

6/15/2020

Diversity, Equity and Inclusion: Fall 2020 Plan

During the fall semester the Inclusive Excellence Council will recommend goals that will help shape our future through the Success by Design Strategic Framework. We are building an infrastructure that will continue to embrace a diverse campus in race, ethnicity, religion, gender and gender identity, and sexual orientation. As we move forward with our plan, we commit to the following:

- We will implement implicit bias training for all senior administrative, faculty and staff search committees and provide diversity and cultural competency training for administrators, faculty and staff.
- In the fall, we will have a common reading for incoming Undecided and Honors freshman that explores issues of diversity, equity and inclusion.
- We will release our updated campus Bias incident response form and process for responding to complaints. The Bias response form will provide our community with a mechanism to notify and report to appropriate individuals their issues and concerns related to diversity, equity and inclusion violations and incidents.
- We will continue collaborating with the Kentucky Council on Postsecondary Education (CPE) to support diversity and inclusion programs that provide training for faculty, staff and students.
- We will organize and facilitate town hall meetings and lunch and learns to foster opportunities for cross cultural dialogue.
- We will send faculty and staff monthly updates sharing the DEI team's work and strategies under development.
- We will partner with the Black Faculty and Staff Association, African American Student Initiatives and Black Alumni Association to develop programs that create an environment of inclusiveness for the Black members of the NKU community as well as support the strategic initiatives of Success by Design.
- We will convene the Chief Diversity Officers from eight colleges & universities located the Greater Cincinnati region to leverage our resources and use our collective voice to make an impact on equity, racism and social justice in the region.
- We will partner with Human Resources to incorporate best recruiting practices and hire diverse faculty and staff.
- We will partner with Admissions and Student Affairs to improve the recruitment, retention and graduation rates of the URM population.