

## **Centre College Work Plan for Diversity & Inclusion Fall 2018 and Beyond**

The College's Work Plan for Diversity & Inclusion not only includes actions agreed to during the conversations with students on May 2-4, 2018, but also other plans and initiatives already in place or planned outside those conversations. This Work Plan, developed at the request of the Board of Trustees following "May 2-4," as it has come to be known, presents four primary themes on which the College intends to take action, to include several underway before May 2-4, as well as several begun in the summer of 2018 and continuing into the 2018-19 session. If you have specific questions, you are invited to contact either Jamey Leahey or one of the College officers listed beside each of the four primary themes.

### **I. Education & Training (Andrea Abrams, Brian Cusato, Kay Drake, Brad Fields, Randy Hays, Brian Hutzley, Jamey Leahey)**

- A. This first item may be the most pervasive and important theme coming out of the May 2-4 conversations. While much of it was or is already in play, this work will require additional attention by the College.
- B. Training focused broadly on issues of diversity and inclusion for all areas of our campus (faculty, staff, and students), much of which was already in the plans for faculty and staff development.
- C. Special attention to education and training for the Department of Public Safety, which has begun this summer and will carry into the 2018-19 session; Sodexo staff, our dining services provider, which has begun this summer and will carry into the 2018-19 session; staff involved in Title IX investigations, which has begun this summer and will carry into the 2018-19 session; athletics staff, much of which was already planned, has begun this summer, and will carry into the 2018-19 session; and faculty and staff, which has begun this summer and will carry into the 2018-19 session.
- D. Special attention will be given to how we organize the reporting and follow-up on matters related to diversity and inclusion, and the diversity and inclusion staff will stand ready to assist with any and all aspects of this effort, as appropriate.

### **II. Department of Public Safety & Student Life Matters (Andrea Abrams, Brian Cusato, Randy Hays, Brian Hutzley, Patrick Noltemeyer)**

- A. Several matters related to the Department of Public Safety having to do with student safety have been addressed this summer, specifically the issue of communicating more regularly with students (planned for fall of 2018) and the possibility of having a person on post at the DPS Office at all times (which was reviewed and set aside for the time being).
- B. A number of issues related to dining services and our current food service provider, Sodexo, were addressed immediately, and Sodexo and the College have committed and/or are prepared to consider implementing others as well. The College will continue to monitor Sodexo's progress and student response to their good-faith efforts.
- C. The matter of creating an "Intercultural Space" in existing Campus Center space was already in conversation and will be in place by fall of 2018.
- D. Plans are in place to be certain that there are, as has been true in recent years, a robust number of convocations related to diversity and inclusion. The prospect of requiring students to

attend a certain number of such convocations is being considered through the regular College governance process.

- E. Working with the diversity and inclusion staff, the administration will seek ways to educate and communicate broadly to students about diversity and inclusion issues – allowing students the opportunity to share ideas and concerns directly with the administration.

### III. Transparency, Recruiting, & Reporting (Andrea Abrams, Brian Cusato, Kay Drake, Randy Hays, Jamey Leahey, Patrick Noltemeyer, Michael Strysick)

A. The College will continue to be certain it meets its obligation to select the most qualified candidate for openings on the faculty and staff by advertising strategically, conducting open searches, and using the talents of its current faculty, staff, and students to recruit those candidates invited to our campus.

B. The College will pay particular attention to being transparent with research efforts related to diversity and inclusion and to sexual misconduct – communicating more regularly with its faculty, staff, and students. Moreover, the administration will conduct and design surveys to be certain the College secures credible information that is valuable to improving the lot of all students.

C. The College’s recruiting practices have been and will remain in line with the spirit and the letter of our desire to have a diverse workforce. Centre’s membership in the Higher Education Recruitment Consortium (HERC) will also assist.

D. The administration will create survey mechanisms to allow students to provide feedback on diversity and inclusion efforts, and will use these data to inform planning, programming, or specific actions. One new mechanism will be in place by fall of 2018.

E. To communicate more broadly about actions taken by the administration, the College plans to create new reporting mechanisms, including reports of bias incidents and the outcome of investigations – mindful of student and employee privacy concerns.

F. The College has moved forward to add an FTE in the Office of Diversity. This appointment is scheduled for completion by the beginning of the 2018 school year.

G. The College will create and publish by the fall of 2018 an online reporting tool for bias incidents to be used in all aspects of Centre’s operation, which will be supervised by Dr. Andrea Abrams and a team of other key staff in a position to assist.

### IV. Directional & College-Wide Themes (Brian Cusato, Randy Hays, Jamey Leahey, Yvonne Morley)

A. First-Year Orientation provides us with a rich opportunity to “start right,” and it will be our plan to be sure that these new students understand the importance of Centre being a welcoming community, open to difference of opinion, accountable, and encouraging – a place where we are able to disagree without becoming disagreeable, where diversity of thought is also welcomed, and where students can challenge and be challenged.

B. We have a time-honored tradition for campus-wide events, often including guests who afford us the opportunity to think about diversity, inclusion, freedom of speech, gratitude, social justice, moral and ethical leadership, compassion, accountability, etc. In this next year and beyond it will be important for us to be all the more intentional with these events – being sure that our convocation schedule is one that is “wide” and invites each of us to learn and grow.

C. The College will continue to encourage freedom of speech and expression and, as noted in other parts of this Work Plan, will redouble its effort to provide students opportunities to “be heard.” At the same moment, and in the interest of protecting the institution’s academic and general student life programs, we will work to prepare “standards for engagement” for the members of our community that fit within the College’s tradition for civil discourse. These standards will need to be measured and clear and in line with Centre’s culture where new ideas are welcomed and where all members of the community are treated with respect. They will be intended to clarify what students can expect from the administration and what the administration can expect from students in terms of communication and dialogue. So that members of the Centre College community are fully aware of these expectations and their responsibility to adhere to them, these standards will be in hand before the fall of 2018.

D. The Trustee Working Group on Diversity will continue its work on a Board Statement on Diversity and Inclusion, scheduled for consideration in October 2018.

E. President Roush, working with the Board Officers, will secure professional assistance from a person of proven stature in the areas of diversity and inclusion who might offer advice and counsel as Centre attempts to do those things that put us in position to add quality and strength, since such matters are an important part of college life.