

Winthrop University Diversity Initiatives Quarterly Report

Board of Trustees Meeting

October 24, 2019

Diversity Initiatives for Faculty, Staff, and Administrators:

The Diversity Council, an 18-member committee consisting of faculty, staff, and students, continues to work toward actualizing Winthrop's diversity goals and objectives as stated in Goal #3 of the Winthrop Plan. Below are some of the initiatives that have been implemented in FY18-19 and/or are in progress for FY19-20. Also included below is information regarding 2019 diversity and inclusion events.

Affinity Groups

The Affinity Groups Subcommittee will have a kick-off event in late October for employees who are interested in being a part of an affinity group. These groups serve the interests of underrepresented populations who will meet with diverse candidates during on-campus interviews, as well as serve as social networks for members. Creation of affinity groups is one of our efforts to increase retention as part of Goal #3 of the Winthrop Plan. A recent survey was sent to the campus community to gauge interest in the groups. African American faculty/staff, Latinx faculty/staff, LGBTQ faculty/staff, Military Veterans faculty/staff, and Asian and Pacific Islander faculty/staff were the groups that have received interest.

Diversity and Inclusion Initiatives

The D&I Curriculum Development Subcommittee will be working on a faculty-led, non-credit Diversity, Equity, and Inclusion Certificate Program to provide professional development for Winthrop faculty and staff. The subcommittee is reviewing our current course offerings to determine which classes will be included in the program. This reduces the need to hire additional faculty and staff to teach the courses.

To infuse diversity, equity, and inclusion within the curriculum, the subcommittee conducted a preliminary syllabi analysis to determine which courses currently include topics surrounding diversity. The subcommittee will use the information to make suggestions on how faculty can incorporate diversity topics in their courses, even when the topics are not an explicit part of the course material (example: MATH), as our students still bring diverse backgrounds into the classroom to which instructors should be sensitized to model inclusion in their examples and engage all students.

The D&I Training/Professional Development Subcommittee, along with the West Forum, Provost's Office, and HMXP program, will host a workshop for faculty on civic discourse in November. The speaker will be Dr. Timothy J. Shaffer who is currently an assistant professor at Kansas State University where he serves as the assistant director of the Institute of Civic Discourse and Democracy.

Other online training offerings for faculty this academic year will include topics on how to teach and learn in a diverse classroom and creating learning communities.

The Diversity Council will be reviewing and assessing the presence of diversity and inclusion on campus. The Council will evaluate current signage and determine if there are accessibility barriers for individuals with different abilities. If necessary, a recommendation for correction will be made to senior leadership. In order to enhance communication of diversity initiatives, events, and resources, the Council plans to develop and maintain a centralized website specific to diversity and inclusion.

During FY18-19, Dr. Mahony signed the CEO Action on Diversity pledge, which is an initiative sponsored by PricewaterhouseCoopers (PwC) to promote conversations in the workplace surrounding diversity and inclusion. One of PwC's ways of promoting conversations is through the Blind Spots Mobile tour, which is a tour bus that includes virtual simulations of experiences that underrepresented populations face on a daily basis. The Diversity Council is working to have the mobile unit on campus in the spring of 2020 for employees and students to experience.

Winthrop will continue to require that all employees serving on executive level searches participate in implicit bias training. The last executive search was the Provost and Executive Vice President for Academic Affairs. The training was conducted by Dr. Jeannie Haubert, Department Chair of Sociology and Anthropology.

Recruitment and Retention of Employees

Dr. Takita Sumter, Dean of the College of Arts and Sciences, and Zan Jones, AVP for Human Resources and Chief Diversity Officer, will serve as recruiters at the Compact for Diverse Faculty conference in Atlanta, GA on October 24 – 26, 2019. The conference is the largest gathering of diverse Ph.D. candidates in the country.

Dr. Adolphus Belk, Professor of Political Science, has been appointed by the Provost to assist in the recruitment and retention efforts of diverse faculty. This academic year, he will provide workshops to new diverse faculty on how to prepare annual reports as part of the performance evaluation process. During the workshop, Dr. Belk will provide faculty with pertinent information to include in their annual reports and how that information should be tied to outcomes for the next review period, as this can be somewhat difficult to navigate for new faculty. He is also planning a workshop for junior faculty on how to prepare for the third-year review process so that faculty are successful in creating their portfolios for tenure and promotion. Both workshops are efforts to retain diverse faculty and prepare them for success at Winthrop.

As part of the recruitment process, Dr. Belk will be instrumental in coordinating meetings with faculty search committees and the affinity groups when diverse candidates are selected for on-campus interviews. Members of the affinity groups will meet with candidates to discuss why they chose Winthrop and the benefits of being a part of an environment that embraces inclusivity.

Diversity Initiatives for Students:

Student Support

Diversity Center

The Diversity Center is located in 222 DiGiorgio Campus Center. It is a space open to all students. The Center also serves as a resource center. Students, faculty, and staff can find books, brochures, and videos about diversity and inclusion. Student staff have Monday – Friday office hours in the space. Commonly students use the space to study, meet with friends, attend programs hosted in the space, or to use many of the resources available in the space.

