

President's Diversity Council Action Plan: Status Update May 31, 2016

Responsibilities	Target Date	Status
President's Diversity Council		
Assemble working groups and assign tasks	March - April	Completed
Create an online anonymous forum in partnership with Student Affairs for student feedback	March - April	Completed
Collaborate with Financial Aid Scholarship Team to demonstrate online tool Scholarship Connect for students & support professionals, including Economic Distress Taskforce	March - April	Economic Distress Taskforce demonstration in progress
Post signs at DePaul Central service counters informing students of opportunity to meet with a financial aid advisor in private upon request	March - April	Completed
Invite DePaul Central and Financial Aid staff to participate in BSU focus groups to discuss how services may be improved to meet the needs of African American students	March - May	In Progress
Create a bibliography of faculty and staff resources to be posted on OIDE's website	March - April	Completed
Working Group: Student Feedback & Involvement in partnership with Student Affairs		
Design and administer an anonymous online feedback forum	March - June	Completed. Administered to student organizations, Sankofa Retreat, and to the list serve of Black Student Graduation.
Conduct focus groups with African American and other under-represented students	March - June	In progress. 19 Student Organizations contacted. Met with 2 so far.

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Conduct a roundtable discussion among student organization leaders to foster student dialogue and understanding	March – June.	SGA hosted two round table discussions on April 27 th and 28 th .
Complete a strategy for addressing student issues and concerns with recommendations to be implemented	March - June	In progress. Meeting held 5/17/16 to formulate a strategy with recommendations.
Working Group: Education & Awareness Training		
Train Public Safety staff	April - August	Training design underway; will be delivered on July 14 & 21
Design and pilot micro-aggression and racial profiling training for campus community	April - August	In progress. Going to be implemented through BUILD and Management Standards training.
Provide micro-aggression and diversity training for student employees	April - August	In Progress
Participate in New Student Orientation to address the Anti-Discriminatory Harassment Policy and inform students where and how to file a racial or protected class discrimination complaints	April - August	Karen Tamburro and Cheryl Wayne to present this information on Day 2 of New Student Orientation over the summer.
Provide diversity training for student organizations	April - August	In progress. SGA advisor will incorporate training in SGA's summer meeting.
Institute a bias training requirement for people chairing or serving on faculty or staff search committees	April - August	Completed and part of the ongoing faculty and staff search training.

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Working Group: Policy & Process		
Assess current practices and policies for gaps and recommendations	March - August	Anti-Discrimination and Anti-Harassment policy revised to clarify reporting process for student to student harassment and employee to student harassment. Policy approved and was finalized/updated on website at end of May 2016.
Explore the Title IX model as an approach to processing and investigating racial complaints to include appropriate policies, procedures and training	March - August	In Progress
Conduct an inventory of current student support services, identify where students are going to seek assistance and look to internal best practices of programs and systems that work for possible duplication/replication, expansion and preservation	March - August	Completed inventory. In progress of analyzing best practices in serving student population, as well as gaps in service. Creating online/virtual African American Support center with resources and contact individuals.
Working Group: Data Collection & Campus Climate Survey Results		
Collect data on African American and other under-represented students, faculty, and staff	March -August	In Progress
Analyze current climate surveys for diversity perceptions and climate.	March - August	<p>PDC members attending a webinar to assist with putting data into action items.</p> <p>The survey is complete, we have about 779 complete responses; or if partial responses are included, we have about 1000.</p>

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Working Group: African American Student Resource Center Models		
Explore the feasibility of creating an African American Resource Center	April – November	Draft report of possible AASRC at DePaul due June 30 th .
Benchmark other national models	April – November	Completed
Lead a campus wide discussion on the benefits of racial and ethnic cultural centers as a model to address underrepresented support, retention and student success	April – November	Fall 2016
Host “talk-backs” with students to solicit feedback and input	April- Fall	In Progress
Conduct exit interviews with graduating students of African descent.	May and June	In Progress
Create an online resource page: African American Resource Website	June	In Progress
Create print marketing flyer that highlights website as a resource	Fall of 2016	In progress. Ready Fall 2016.
OIDE student training will include information on available resources for under-represented populations.	Fall of 2016	In Progress

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Working Group: Faculty & Staff Diversity		
Inventory current mentoring and resources available to ensure success of diverse faculty and staff	March - August	<p>In progress and ongoing.</p> <ul style="list-style-type: none"> • Conducted an inventory of colleges on their mentoring programs delivered to Faculty (CSH, LAS, TTS, MUS, BUS, CMN, LAW). • For staff, there is currently no formal program, therefore will investigate Department-by-Department mentoring, university Peer Mentoring, and Staff Manager mandatory diversity training.
Explore best practices for possible long-term recommendations	March - August	<p>In progress and ongoing.</p> <ul style="list-style-type: none"> • Will look at the Faculty and Staff Climate Survey and Faculty of Color Report data when it becomes available to gauge staff experiences. Drafting a survey to send to minority faculty on their experience. • Explore Faculty and Staff Speed Mentoring Panel, Faculty of Color and Staff of Color Welcome Lunches