

Implementation Update For Unity 4 Tactics December 2015

(Compiled by Aldo Billingslea, Associate Provost of Diversity and Inclusion,
and Jeanne Rosenberger, Vice Provost for Student Life)

Academics

1. Reorganize the CORE diversity requirement from a one-class requirement to two separate requirements **AND**
2. Reduce the Pathways sequence by one class.

October

Update: The learning goals associated with the Core Curriculum Diversity requirement will be assessed in 2015-16. Preliminary discussions with Laura Nichols, Director of the Core Curriculum and Jim Bennett Associate Provost for Undergraduate Curriculum indicate that while some changes may occur with the next CORE curriculum, the general structure of the current CORE, (including the Pathways portion), is not likely to change. Both Professor Nichols and Bennett were interested in a discussion of the CORE Diversity requirement being a strongly recommended aspect of the integrated six quarter experience and/or an additional course offering that might compel students to fulfill the diversity requirement within their first or sophomore year.

December

Update: Students were informed of the pending assessment of the Diversity requirement and received an invitation to participate in the process. During winter quarter the assessment committee will gather evidence from classes that fulfill the Diversity requirement. During spring quarter the committee will score and evaluate the evidence. The Director of Assessment invites students to meet and discuss this assessment process and also welcomes student input and participation in the scoring and assessment process that will take place in spring quarter. Unity 4 students are particularly welcome to participate.

In winter 2016 a Pathways Advisory Committee will begin evaluating all aspects of the Pathway to make recommendations on strengthening the Pathway program. Student input will be an important part of the process and the recommendations that will result.

3. Develop Ethnic Studies and Women's and Gender Studies Departments as stand alone majors.

October

Update: The Stand Alone Major discussion with Dean Tahmassebi has not yet occurred. Women's and Gender Studies appears to have progressed further towards the goal of a stand alone major. Ethnic Studies has begun their program review process.

December

Update:

Women's and Gender Studies has submitted a proposal for a stand-alone major that was recommended by the Dean, Academic Affairs Committee, and Provost. It will be submitted for Trustee approval at the winter meeting in February. Women's and Gender Studies is content with remaining a program and does not wish to become a department.

Ethnic Studies has also submitted a proposal for a stand-alone major. The proposal, with revisions, was recommended by the Dean, Academic Affairs Committee, and Provost. It, too, will be considered by the Trustees at their February Board meeting. The Ethnic Studies faculty hope to submit a proposal for department status in the future.

4. Increase hiring faculty of color as permanent, tenure track faculty through the Inclusive Excellence initiative.

October

Update:

After evaluating the Inclusive Excellence Postdoctoral program Dean Tahmassebi suggested improving upon it by implementing a two-model system under which the postdoctoral program might operate. The first model would be the format currently in place and the proposed model would be more attractive to candidates in STEM fields and those candidates who are also considering post docs at RI institutions. This new model would be initiated by faculty with a strong record of scholarship. These faculty would apply for external funding that would allow post doc candidates an opportunity to reduce their teaching load and focus initially on scholarship with notable faculty in a field similar to their own. The model would offer post docs even more opportunity for success in scholarship than Model I, yet still offer valuable teaching experience. After a second year, the successful post doc would have a tenure track opportunity at any one of four other universities in the Jesuit West Coast Post Doctoral Consortium.

A multitude of details have to be addressed, but this opportunity to actively seek and nurture under represented academics and introduce them to Jesuit pedagogy is promising and endorsed by the Deans of Arts and Science Debbie Tahmassebi, Dean of Business Caryn Beck-Dudley and Dean of Engineering Godfrey Mungal. Dean Mungal pointed out that while only nine of the 28 Jesuit institutions in the United States have engineering schools, four of those nine happen to be on the West Coast!

December

Update:

While progress has been made on creating an Inclusive Excellence Post-Doc Consortium, progress was also made in helping to diversify the full-time faculty at Santa Clara University. Current efforts by Dean Godfrey Mungal, Caryn Beck-Dudley and Debbie Tahmassebi, in concert with the Office for Diversity and Inclusion are moving this tactic forward with sixteen tenure-track searches. Faculty of Color have been hired for next year, and several searches are still in

progress. Because only a couple percent of the full-time faculty are hired in any given year, our progress in increasing the proportion of underrepresented faculty at Santa Clara University will become more apparent over many years.

5. Add a multicultural event requirement once a quarter to all Cultures and Ideas classes.

October

Update: A list of topical events has been compiled and circulated for all Culture and Ideas faculty so that they may offer their students an opportunity to attend an event that addresses issues of power, privilege and difference. The list is being populated in cooperation with C & I faculty, will be circulated to all of them and may also be placed on the online calendars of OML and ODI.

