



DEPARTMENTAL RESPONSE TO DRC RECOMMENDATIONS (INITIAL REPORT)

Since the start of the 2016-2017 Academic Year (AY), the Office of Institutional Diversity (OID) has responded to approximately 19 of the 30 recommendations outlined in the President’s Diversity Review Committee’s Report. As of 2017-2018 OID responded to an additional (The DRC Report encompasses a review of documents such as the Five-Year DSP, the Campus Climate Assessment, Mapping a New Direction, and the Diversity Scorecard.)

RECOMMENDATION	RESPONSE
<p>1: Ensure minority representation at the highest levels of the administration and the Board of Trustees. This will only be accomplished by adequately funding personnel in those positions. The DRC also recommends the chief diversity officer attend executive team meetings.</p>	<p>The AVP/CDO was added to the senior team during the 16-17 AY and has attended all executive team meetings since then.</p>
<p>2: Rename the Office of Institutional Diversity (OID) to reflect a more holistic approach to inclusivity at the College. A list of recommended names can be found in the document entitled “Mapping a New Direction at the College of Charleston”</p>	<p>OID began to reshape its departmental identity at the start of the 16-17 AY and has solidified its mission to work collaboratively with the campus and external community to create programs, workshops and initiatives designed to improve cultural competence at the College.</p> <p>Examples of how OID’s mission has been operationalized include:</p> <ul style="list-style-type: none"> • Collaborations with various departments and community organizations to build capacity for programming and to boost attendance at events • Exploration of new diversity topics such as disability awareness, religious diversity and Black Masculinity • Cougar Mall campus engagement events (e.g. Share the Dream for MLK Day and Write-in) • Creation of newsletter <i>The Bridge Builder</i> which routinely includes Q&As aimed at highlighting diversity efforts of different departments and student organizations (published twice a semester)
<p>3: Elevate the importance of diversity within the administration. The chief diversity officer should help evaluate all academic, fiscal, programmatic and administrative policy decisions regarding the College’s diversity and inclusivity goals. The chief diversity officer should develop and implement an assessment of the College’s diversity plan and its engagement on campus and in the community.</p>	<p>The chief diversity officer has been engaged in policy discussions during Senior Team Meetings and task force/committees related to policy such as DiversityEDU and Campus Climate Incident Report, but the diversity policy related role is still being developed</p>
<p>4: Centralize diversity efforts. The chief diversity officer (who directs OID) should be the senior administrative officer responsible for promoting collaboration among all members of the College community, including students, faculty and staff. The chief diversity officer should develop a plan for</p>	<p>OID continues to expand its reach by working with various departments and academic divisions to host programs and facilitate workshops aimed at promoting collaboration at the College:</p>

<p>coordinating all identity-based resources on campus. This will require clarification of missions, goals and responsibilities of these various resources, will address programming and staffing gaps and will increase collaboration among campus diversity practitioners.</p>	<ul style="list-style-type: none"> • 18-19 AY: (1) Collaboration with, MSPS, Hispanic Studies and Latin American & Caribbean Studies for Hispanic Heritage Month events; (2) Collaboration with WGS, GSEC, SafeZone and CASAS for LGBTQ History Month • 17-18 AY: (1) Collaboration with MSPS, Athletics, CCE, All 10 NPC Sororities, AAST, WHRT, Pre-Health Honor Society, WGS and Student Health Services (Ten 50-gallon drums filled during duration of Spring '18 semester) to support US-Liberian NGO Save More Kids Period Project Initiative; (2) Collaboration with REACH Program for Disability Awareness Campaign; (3) Collaboration with MSPS and Civic Engagement for Interfaith Workshop on Racial Reconciliation; (4) Collaboration with Fraternity and Sorority Life, SafeZone, Higdon Student Leadership, Student Life, CASAS and GSEC for LGBTQ History Month; (5) Collaboration with MSPS, JSU/Hillel, Civic Engagement and Religious Life Council for 2018 MLK Program • 16-17 AY: (1) AVP/CDO delivered keynote address for the Center for Student Learning's Student Employee Training Session in 2017 Spring Semester entitled "Weaving a Tapestry of Support: Why Diversity Matters in the CSL" and conducted a session about cultural competence; (2) OID/MSPS Collaboration for Native American Heritage Program; (3) OID/REACH Collaboration for Disability Awareness Program; OID/Community Relations, Student Affairs, Academic Affairs, School of Professional Studies, Graduate School, Honors College, Call Me MISTER, EHHP, Addestone Library and CSL collaboration for Write-in and Book Drive; (4) AVP/CDO served as guest speaker for a program hosted by the Interfaith Campus Group
<p>5: Provide timely and regular updates of diversity efforts. The chief diversity officer supplies the administration regular reports on all diversity initiatives and provides recommendations for funding and programming.</p>	<ul style="list-style-type: none"> • Timely and regular updates of diversity efforts are provided during senior team meetings, 2016-2017-Present • AVP/CDO met regularly with President McConnell to provide monthly updates on transition progress, newly formed initiatives and programs and to receive guidance for OID's departmental direction during the 2016-2017 AY.
<p>6: Fund diversity initiatives. The administration should make available a budget sufficient to carry out the mission and responsibilities of the diversity plan.</p>	<p>Since Fall 2016, OID has distributed \$7,858.37 to various campus departments and student organizations requesting financial support to offset costs associated with diversity-related events (e.g. food and speaker honorariums).</p> <ul style="list-style-type: none"> • 17-18 AY: (1) QEP/Sustainability Kick-off - \$991.04; (2) Civic Engagement Racial Battle Fatigue Training - \$150; (3) Urban Studies Diversity & Inclusion Talk - \$250; (4) BSU's "CofC vs. White Supremacy Talk" - \$494.33; (5) \$1060 total to International Studies, Psych Dept and Art Dept for various diversity programs; (6) Math Dept Film Screening of Hidden Figures during 2018 Math Meet - \$200; (7) BSU Children's Carnival - \$300; (8) AAST Black Men & Mental Health Program -

