underway to create opportunities for communication and interaction among administration and underrepresented and/or marginalized students. Cardinal Leadership Roundtable is a good model.
- Develop a Reactive and Proactive Communication Crisis Plan. The Reactive Plan will immediately address students’ concerns as they arise. (i.e. Provide a forum for students to engage in group dialogue about issues of diversity, inclusion, social justice, etc.) The Proactive Plan will be a planned bi-annual (each semester) “listening event” hosted by the Council on Diversity and Inclusion.
Challenge 5: Campus Climate
Team Members: Ro-Anne Royer Engle, Cathy Bickel, Erin Phelps, and Beth Messner

Highlighted Accomplishments

• A Campus Climate survey was administered in fall 2014. The results of the current climate survey are being used by Multicultural Center and Office of Institutional Diversity to address concerns raised in the survey and Beneficence Dialogue Report.

• The Multicultural Center staff met with student organizers of the “We Are Equal” campaign to provide support, and advice regarding proposed expansion from one day to a week of programming. The Multicultural Center has committed to continue funding the event as appropriate.

• Bias Incident informational posters and cards were posted throughout residence halls and classrooms beginning fall 2015. Oversight of the Bias Incident Reporting process has been reassigned to the Multicultural Center which aligns better with the Center’s mission.

• A diversity website landing page is being designed by Strategic Communications to centralize Diversity related resources.

• The Multicultural Center staff has created a peer mentoring program for first year students of color to continue efforts began in the Excel Summer Bridge program.

Highlighted Future Priorities

• Explore the possibility of including the Bias Incident Reporting process and the University’s Diversity Statement on course syllabi.

• Develop an ally and advocate training program similar to Safe Zone (LGBTQ) to support racial and ethnic populations.

• Continue to explore relocation options for the Multicultural Center to improve accessibility, visibility and impact on students from recruitment to graduation.

• Complete an audit of current gender-neutral restroom and locker spaces on campus to identify gaps. The information from the audit will also be used to create a map of gender-neutral restrooms that will be made available on the BSU website.

• Review gender-neutral housing policies and options currently available to students.
Conclusion

The newly established Council for Diversity and Inclusion has worked efficiently to respond to a significant number of student recommendations from the Beneficence Dialogues. In particular, we have made important strides in addressing issues associated with interaction between students and administration and in the area of Campus Climate. Some of this forward progress was already in place before the Council was formed (e.g., increased attendance at cultural events, formation of Multicultural Center Advisory Board).

Our work is also informed by the 2014-2015 Student Campus Climate Survey. The respondents noted that the “overall climate on Ball State Campus is most positive or positive for men (81.3%) and least positive for non-native English speakers (53.7% most positive or positive) and students with low socioeconomic status (52.4% most positive or positive).” This finding suggests there still much to be done to improve the perception of Ball State’s campus climate for all students, particularly for women and those identified as underrepresented.

Other remaining challenges are sizable and have been long-term concerns. These include the need to enhance the diversity of the student body and faculty ranks, diversity training for faculty and staff, additional financial resources for underrepresented students, and the need to expand/revise current curriculum to better address diversity issues. The need for a new Multicultural Center remains critical for students desiring a safe space on campus for inter/intra-dialogue, cross-cultural collaborations, and co-curricular learning opportunities. These efforts will require additional long-term planning, interdivisional collaboration, and the investment of additional resources (i.e., money, space, personnel). The Council co-chairs will continue to monitor and modify the implementation plan as appropriate to ensure goals are achieved.