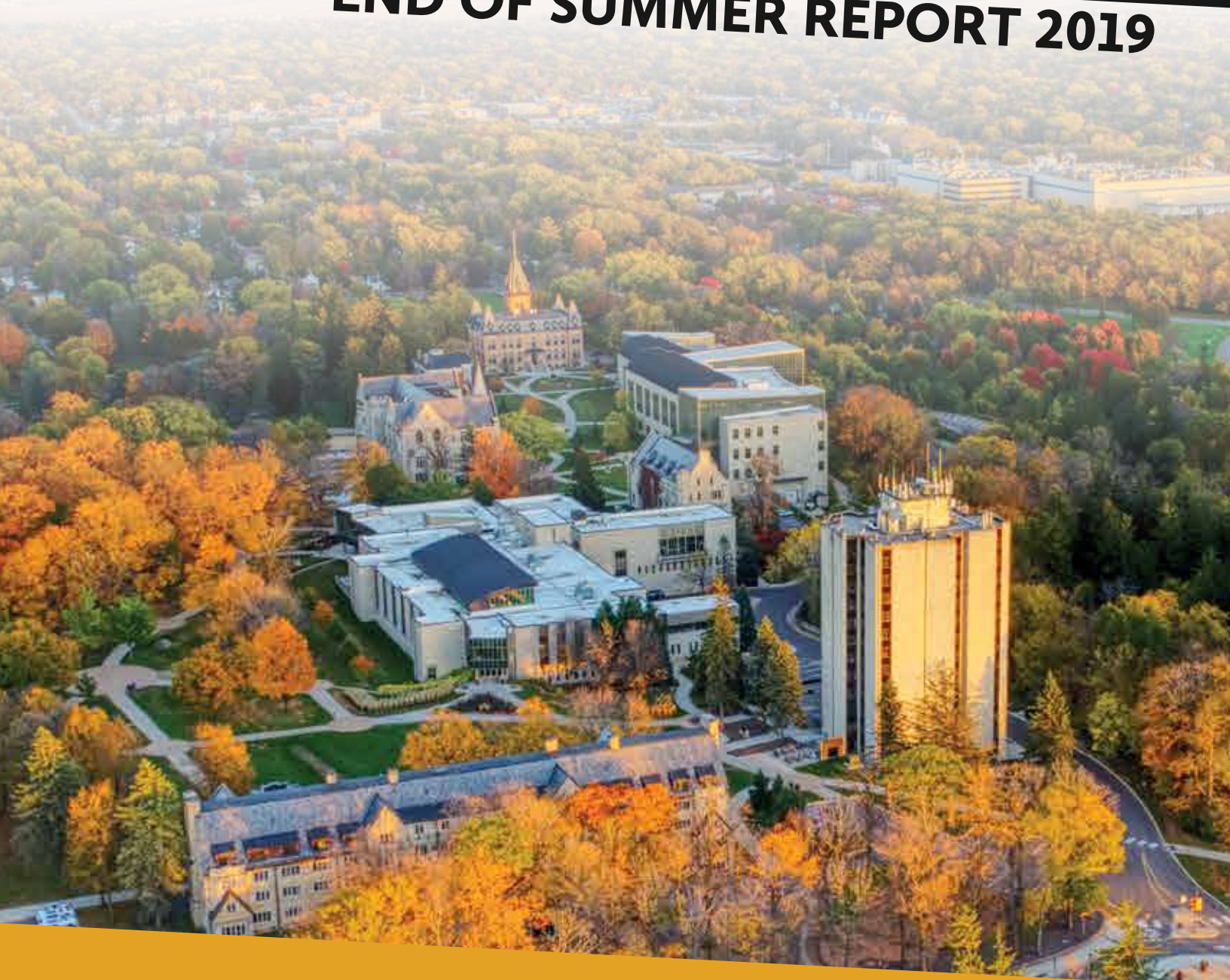


# COUNCIL ON EQUITY AND INCLUSION END OF SUMMER REPORT 2019



The **Council on Equity and Inclusion** serves to assist in the development and monitoring of the College's equity and inclusion plan and metrics, advise the administration on the implementation of the recommendations contained in the report of the Working Group on Equity and Inclusion, connect disparate efforts across campus, and serve as a resource for academic and administrative departments.