	<p>\$300; (9) AAST Black Panther Theatre Tickets for Students - \$300; Religious Studies - \$500; (10) \$1050 total for LCWA's World Culture Fair and MSPS' Nia Rite of Passage Ceremony and ExCEL Awards</p> <ul style="list-style-type: none"> • 16-17 AY: (1) Hispanic Studies Department - \$563 for annual Southeastern Conference on Linguistics Program featuring Dr. David Frank a lecturer on Gullah; (2) MSPS - \$500 for annual ExCEL Awards; (3) Urban Studies Program - \$300 for program entitled "The Experience of Muslims in American Cities"; (4) LWCA - \$300 for annual World Cultures Fair; (5) African American Studies - \$600 for Black History Month Program entitled "The Hollywood Machine: Black Actors and the Fight for Quality Representation" featuring keynote speaker, author, producer, director and acting coach Dennis White
<p>7: Establish a diversity presence at the Board of Trustees' quarterly meeting. The chief diversity officer will serve as a liaison to one of the Board's subcommittees, as determined by the trustees and the president. The chief diversity officer will provide a diversity report for these quarterly meetings.</p>	<p>The chief diversity officer has not officially been added as a liaison to one of the Board's subcommittees but Dr. Harris has presented and shared on multiple occasions with Dr. Alicia Caudill during the Student Affairs Committee meeting</p>
<p>8: Update and assess the College's Diversity Strategic Plan every three to five years. Diversity efforts must have widespread support across campus, and the Diversity Strategic Plan is a living document (meaning it should be changed/revised constantly to maximize its effectiveness and relevance).</p>	<p>Dr. Harris has been the chief diversity officer for two years and. The Diversity Strategic Plan has not been updated and assessed since he has been in the position</p>
<p>9: Establish diversity committees. The president and chief diversity officer should form appropriate diversity committee or committees (internally and externally, including the President's Commission on Diversity, Access, and Equity). The membership of the committee(s) should represent a broad base of campus and community stakeholders, who will serve staggered terms, allowing more members to participate and contribute ideas and initiatives.</p>	<p>The president and chief diversity officer have not yet formed appropriate diversity committee or committees</p>
<p>10: Relocate the Multicultural Student Program and Services (MSPS). MSPS should be housed in a more central location to the historic core of campus.</p>	<p>At the conclusion of the 2017-2018 AY, MSPS still had not been relocated to a more central location to the historic core of campus</p>
<p>11: Grant MSPS director (and designees) student academic advising authority in order to better serve students who make regular use of that program.</p>	<p>MSPS works independent of OID to assist students with academic advising</p>
<p>12: Increase the visibility of the Office of the Ombudsperson across campus. The ombudsperson should address incoming students (regular and transfer) at various orientation sessions so that students and parents are more aware of the Office of the Ombudsperson's ability to help in times of need. The Office of the Ombudsperson should also address REACH parents/students during their orientation.</p>	<p>OID will continue to work with the new Ombudsperson at her request</p>
<p>13: Add personnel to the Office of the Ombudsperson by 2017.</p>	<p>At the conclusion of the 2017-2018 AY, additional personnel still had not been added to the Office of the Ombudsperson.</p>
<p>14: Encourage REACH's current advisory board to broaden its membership to include REACH parents, faculty, staff, the</p>	