Unity Roundtable

The Unity Roundtable is comprised of a select group of leaders representing multicultural and diversity-driven organizations at Winthrop University. Involvement in the Unity Roundtable helps to create opportunities for students to discuss diversity and learn about various identities through interaction and education. Group members also gain peer support from one another and have opportunity to discuss collaboration on events and programs.

Diversity Meet & Greet: A Welcome Week Event

This event is hosted by the Office of Diversity & Student Engagement to welcome all students to the University. This event gives opportunity for incoming students to connect and expand their network with a variety of current students, administrators, and faculty and staff members.

Education and Training

MLK Day of Service

A day dedicated to service, reflection, and remembering the life and legacy of Dr. Martin Luther King Jr. Several of the service projects on this day, have a focus on socioeconomic diversity.

Diversity Peer Educators*

The Diversity Peer Educators (DPEs) are a group of student leaders who facilitate diversity workshops and presentations on Winthrop's campus. Last year, was the group's first year and they facilitated a total of eleven presentations for student organizations, classrooms, and student staff trainings. Attached is a complete list of their presentations during the 2018 – 2019 school year.

Safe Zones Orientation

Safe Zones is a program designed to increase understanding of lesbian, gay, bisexual, and transgender communities. Safe Zone members are allies to the LGBT population and are identified by displaying a Safe Zones symbol in their office or residential space.

Student Staff Trainings

The Office of Diversity & Student Engagement provides specialized training and consultation to student staff from many student affairs and academic units. For several years, the following student leader groups have received diversity training: Peer Mentors, Orientation Leaders, Resident Assistants, West Center Student Staff, Transfer Orientation Leaders and Mentors, Ambassadors, DSU Programming Board, Writing Center Student Staff, and Student Publications Student Staff.

LEAD 120 Course –Theory and Practice of Diversity Leadership

This course prepares Diversity Peer Educators to lead and facilitate dialogue surrounding diversity and inclusion. Students in this course explore their own identities and study how their own experiences shape the world around them. Through engaging readings and interactive activities, students in this course enhance their multicultural competency: awareness, knowledge, and skills. The course is taught by the Assistant Dean for Student Diversity and Inclusive Excellence.

Multicultural Programming*

We are able to learn and teach about diversity and inclusion in a variety ways through events and programs. Attached to this document are some programs and events that were held last academic year. However, there are several events that are coordinated, sponsored and hosted by student organizations. Those are not included in this listing.

Recruitment

Kaleidoscope (Multicultural Prospective Student Day)

This open house event is for admitted and prospective underrepresented students. Multicultural Day gives students the chance to discover opportunities and resources while also connecting with current multicultural students and alum. This event occurs in the Spring semester.

Respectfully submitted,

Zan C. Jones, AVP for Human Resources/Chief Diversity Officer

Kinyata A. Brown, Assistant Dean for Student Diversity and Inclusive Excellence

Office of Diversity and Student Engagement
Master List of Programs
2018 – 2019

Group: Diversity Peer Educators

Event	Description	Collaboration
Diversity Game	Use each letter in the word diversity to begin a conversation around diversity terms and definitions	Residence Life RA Staff Training
Voter Registration Drive	Voting information and deadlines	Alpha Phi Alpha Fraternity, Inc. Council of Student Leaders
Purchasing Your Privilege	Students are given a predetermined amount of money to 'buy' privileges.	NAACP
Allyship	Organization gains an understanding of Allyship and puts in place an action plan to be purposeful about being an ally through their organization	Residence Life Wofford RAs
Step up to the Line	Visual representation of identities in relation to our peers	PLSC 307 Course
Step up to the Line	Visual representation of identities in relation to our peers	Residence Life All RAs
Privilege Auction	Students are given a predetermined amount of money to 'buy' privileges.	WU Student Council on Family Relations
The N Word	What the N word means in our community	Dr. Sherell Fuller, College of Education
Step up to the Line	Visual representation of identities in relation to our peers	Human Development and Family Studies Program
Step up to the Line	Visual representation of identities in relation to our peers	Residence Life Global Perspectives Academic Success Community

Group: Safe Zones

Audience
Open to all (total of 3 were facilitated, open to all in Winthrop community)
Writing Center Staff
Women's basketball team
MLED 300 Course – Dr. Stacy Martin
EDOC 101 – Dr. Sherell Fuller (a total of 2 were facilitated)
Department of Counseling Master's Program
College of Education Faculty

Multicultural Programming in the Division of Student Affairs

- The **Office of Diversity & Student Engagement** hosted the following programs last year:
 - Women of Excellence Awards Brunch
 - Diversity Halloween Party
 - Unity Roundtable: Lunch with Leaders
 - Hispanic Heritage Night (Co-sponsored with the DiGiorgio Campus Center)
 - Black History Month Jeopardy

- The **Office of New Student and Family Programs** host FLOCK Talks during summer orientation for new students. These discussions are about diversity and inclusion.

- The **Department of Health & Counseling Services** provided the following programs: A Panel for Pride, Mental Health in Hispanic communities, and True Life: Life as a Transgender Woman.

- The **DiGiorgio Student Union** hosted a Latin dance night during Hispanic Heritage Month and hosted a Native American lecturer and dancer.