# A PLAN FOR EQUITY AND INCLUSION

1

Develop an inclusive, culturally humble, and culturally competent community

- a. Regular, ongoing education and training for all
- b. Specialized, regular training for hiring managers, supervisors, and advisors
- c. Visible and credible messages of belonging in the college's signature events, spaces, and public artwork

2

Intentionally engage and uplift all diversity

- a. Exploration of and engagement with diversity within the curriculum
- b. Interfaith and interreligious partnerships and events
- c. Intentional and informed engagement between those of dissimilar backgrounds, identities, and viewpoints
- d. Programming related to the complexity of our identities through campus centers

3

Ensure that students, staff, and faculty have support and opportunities to thrive

- a. Networks and affinity groups, orientation programming, and points of welcome
- b. Robust advising and academic support services
- c. Further underrepresented students' post-baccalaureate preparation through vocational and scholarship/fellowship programming
- d. Support systems to retain tenure-track domestic faculty and staff of color

4

Identify and revise institutional policies, processes, and practices that present barriers to education and work

- a. Access to high-quality co-curricular programs and activities
- b. Campus-wide communications, policies, processes, and practices
- c. Personnel processes for faculty and staff — including hiring, training and development, performance reviews, and tenure and promotion reviews
- d. Community matters touching on the needs of students and employees as Northfield residents

5

Hold ourselves accountable for the success of the plan through assessment, reporting, action, and celebration

- a. Review and evaluate campus climate data regularly
- b. Consider contributions to diversity, equity, and inclusion in hiring decisions and promotion reviews
- c. Report to the college community regularly regarding progress toward achieving the goals of the Plan for Equity and Inclusion
- d. Celebrate the contributions of alumni, faculty, staff, and students who enhance equity and inclusion
- e. Review and make revisions to the plan annually

Campus leaders and people in their areas are working to identify steps they will be taking to implement the plan. Metrics for assessing success in achieving the plan are under development.

A full version of the plan, with an introduction and appendices, can be found on the [Council's website](#).

## PROGRESS IN EQUITY AND INCLUSION AT ST. OLAF

While 2018–19 was a year of discussion and planning, the college was also acting on many of the recommendations of the Working Group. The appendices linked to the Plan for Equity and Inclusion provide detailed information about recent work that has been accomplished.

A brief list of examples of accomplishments in 2018–19 (organized by the categories of the 2018 Working Group on Equity and Inclusion report) includes:

### 1. Climate and Community

- a. 2018 Opening Day programming
- b. Taylor Center, hiring of additional staff, expansion of space
- c. Launch of Lutheran Center for Faith, Values, and Community
- d. Hiring of a rabbi; search for Muslim chaplain
- e. New cultural awareness training, based on student feedback, for off-campus study students and leaders
- f. Council Office Hours (“listening sessions”), meetings with alumni, gathering online input, consultations with a variety of offices and programs on campus
- g. Academic Leadership workshop for department chairs, program directors, and other staff and faculty leaders in the academic division regarding steps to take to support underrepresented colleagues and students
- h. Training sessions for Registrar’s Office to support students across a variety of differences
- i. Continued leadership in pursuing equity and inclusion through speakers and workshops devoted to support of underrepresented faculty

### 2. Sustainability

- a. Grant proposals are under development
- b. Two Mellon ACM-Big Ten Faculty Diversity Fellows grants received in 2018–19
- c. Training on Implicit Bias awareness for tenure track search committees and staff hiring managers

### 3. Access and Inclusion

- a. Piloting programs for students to improve retention rates (SOAR, Connect for Success); expansion of SOAR to up to 250 students for 2019–20
- b. Changing policies on transfer credit, registration holds and preferred names; removing off-campus study application fee

### 4. Scholarship and Learning

- a. Continued leadership in pursuing equity and inclusion with curricular and pedagogical improvements through **To Include is To Excel**, including the first Teaching Summit, workshops and projects, and research
- b. NSF grant: “Experiences in Metacognition and Early Research to Increase Degree Completion of STEM Undergraduate Students”
- c. Grant resources in support of professional development for qualifying early career faculty members in Humanities and related fields (linked to the Mellon ACM-Big Ten Faculty Diversity Fellowship)

### 5. Institutional Commitment

- a. Establishment of the Council for Equity and Inclusion
- b. Development of the Vision and Plan for Equity and Inclusion
- c. Introduction of accountability in regard to diversity, equity, and inclusion into annual reports of PLT, faculty and curricular departments and programs, and PLT direct reports

## WHAT TO EXPECT IN 2019–20

With the completion of the Vision and Plan, the Council will move to what should be its normal roles of listening and advising, learning about and helping to coordinate activities on behalf of equity and inclusion, providing oversight of our collective progress toward meeting the goals of the plan, and inviting dialogue. Early in the fall, the Council will finalize a set of metrics to help assess the college’s progress, and advise on how the college can best coordinate and manage the many equity and inclusion trainings and workshops offered across campus.

## ENGAGE WITH THE COUNCIL

The Council holds weekly “Office Hours.” Office hours are an informal opportunity for people — individually or in groups — to come speak to a member of the Council. Sometimes, we’ll propose a theme that is on the Council’s mind. Members of the college community are always welcome.



[See full schedule of office hours](#)

You can also **communicate with the Council online.** What are your hopes for the college as we live into our Vision for Equity and Inclusion and implement the Plan?