<p>ombudsperson and community members. The DRC also recommends the REACH staff partner with the College's ORCA to seek additional grant funding in support of its programming.</p>	<p>Since AY 2016-2017 OID has collaborated with REACH twice creating program for faculty, staff, and students to attend. In addition, a REACH student might possibly become a member of the Crossing The Cistern program this year.</p>
<p>15: Implement the President's Commission on Diversity Access Equity, and Inclusion's Goals and Tactics Action Plan, as resources allow.</p>	<p>OID has received departmental funding for Crossing The Cistern, a specialized initiative, but it has not received an increase in departmental funding that would position it to implement goals and tactics outlined in the old DSP, but note that it has allocated funds from its general operating budget over the past 2 years to award scholarships (\$20,500), hardship scholarships (\$4,972.00).</p> <p>GOAL 1 RECRUIT, RETAIN AND GRADUATE GREATER NUMBERS OF QUALIFIED MINORITY, FIRST GENERATION AND INTERNATIONAL STUDENTS.</p> <p>While we don't play a direct role in admissions and recruitment of minority and first-gen students, we developed CTC and were very active during the 17-18 AY by making presentations at the request of the Honors College and Admissions Office</p> <p>GOAL 2 RECRUIT AND RETAIN GREATER NUMBERS OF WOMEN AND MINORITIES INTO FACULTY, STAFF AND ADMINISTRATIVE POSITIONS (INCLUDING DEANS, CHAIRS, AND VICE PRESIDENTS).</p> <p>GOAL 3 CREATE A SUPPORTIVE ENVIRONMENT THAT IS DIVERSE, INCLUSIVE, AND WELCOMING TO ALL.</p> <p>This areas has been our strongest since new leadership Fall 16</p> <p>GOAL 4 INFUSE DIVERSITY INTO THE CURRICULUM DivEDU new module for all incoming Freshmen and transfer students; FYE course</p> <p>GOAL 5 COLLECT AND ORGANIZE DATA TO CREATE DATA BASES IN ORDER TO SYSTEMATICALLY AND EFFECTIVELY ASSESS PROGRESS AND ALIGN OR RE-ALIGN PROGRAMS TO ACHIEVE DIVERSITY GOALS.</p> <p>Compliance assist strategic plan and annual plan</p>