December

Update: ODI facilitated a discussion and sharing of cultural events for faculty teaching Cultures and Ideas classes this fall, and some discussion of events has continued into the quarter. The C&I working group will reconvene during winter 2016 and the Undergraduate Studies Council and Core Committee will encourage that group to consider ways to increase and integrate course-related diversity and multicultural programming without infringing upon Santa Clara's strong commitment to academic freedom.

6. Add information on the EthicsPoint anonymous reporting process for bias incidents and academic integrity reports to all syllabi.

October

Update: The Office of Student Life with the involvement of students, including those connected with Unity 4, staff, and faculty, created a poster campaign that encourages community members to report incidents of bias, academic integrity, and sexual misconduct. The poster series provides information about where to report inclusive of the opportunity to report the information on line. The posters were hung in all classrooms, residence halls, and other select campus buildings throughout campus. There is one poster that covers all three topics and three different posters that provide more specific information about bias, academic integrity, and sexual misconduct. The series of posters will be hung at select times over the course of the year.

Prior to the start of classes, all faculty and staff received an email from Diane Jonte-Pace, Belinda Guthrie and Jeanne Rosenberger with information about syllabus language and reporting responsibilities regarding Disabilities Resources, Sexual Harassment and Discrimination (Title IX Resources). The email included an electronic copy of the Speak Up poster.

The Office of Student Life implemented a public reporting process for anyone to file a report in the following categories: 1) bias behavior, 2) academic integrity,

3) concern for the welfare of a student, 4) sexual misconduct or harassment, or 5) any other type of general student misconduct. The portal for accessing the reporting form is hosted on the Office of Student Life website. This reporting option is in addition to EthicsPoint.com.

SCU Compassionate and Responsive Educator (CARE) provides valuable resources to faculty and staff in assisting students to find the best resources to help them through stressful life events, challenges and crises. A comprehensive 'red folder' was designed to provide helpful descriptors of troubling behaviors, guidelines on how to respond to these behaviors, and protocols for making the best referral for the student. In the coming months, the SCU CARE program will expand to include online resources for faculty, staff and the greater SCU community.

December

Update: *The Senior Vice Provost for Academic Affairs sent an email to all faculty in the fall and again on 12/3/15 with sample language that may be included on course syllabi. The email included the link to the on-line reporting options developed during the fall quarter. Given that some of the posters were removed from classrooms in the fall, the Office of Student Life purchased clear plastic sleeves to protect the posters. The sleeves will be installed over the winter break by Facilities, and new posters will be inserted prior to the start of the winter quarter.*

Student and Residence Life

1. Reframe the online pre-enrollment orientation (formerly AlcoholEdu and Haven) to include more focus on aspects of off-campus and on-campus bias incidents that students may face when enrolled.

October

Update: *This past Summer (2015) OSL identified a potential online diversity training vendor. Representatives from OSL, OML, ODI and the Office of EEO and Title IX reviewed the online training created by DiversityEdu.com as a possible option.*

Initial feedback from the demonstration by the vendor, DiversityEdu.com, indicated the content delivered could be acceptable for our campus needs. However, the format in which the content was delivered raised concerns that it would not hold the attention of incoming students. In addition, this year would be the first year the vendor has used this training with students. Therefore, there is not insufficient data about its effectiveness with students. During our evaluation process, the suggestion was given to develop an in-house training tool where both the content and delivery could be controlled by SCU.

After several conversations with the DiversityEdu.com owner and discussions with campus partners responsible for SCU's diversity and inclusion efforts, the decision was made to postpone further work with DiversityEdu.com, and instead focus on creating an in-house training program. Starting Fall 2015, a working group of faculty, staff and students from Unity 4 will be charged with the task of

developing content and assessing possible delivery methods for this content.

If an in-house training option is not achievable by the required implementation timeframe the committee may decide to re-engage Diversity.edu about using their product in the short term until a long-term solution can be found.

