

Equity and Inclusion Plan of East Tennessee State University

Immediate (May 2019 – December 2019)

1. Develop a job description for the Vice President for Equity and Inclusion.
2. Develop a template “equity and inclusion” statement for all ETSU job descriptions for faculty, staff and administrators:
 - a. “Applicant must have a demonstrated commitment and contribution to fostering and advancing equity, diversity and inclusion.”
3. Renaming of the Office of Equity and Diversity:
 - a. Rename the Office of Equity and Diversity to become The “Office of Equity and Inclusion.”
4. Re-establish financial support for Southern Regional Education Board (SREB) Doctoral Scholars Program:
 - a. “ADiverseETSU”
 - b. Post Docs
 - c. SREB scholars
5. Identify Diversity Champions:
 - a. Identify diversity champions for colleges and “major” units on the campus; i.e., Office of Human Resources, Student Affairs, marketing and communications, housing and others in an effort to enhance diversity from the bottom up, from the top down and across the institution. These individuals will be responsible for working with peers in their units to develop diversity strategies with tangible and measureable results. They will also be responsible for attending update meetings hosted by the Office of Equity and Inclusion to share best practices.
 - b. Diversity champions will participate in equity and inclusion training workshops, including, but not limited to, “how to conduct effective searches,” and participate in diversity training in departments, colleges and other units for faculty and students. Diversity champions will work with Students Affairs and student groups, i.e., student government, fraternities, sororities, and the like to implement diversity training. Diversity champions will also serve as a resource to provide support to faculty in identifying potential funding and grant opportunities for faculty across campus.
6. Diversity Conference:
 - a. Establish a Diversity and Inclusion Conference on the campus of ETSU; and

- b. Collaborate with the Teaching and Learning Center and Multicultural Center to develop ongoing workshops and programming related to diversity and inclusion for faculty, staff and students.

Near (January 2020 – July 2020)

- 7. University Searches:
 - a. Diversity champions will assist in the search process regarding procedures and training and serve as an observer and consultant for departments, colleges, and other units; and
 - b. Develop tangible training materials for search committee members.
- 8. Restructure the Women's Resource Center to be included under an "umbrella center" that potentially includes LGBTQ, women resources, Africana Studies and the like. An interim part-time director will be identified to continue building on the success of the Women's Resource Center until the "umbrella center" is established.
 - a. Once the new "umbrella center" is established, a search for a director will begin.
- 9. Develop a marketing campaign to promote the Office of Equity and Inclusion by updating the web presence for diversity and establishing a presence on Twitter, Facebook and the like.
- 10. Identify a consultant to assess the current status of equity and inclusion at ETSU and advise on future direction (below are suggestions):
 - a. Dr. Damon Williams: Dr. Williams served as the Associate Vice Chancellor, Vice Provost, and Chief Diversity Officer, University of Wisconsin-Madison; and
 - b. Dr. Shaun Harper: Dr. Harper is the founder and director of the Race and Equity Center at the University of Southern California
- 11. Review the onboarding process of Human Resources for faculty and staff and identify best practices for diversity inclusion.

Long Term (2019-2021)

- 12. Fundraising:
 - a. Work with ETSU Foundation to identify donors to provide financial resources for diversity efforts including, but not limited to, scholarships and programming.
- 13. Establish "diversity" infused courses that will become a part of the general education core requirements for the university.

14. Incentives:

- a. Recognize and Incentivize individuals who go above and beyond the call of duty to create a welcoming environment that is equitable and inclusive for faculty staff and students;
- b. Develop awards for individuals, departments, colleges and other units for their significant contributions;
- c. Develop criteria with a high bar for awards;
- d. Dr. Angela Lewis Equity and Inclusion Award for colleges;
- e. Ms. Mary Jordan Equity and Inclusion Award for departments; and
- f. Re-establish the Pat Robertson Award for an individual, student/faculty/staff.

15. Student success efforts:

- a. Develop a mandatory success plan for students who are admitted to the university with ACT scores less than 15;
- b. Assess current programs that focus on the efforts to encourage retention of students of color, i.e. bridge program, mentoring program, etc.;
- c. Identify best practices at peer institutions that increase the retention of students of color; and
- d. Explore the development of a student retention center.
 - i. Required/mandatory interventions for students at certain academic points/criteria (admission test scores for example) to assist them in being better academically prepared, i.e., below 15 on ACT;
 - ii. Required FYE so that they will develop collegial skills to be more successful at ETSU;
 - iii. Inclusion of the family support systems in these interventions so they can better support their student;
 - iv. Required academic coaching for students who are struggling; and
 - v. Use of campus-wide collaborations to make things happen.

16. Evaluations: Revise annual and 4-year evaluation matrix to include equity and inclusion:

- a. Senior Administration
- b. Deans
- c. Chairs
- d. Staff
- e. Students
- f. Faculty
 - i. Teaching
 - ii. Research
 - iii. Service

17. Develop a mandatory "Diversity Training Program" for administration, faculty, staff and students.