	<p>GOAL 6 DEVELOP A FINANCIAL PLAN FOR FUNDING DIVERSITY INITIATIVES IN THE DIVERSITY STRATEGIC PLAN.</p> <p>Crossing The Cistern</p> <p>GOAL 7 PRODUCE AND DISSEMINATE AN ANNUAL REPORT ON THE STATUS OF DIVERSITY AT THE COLLEGE OF CHARLESTON.</p> <p>OID prepares an annual Impact Report that is posted at the end of each academic year on the front page of its website</p>
<p>16: Generate an annual diversity report. All campus departments should cooperate with the chief diversity officer in producing an annual institutional report that summarizes and showcases progress in clear, measurable, data-based terms. The diversity report will provide accountability for campus’ diversity efforts through a planning and assessment system that builds on existing review systems.</p>	<p>OID prepares an annual Impact Report that is posted at the end of each academic year on the front page of its website</p>
<p>17: Create a president’s unrestricted needs-based grant-in-aid fund for students who find themselves in a moment of financial crisis and need help to continue their studies at the College. This fund would have an application process that is reviewed by a four-person committee (such as the executive vice president of student affairs or his/her designee, a representative from financial aid, the senior director of community relations and the ombudsperson).</p>	<ul style="list-style-type: none"> • OID developed a new departmental scholarship award during the 2017 Spring Semester. Targeted recipients for the award are need-based students enrolled full-time at the College. Awards are given in the amount of \$500 and are non-recurring. Through its new departmental scholarship, OID awarded \$500 in non-recurring funds to 21 need-based students during the 2017 Spring Semester. A total of \$10,500 was dispersed.
<p>18: Make diversity fundraising a top priority. For many students, there is a huge annual unmet need for the cost of attendance. Unmet need is the account that’s left to be paid after financial aid is awarded. By creating and funding grant-in-aid to cover unmet cost of attendance for students in greatest need, the College will both attract and retain more students from underrepresented populations. The DRC recommends the use of the College’s Standards of Academic Progress as the minimum requirement for awarding these funds.</p>	<ul style="list-style-type: none"> • AVP/CDO has established a working relationship with Chris Tobin and his team in Institutional Advancement to identify and cultivate relationships with prospective donors who can provide funding. • OID developed a new initiative entitled “Crossing the Cistern” (CTC) aimed at creating retention parity between ALAANA and white students. Admission Requirements are: (1) application, (2) selection committee, (3) 2.0-2.4 minimum GPA, (4) • For one academic year admitted students received: <ul style="list-style-type: none"> - \$1500/semester - Monthly seminars hosted by professors/alumnus/community leaders recruited to facilitate sessions promoting critical thinking skills - Weekly tutoring in CSL each semester - Weekly mentoring with assigned BAC member - 10 hours of community service - \$1000 for Spring internship identified with the help of the Career Center • Implementation Outcomes: <ul style="list-style-type: none"> - 12 students were recruited for the first cohort during the 17-18 AY - \$50,000 was added to OID’s budget for operational costs (\$36k for scholarships) -

<p>19: Develop an alumni donor program that targets former work-study students who may want to help fund an increased number of work-study opportunities on campus. This is similar to, and in addition to, federal work-study, which provides part-time jobs for undergraduate and graduate students with financial need.</p>	<p>Currently working on a BAC OID collaboration that reengages former African American Athletes</p>
<p>20: Create and endow scholarships in honor of people (such as Lucille Whipper, Jim Campbell, Truman Smith, and others) who contributed to the diversity of the College of Charleston. These scholarships should be awarded to students from underrepresented communities. Additionally, work to double the financial endowment of the Judge Richard E. Fields scholarship.</p>	<p>We have not yet created an endowed scholarship in honor of community leaders such as Lucille Whipper, Jim Campbell, Truman Smith, and others who contributed to the diversity of the College of Charleston.</p>
<p>21: Cultivate relationships and seek financial support from community foundations and other outside entities that raise money for underrepresented and minority populations. The DRC recommends the Division of Institutional Advancement establish measurable fundraising targets by May 2017.</p>	<p>We have met with foundations but have not garnered any financial support as of yet – IA has supported OID by advising on CTC initiative as well as identifying and receiving philanthropic gifts – Cron Family Foundation</p>
<p>22: Assign a development officer to the Avery Research Center and to OID to place special emphasis on raising funds for those entities’ programs and priorities as well as help expand the College’s network of diversity champions and advocates.</p>	<p>OID has worked closely with the EVP, Asst Dir, and others in IA</p>
<p>23: Lower the costs of textbooks for students of underrepresented populations. The DRC suggests that the Divisions of Academic Affairs, Student Affairs and Business Affairs collaborate to find ways of lowering the cost of textbooks for students (perhaps through rentals, online textbooks, eBooks and other means).</p>	<p>Not touched yet; may be able to fold this recommendation into alumni initiative with former African-American Athletes</p>
<p>24: Increase the underrepresented student, faculty and staff populations at the College with specific goals to be established by May 2017</p>	<p>2018 incoming freshman class: 20.6 SOC</p> <p>2017 Roster Faculty: Asian 3%, Black 4%, Hispanic 3%, Pacific Islander <1%</p> <p>2017 Permanent Staff: Asian <1%, Black 26.6%, Hispanic 2.0%, Pacific Islander 0.0%</p>
<p>25: Provide diversity training for all faculty, staff and Trustees on a wide range of diversity topics, such as Safe Zones and cultural sensitivity. OID should research and identify suitable training programs and develop a plan to provide the training across campus.</p>	<ul style="list-style-type: none"> • Director of Diversity Training and Grants (DDTG) developed and facilitated customized workshops at the request of the Divisions of Business and Auxiliary Services and Marketing and Communications. Three individual sessions were held for managers (1), staff (2) in Business and Auxiliary Services exploring “Team Building Across Cultures”. Similar trainings will be held for Marketing and Communications in mid-April. • DDTG also hosted a workshop for faculty entitled “Achieving Diversity and Inclusivity in the Classroom”.