December

Update: *During the Fall quarter the working group started by reviewing various websites and universities to decide what information was most critical to include in the tutorial. A plan has been established to meet the Fall 2016 objective to have an online diversity tutorial developed. In order to keep the task on track to be completed this academic year, the Office of Student Life hired an external consultant to assist the University with developing content for this online diversity training tool. The consultant's work will be completed in Winter Quarter 2016 and will be reviewed by the current working group. In addition, students enrolled in Dr. Griffin's Ethnic Studies course in Winter 2016 will also assist with gathering first person narratives from current SCU students about their experiences related to various identity issues impacting the overall campus climate.*

Winter and Spring 2016 - Goal: *Review the material developed by the consultant and decide which online platform best meets our needs to host the content.*

- ***January and February:*** *Review proposed content and make necessary changes.*
- ***March-May:*** *Take content and create online module.*
- ***May-June:*** *Test module and develop implementation and assessment plan.*

Inclusive Community Conversation Plan for 2016-2017 (Current Proposal-Pending Approval):

- ***Part 1- Orientation (Day 1)- Diversity-Community Values Discussion-*** *Content has not yet been modified to include current events. The working group will review last years' survey results from Orientation and discuss modifying current learning outcomes and structure.*
- ***Part 2-*** *All incoming students will complete the online module by the first week classes of Fall 2016.*
- ***Part 3- Mandatory Community Conversations led by Perspectives members, staff, and Community Facilitators (Weeks 2-4 of Fall Quarter 2016).***

An assessment plan is also being developed to coincide with intentional inclusive community conversation plan. Implement supplemental programs partnering with residence halls and on-campus organizations to continue discussions with students throughout

2. Implement supplemental programs partnering with residence halls and on-campus organizations to continue discussions with students throughout their four years at Santa Clara University.

October

Update: The Office of Residence Life revised its Programming Guidelines for the 2015-16 academic year. The new guidelines include a minimum requirement for all communities:

"Each staff member should facilitate, preferably in partnership with a campus entity (i.e. OML, ODI, Ethnic Studies, MCC, SCCAP), a diversity program allowing for dialogue around campus climate. This should be publicized as a Justice Starts Here (JSH) event and the JSH information should be reviewed during this program."

December

Update: Throughout Fall, Residence Life offered 46 Justice Starts Here programs addressing a wide variety of topics and issues related to diversity and social justice.

3. Increase the connection of on-campus resources to connect with and educate off-campus groups about a variety of topics including, but not limited to: cultural sensitivity, sexual assault, sexual education, alcohol abuse, etc.

December

Update: Neighborhood Ambassadors (NAs) were hired and trained during the fall quarter. Their training included how to program for these areas: cultural sensitivity, sexual assault, sexual education, alcohol abuse

NAs offered passive programs on appropriate Halloween costumes to all off-campus houses. Off Campus Area Coordinator has done outreach to off campus groups and built relationships in order to collaborate with these groups in the future. The NAs will create a programming plan for winter and spring that are inclusive of these topics. Unity 4 leaders have identified the social fraternities and sororities as the primary focus for moving this tactic forward. The leaders are aware of the current relationship between fraternities and sororities and the University and recognize that this request may not be feasible in the immediate future.

4. Track where students live both on and off campus. Create an off-campus student life orientation that prepares students for living on their own. Orientation should also include a diversity and sexual assault component.

December

Update: The Vice Provost for Planning and Institutional Effectiveness met with the Registrar and Information Technology to discuss the technical issues involved. In January, Ed Ryan and Matthew Duncan will convene a small working group

to develop the policy language. It will then be shared with the Undergraduate Studies Council and the Student Affairs Policy Committee.

Preliminary discussions with ASG and administrators about the expectations of an off-campus orientation have occurred. The Office of Student Life will convene a working group with Unity 4, Neighborhood Ambassadors and ASG representatives to begin outlining a plan the off-campus orientation. Four students from Unity 4 and three students from ASG have been appointed to work with the Office of Student Life on this initiative.

The NAs will offer two Perspective trainings in winter and spring quarters targeting off campus students. Given the number of constituents that desire input into the off-campus orientation, Fall 2016 is a much more realistic timeline for fully implementing an orientation for off-campus students.

5. Expand the judicial advisory board to include representatives from the MCC, SCAAP, VPP, and the RRC.

December

Update: *In an effort to further diversify the membership, the following tactics will be implemented in addition to what is currently being done.*

- ***April 2016:*** *A representative will attend a general meeting for each of the above organizations to share information about the work of the PJB and answer questions they may have about the opportunity.*
- ***Early May 2016:*** *Emails to the leadership teams of each organization will be sent inviting them to nominate members of their organization or themselves for the positions.*
- ***Mid May 2016:*** *Reminders will be sent regarding the due date for applications.*
- ***End of May 2016:*** *Selection of new board members. Although membership of the PJB is not published for numerous reasons including ensuring the integrity and anonymity of the board, general data about the composition of the board will be shared.*

Transparency

1. Coordinate twice quarterly meetings between Unity 4 representatives and SCU Leadership throughout 2015-16. (Modified to one a quarter)

October

Update: *Meetings have been scheduled for 2015-16 academic year*

December

Update: *An additional quarterly meeting was added.*

2. Establish quarterly evening forums organized by the President's office where all students can directly share their experiences at SCU with high-ranking members of the administration.

