Council on Diversity & Inclusion (CODI)

Office of Equal Opportunity & Diversity Programs

October 12, 2011

Diversity Plan (draft 4)

**Vision –** Western Carolina University is committed to being a diverse and inclusive learning environment where students, faculty, and staff are global citizens, multiculturally competent, and respectful in words and actions of all members of the University community.

**Mission -** Build and maintain a diverse, inclusive, and welcoming university that promotes respect, global citizenship, and access to education and the workplace for students, employees, and members of the global community.

**Student Learning Outcomes**

**Goal:** Transform students into globally aware, multiculturally competent, civic-minded citizens who are capable of being agents of change.

**We value:**

1. Learning experiences, pedagogy and curricula that lead to the development of globally aware, confident citizens/graduates who possess multicultural competence.
2. Student-centered experiences that lead to greater student retention and success.
3. Transformative learning experiences that inspire and prepare agents of change as global citizens.

**Issues**

7. Ignorance

9. Prejudice

10. Recruiting students, faculty, staff

11. Curriculum

14. Making decisions based on data

17. Service learning by students

18. Study abroad opportunities with faculty and students

20. Research

22. Developing relationships by faculty, staff & students with other US & international

 universities

23. Globalization

24. Acknowledging diversity – Alterity (Otherness)

26. Developing increased concentration of student minorities

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29. Student retention

33. Unintentional racism

34. Stereotype threats

35. Microaggressions

1. Infusing diversity with curricula

**Co-curricular Learning Experiences**

**Goal:** Foster cultural immersion and learning experiences that challenge students to expand their horizons and boundaries.

**We value:**

1. Connecting curricular, co-curricular, leadership, and culturally diverse experiences to provide accessible opportunities that challenge students to expand their horizons and boundaries.
2. Cultural immersion and field-based experiences that promote understanding of the diverse dynamics in our daily lives.

 **Issues**

15. Extracurricular activities

 17. Service learning by students

 20. Research

1. Exchange experiences
2. Develop urban preparation and immersion experiences for students
3. Semester study abroad opportunities for faculty, staff and students
4. Develop more QEP initiatives on diversity
5. Develop/implement national student recruitment programs such as POSSE and A Better Way
6. Tuition increases and impact on student socio-economic diversity
7. Extracurricular activities that address diversity

**Fostering Diversity in the Workplace**

**Goal:** Recruit and develop a diverse multiculturally aware work community that promotes inclusion and equal opportunity in a welcoming and supportive environment.

**We value:**

1. The recruitment and retention of a culturally diverse and multiculturally competent workforce.

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1. Fairness in providing professional development and career progression opportunities.
2. A workplace that is inclusive, welcoming and supportive of all individuals

that promotes freedom of expression and ideas.

**Issues**

 1. All my professors have been white (student comment re chalking on the sidewalk)

 2. Gender equity for professors, staff and administration

 5. Cultural balance-Underrepresented minorities, race, cultures, religions

16. Professional development for faculty, staff and students

20. Research

30. Faculty/staff retention

32. Mentoring of faculty, staff & students

1. “Group Think” during hiring/decision-making processes
2. Recruiting underrepresented groups re race, ethnicity, gender, etc. for faculty, staff & students
3. Equity of pay for all university workers
4. Staff incentives for professional development, retention, begin breaking EPA/SPA silo
5. Staff inclusion – silo, stereotypes, bias campus-wide
6. Staff inclusion with diversity initiatives – admin assistants, library, housekeeping, IT, all interact with students
7. Faculty & Staff of color representation for every college of the university
8. One year pre or post ABD visiting scholars program for aspiring faculty of color
9. Leadership commitment

**Relationship Building through Leadership & Communication**

**Goal:** Build an open community that is inclusive, accessible, and promotes collaboration and engagement among all players internal and external to Western Carolina University.

**We value:**

1. Collaboration, engagement, and outreach that foster an open community with shared interests and goals that makes a positive impact and promotes success.
2. Leadership commitment and accountability that promotes open engagement

among all players.

**Issues**

12. Town gown relationship of faculty, staff and students with the community

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20. Research

25. Being urgent/aggressive to align with other groups and others seeking us out

1. Communication
2. Collaboration
3. Networking-internal/external to university
4. Marketing / publicizing the CODI on campus
5. Intergroup Dialogues
6. Meaningful dialogue and exchange among faculty/staff
7. Promote open engagement among all players
8. Co-leadership engagement
9. Educating customers/stakeholders, resistance, CODI importance, data
10. Outreach & engagement opportunities

**Climate**

**Goal:** Establish and maintain a climate that is welcoming, accepting, and respectful of diverse groups and opinions, and provides opportunities and access to obtain an education.

**We value:**

1. A welcoming and inclusive community in which honesty, mutual respect, and collaborative participation underpin all interactions.
2. The social and lived experiences of each member of the WCU community with validation and representation.

3) Access and opportunities to diverse groups to obtain an education.

**Issues**

3. Resources, funding

13. Assessing climate, opinions, and data that is evidenced-based

20. Research

31. A welcoming community

36. White privilege

37. Historical trauma

1. Leadership commitment
2. Global awareness
3. How we see ourselves as a community that embraces diversity
4. Developing multicultural competency for faculty, staff, & students
5. Honoring local culture & customs while acknowledging & being open to all
6. Relationship with Cherokee
7. Non-western religions
8. Prejudice (Intentional & Unintentional)
9. Honesty about feelings toward diverse issues
10. Openness to change
11. Cultural balance
12. Tolerance
13. Celebration and recognition of our differences
14. Social class differences
15. Differing values
16. Get out of comfort zone
17. Resistance – Institution, faculty, students
18. Anxiety about differences – the unknown
19. Apathy

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