	<ul style="list-style-type: none"> • AVP/CDO developed the Peer-to-Peer Workshop Series where faculty designed and facilitated sensitivity and civility training to their peers. TEDU professors Keonya Booker, Ashley Vaughns and Sophia Rodriguez co-facilitated a session entitled “Promoting Inclusive Classroom Environments”. Each professor was awarded a \$500 stipend for their work. During the 17-18 AY, Dr. LaTasha Chaffin (Political Science) facilitated a web-based workshop entitled “Teaching Diversity and Social Justice Theory.” Chaffin was awarded \$200 for her efforts.
<p>26: Transform the First Year Experience into a standardized curriculum similar to University 101 or University College courses offered at other universities. The DRC recommends the Division of Academic Affairs work with the appropriate faculty members and staff to develop content for classes. A greater emphasis should be placed on diversity education in order to increase students’ cultural awareness and create a more tolerant campus environment. Additionally, the curriculum should include other topics to foster success and stronger retention, such as a more thorough understanding of campus services and resources (library, OID support, advising and tutoring services, etc.).</p>	<ul style="list-style-type: none"> • AVP/CDO has been approved to teach an FYE Course during the 2017 Fall semester entitled “Exploring Multiple Perspectives of Diversity through Storytelling”.
<p>27: Create programming that educates and engages entire student body about differences and identity. The DRC recommends that OID, Student Affairs and the Avery Research Center work together on the planning and coordination of this programming.</p>	<p>During the 17-18 AY, OID added new diversity topics to its programmatic lineup including racial reconciliation from an interfaith perspective and student-driven solutions to addressing diversity issues at the College</p> <p>At the end of the 16-17 AY OID had expanded its coverage of diversity and inclusion topics during the 2016-2017 AY by hosting programs on:</p> <ul style="list-style-type: none"> • Religious Diversity: Muslims in America; The Power of the Minority Vote; Disability Awareness and Black Masculinity <p>During the 16-17 AY, OID also hosted campus-engagement events in Cougar Mall aimed at bringing students, faculty and staff together over common issues:</p> <ul style="list-style-type: none"> • Seeing the Difference: Hall Art Canvas Painting to show what “diversity” means on individual level (125) • Write-In Sessions for notes of encouragement for students in Title 1 Schools (500) • Children’s Book Drive to be donated to barbershops and hair salons (60) • Share the Dream in honor of MLK to express individual dreams for social justice and the future (90)
<p>28: Require training for all faculty advisors using the Faculty Advising Module, located in the Academic Advising and Planning Center (AAPC). The DRC also recommends that the training address the needs of transfer students, active military and veteran students.</p>	<p>DivEDU for students implemented fall 18 HR looking at DivEDU for fac/staff</p>
<p>29: Distribute funds to student groups in an equitable manner. The DRC recommends that the Division of Student Affairs to work with the Student Government Association/Cougar</p>	<p>At the end of the 17-18 AY, OID had distributed \$794.33 to BSU for student-focused diversity programming.</p>

<p>Activities Board to ensure an equitable distribution of funding for various student groups.</p>	<p>During the 16-17 AY, OID provided financial support to four student organizations to help offset costs associated with diversity-related events (e.g. food and speaker honorariums): (1) CofC Chapter of the Southern Poverty Law Center - \$263.70 for panel discussion on “Police in Schools: Are School Resource Officers Facilitating a School-to-Prison Pipeline?”; (2) Black Student Union - \$300 for Fall Carnival; (3) Hispanic Latino Club - \$500 for film screening of “Being Ñ” and discussion with film’s director; (4) Student Diversity and Inclusion Council – \$349.22 for Roundtable Discussion of Muslims in America; (5) Student Diversity and Inclusion Council – \$260.40 for Media Representation of Muslims Program</p>
<p>30: Increase the visibility of diversity programs in recruitment efforts. The DRC recommends that the Office of Admissions work with the Division of Marketing and Communications to incorporate information on OID and MSPS on the campus tours.</p>	<p>Working closely with Marketing and Communication; 2018 Power of the Student Athlete presented by Jermel President '03, co-sponsored by OID/ MarComm was instrumental in promoting this event in local media sites</p>