

Diversity and Inclusion --- Strategic Initiatives

Implemented:

1. Campus climate survey completed spring 2015
2. Chancellor hosted multiple conversations with leaders of diverse student organizations (facilitated by Student Government Association)
 - Vice Chancellors, Deans also attended these meetings with students
 - Two meetings in spring of 2016, one in fall of 2016, two in spring 2017, one in fall 2017
3. Chancellor hosted campus forum on November 14, 2016 (facilitated by Student Government Association)
4. All-gender bathrooms created in four residence halls
 - Suites@201 – 2014; Smith, Watson, and Steiner - 2015
5. Required inclusivity training added for first-year students during Welcome Week
 - Approximately 1,000 students attended the program in 2016 and 1,500 attend in 2017
6. Tunnel of Awareness offered by Residential Living (ongoing)
 - Two-hundred twenty (220) participants in 2016, numerous staff and over 200 students participated in 2017
 - Program won the *2016 Social Justice Action Award* from the Upper-Midwest Region of the Association of College & University Housing Officers
7. Residential Living hosted *Java and Justice* conversations (2016-2017)
8. Student Government Association passed *A Call for Solidarity in the Face of Bias and Hate* resolution in the fall of 2016. Resolution sent to all students, faculty and staff.
9. City of Stevens Point passed a condemnation of bias/hate resolution, November 2016
10. Financial Aid ombudsman
 - Providing training workshops for Diversity and College Access staff and outreach programs for students in the Multicultural Resource Center regarding Financial Aid Programs
11. “Diversity Corridor” created in the Dreyfus University Center, fall 2016
 - Includes: Multicultural Resource Center, Gender and Sexuality Resource Center, International Students and Scholars Office, drop-in tutoring services
12. Admissions added campus tours in Spanish and Hmong as requested, serving Hispanic and Hmong populations (established fall of 2016)
13. College of Professional Studies has ongoing, internal diversity taskforce
14. Student Health Service and Counseling Center offer transgender-specific health and transition support
15. In response to bias/hate related incidents:
 - Red and black truck incidents were investigated by Protective Services and Stevens Point Police Department and where possible, citations were issued

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- Office of the Dean of Students reaches out to survivors immediately upon notification of an incident; support coordinated with Residential Living, DCA staff, and others when appropriate
 - Office of the Dean of Students adjudicates violations of University policy. Sanctions have ranged from educational coursework, removal from current hall or from campus housing, parental notification, to suspension
 - All reports of bias- and hate-related incidents are investigated to the fullest extent possible, based on the facts provided
16. Dean of Students met with diverse student organizations to discuss concerns raised about law enforcement and policing (law enforcement was present at 4 of 6 meetings)
 - Met with Latino Student Alliance, Black Student Union, Hmong and S.E. Asian American Club, American Indians Reaching for Opportunities, American Indian Science & Engineering Society, International Club
 17. Assistant to the chief diversity officer appointed for 2016-2017
 18. Diversity Council hosts monthly listen sessions – all are welcome
 19. Center for Prevention (under the Office of the Dean of Students) has implemented a comprehensive sexual assault/interpersonal violence prevention and awareness program
 20. *Coffee and Culture* and similar programming is offered, featuring controversial topics and different cultures
 21. Chancellor's Cabinet (vice chancellors, deans) completed professional development on diversity on November 15, 2016
 22. Diversity Council completed an inventory of all courses that address race, ethnicity, LGBTQ+ and related topics
 23. Diversity Council hosts Debby Irving, author of *Waking up White*
 24. Director for the Center for Inclusive Teaching and Learning hired, fall 2016
 25. Student Government Association adopts *Indigenous Peoples Land Recognition* statement to be read at the start of every SGA Generally Assembly meeting and other SGA sponsored events; sent to all students, faculty, and staff, spring 2017
 26. Cultural Sensitivity/Inclusivity Training modules for faculty and staff created within the Center for Inclusive Teaching and Learning, fall 2017
 27. Survey of bathroom facilities in other campus buildings to look at expanding all-gender spaces completed spring 2017; signage changes completed fall 2017
 28. Director for Diversity and College Access hired, summer 2017
 29. DCA spaces in the Student Services Center redesigned, fall 2017
 30. Blessing/Smudging Ceremony of new Native American Center/DCA spaces lead by Elder Sonny Smart, faculty member in the Department of Sociology and Social Work, fall 2017

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31. Division of Student Affairs created a professional development steering committee focused on development of multicultural competence for employees with the division, fall 2017
32. University Diversity and Inclusion specific webpage created; link added to front page of University website, fall 2017
33. Chancellor's Cabinet completed phase 1 of the diversity training provided by the Center for Inclusive Teaching and Learning, fall 2017
34. SGA passed a resolution of support for the Deferred Action for Childhood Arrivals Program (DACA) and Diversity Council sent a resolution to Common Council to support DACA, fall 2017
35. Chancellor Patterson signs the *Statement in Support of the Deferred Action for Childhood Arrivals (DACA) Program and our Undocumented Immigrant Students*, joining college and university presidents and chancellors from across the county (Dec., 2016).
36. Chancellor Patterson sent letters to our federal legislators (Sen. Baldwin, Sen. Johnson, Cong. Kind and Cong. Duffy) to voice support for the Bar Removal of Individuals who Dream and Grow our Economy (BRIDGE) Act (Feb., 2017).
37. UW-System President Ray Cross sent letter to President Trump urging him to continue to support the Deferred Action for Childhood Arrivals (DACA) program until permanent relive is passed into law (Aug., 2017).

In progress

38. Hiring of new Coordinator for the Native American Center in progress
39. Hiring of new Retention Coordinator within Diversity and College Access in progress
40. Exploring transition of Native American Center location to the Diversity Corridor in the Dreyfus University Center
41. *Indigenous Peoples Land Recognition* statement proposal submitted to Faculty/Staff governance groups (Common Council)
42. Explore creation of summer bridge program for entering first-year students of color
43. Increasing and retaining diverse faculty and staff
 - Provost is leading a committee working on strategies to increase the diversity of faculty and staff
 - Half of live-in professionals in Residential Life identify as diverse (up from zero four years ago)
44. Designating a neutral space for those of multiple faiths to reflect or meditate
 - Reviewed request and suggested space in Delzell Hall. Students would like further discussion regarding available space.
45. Seeking bids to increase number of security cameras on campus from 120 to 175