

President's Diversity Council Notes about Race on Campus

Meetings Feb. 2 & 3, 2016

Things To Keep In Mind

- Academic success is a priority
- This is both a long term issue and short term one. In the short term we need to take immediate action but we must have a long term plan and involve students in the solutions and actions moving forward.
- These issues not new. Strategic plan offers many solutions but not implemented.
- Messages and action should be grounded in DePaul's history and Vincentian values.
 - 1a. Looking to Vincent for "what must be done" and "I will show you the way to wisdom"
- We should treat each other with respect
- Administrative messages should work together and be consistent
- Students want immediate relief.
- Where are we following our mission?
- Frustrations are high and students go to social media because often they don't know where to go
- Climate is also a faculty and staff issue. Not enough critical mass to assist students of color. DePaul doesn't have opportunity hires or a retention fund to keep diverse faculty.
- Accountability: There is not accountability if you do not achieve objectives and there is no reward if you do.
- Openness and willingness to change

Financial Aid

- Financial Aid a problem. Funding runs out before African American students can finish. Retention and graduation continue to be a problem.
- What can be done, in light of the MAP grant funding being reduced, or eliminated? Who does that cut out of the incoming classes at DePaul?

Mentoring/Counseling

- Students of color need mentoring and safe spaces
- African American staff and faculty have expectations that they will mentor and advise students. Is this a fair or unfair expectation?
- African American and diverse students need support
- Faculty don't always know what is happening on the ground with students. Data is needed to identify issues.
- African American students have high anxiety levels

Potential Action Steps

- We should identify areas where change can be made immediately
- Open dialogue into what is needed, not what is wanted?

- Conduct focus groups to find out what issues are here at DePaul and start work from that context
- We need to develop feedback mechanisms such as an online forum for student feedback
- Students would love if AVPs, VPs and others attended their events
- Having a student advocate in place

Training

- Title IX can act as a model with a university wide working committee, extensive training, and policy statements.
- What do we have in place already, seminars, curriculum, resources that we can utilize? BUILD seminars already in place, could be used as a pre-requisite for all staff/faculty and students.
- Strengthen existing or create comprehensive racial awareness and inclusion curriculum – especially in resident education and campus wide
- Stress being empathic towards students and their life experience
- Required Diversity, Inclusion and Cultural Competency courses for all students
- Effective cultural competency training for all faculty and staff
- Additional training for Public Safety.
- Micro-aggressions happening in classroom and training is needed

Student Affairs

- Fairness/Equality in Student Affairs as it pertains to resources (SAF-B, leadership retreats, student organizations, fraternities & sororities)
- Administration's participation and engagement in student activities
- Clear understanding of all policies student orgs should adhere to within Student Involvement and other offices
- Shared opportunities for all students, not only student leaders
- Students serve as search committee members, invitations to Board of Trustees luncheons, round table discussions