October

Update: Fora have been scheduled and held for 2015-16 academic year

3. Increase voices in the meetings held by the Office of the President with the leadership of a variety of organizations on campus.

December

Update: The Vice Provost for Student Life met with a member of Unity 4 in December to clarify this tactic. The leaders of Unity 4 are aware that the President meets periodically with the ASG President. Members of Unity 4 would like to have a representative included in the meetings in order to share a diverse perspective of the student experience with the President.

4. Diversify representation on University Committees to include members of MCC, SCAAP, the Violence Prevention Program, and the Rainbow Resource Center.

October

Update: Since early June the ASG Vice President and the Director of Campus Programs have been revamping the committee appointment process. The ASG Vice President has contacted each committee chair to verify the number of student committee spots that are available and whether they are open to having additional student representatives. A new online form was developed to allow students to express interest in serving on a university committee. In addition, a webpage with more details about the committee appointment process was developed. Finally, the ASG Public Relations Vice President will assist with promoting the online form to the student body using the SCU-Student-Events email list.

December

Update: Revised the process by which students are appointed to University Committees. The next step is to gain feedback on how this year's appointment process went so we can further refine the process and address any new or lingering issues. This feedback process will take place during winter quarter. ASG will collaborate with at least Unity 4, MCC, and LGBTQ student organizations to gain their feedback. Part of the feedback process is to review how each student appointment was made this academic year.

5. When responding to bias incidents or acts of violence on campus, administration should give the University community as much specific information about the incident as is legally possible.

October

Update: The Office for Diversity and Inclusion, Vice Provost for Student Life, Office of Student Life and Affirmative Action Office have identified a number of options for developing a Bias Incident Response Team. The purpose, charge, and composition of the team are currently under discussion. Students will be invited

to provide feedback on the draft proposal, which should be completed by the end of October.

December

Update: Discussions are continuing regarding the formation of a Bias Incident Response Team (BIRT).

6. Increase access to WASC audits.

October

Update: The Diversity Dashboard has been updated. Further discussions will occur as to secure access of WASC reports for members of the campus community.

December

Update: Staff are currently working to create a password protected entry for those on campus who wish to read a summary of the WASC report and a summary of our WASC Interim report.

Recruitment and Orientation

1. Increase the Black/African-American population on campus to 6% by 2020 **AND**
2. Change the way admissions counselors review applications. Consider community service, personal statements, race, etc.

October

Update: A restructuring has occurred in Undergraduate Admissions that has created five Senior Associate Directors who report to Dean Eva Blanco, including, for the first time, a Senior Associate Director focused on undergraduate diversity. While specific discussions have occurred on the issue of African American recruitment and admissions criteria with Mike Sexton and Eva Blanco, a formal plan has not been fully developed. The feasibility of the six percent goal seems to be an issue requiring a broader discussion.

December

Update: A set of tactics is being revised by Mike Sexton, Eva Blanco, and Aldo Billingslea. The goal of increasing all students identifying as African American will require additional resources and proactive tactics that should align with the University's integrated strategic plan. A working group will meet to discuss new strategies.

3. Create a scholarship fund specifically intended to aid the recruitment of more black and low-income students.

October

Update: Mike Wallace in the Development Office is aware of the urgent need for more substantial scholarships focused on African American undergraduates and while

new scholarship funding has been secured for African American undergraduates in Engineering, more must be done.

December

Update: *A meeting with Jim Lyons, Vice President for University Relations, will be scheduled in the winter to discuss fundraising approaches.*

4. Require Perspectives training of all Orientation Leaders as a prerequisite to their first orientation session.

October

Update: *Perspectives training was integrated into OL training for spring quarter and has been part of OL training for the last seven years. Beginning Fall 2015, the Center for Student Leadership and Office for Multicultural Learning will identify the most effective co-curricular strategies to engage students in meaningful conversations about diversity and inclusion as a part of the Orientation process for incoming students.*

Aldo Billingslea collaborated with Orientation Leaders to lead each first year student through an exercise exploring the multiple facets of their identities, then presented a brief lecture on their responsibility as students at a Jesuit University to be thoughtful in their actions and stand in solidarity with those on the margins.

December

Update: *We will share a progress report during the middle of winter quarter. The next steps are to plan Spring/Summer 2016 training. Collaborators will be OML for both Perspectives and Safe Space Training.*

Implementation Update For Unity 4 Tactics

The Unity 4 proposal included 21 tactics within four categories:

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2. Reduce the Pathways sequence by one class.
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