

Commitment to Diversity, Equity and Inclusion  
**STATUS REPORT AS OF FEBRUARY 2022**



Key: Green = Completed or on Target    Yellow = In Progress and Ongoing.  
 Red = Not Yet Begun

Commitment	Status
<b>Office of the President</b>	
Engage service of Ontay Johnson as consultant to the President and PCIDI	Green
Cultivate partnership with Franklin Mayor, Steve Barnett on improving the inclusive climate of the city and making the community more welcoming, respectful, and supportive of its Black citizens	Yellow
Establish Arthur Wilson Black Experience Living/Learning Community	Green
Engage Black faculty and staff as ombudspersons to help support Black students in moments of need; compensate them for their service	Red
Increase representation of Black students on PCIDI; engage PCIDI in a more focused mission to address the quality of the Black student experience	Green
Establish a working group of Black student representatives to meet with the President and Cabinet monthly to discuss unique issues, concerns, and needs as well as progress meeting 2020-2021 diversity and inclusion objectives	Green
Analyze the institutional systems, structures, policies, and procedures in place to ensure that they don't disproportionately adversely affect underrepresented populations	Yellow
Audit the language on our website, in campus communications, etc. to ensure we are promoting diversity and inclusivity	Red
<b>Student Development</b>	
Provide stipend to Diversity Advocates as compensation for their important contributions	Green
Allocate resources from the student activity fee to the CDI for programming and education geared specifically toward underrepresented students	Green
Include anti-racism training as part of the Lunch & Learn Faculty/Staff training series sponsored by the CDI, HR, and Office of the President	Green
Expand diversity, equity, and inclusion aspects of new faculty/staff onboarding	Yellow
Encourage expanded inclusion for Black students in leadership positions within non-culturally-specific student organizations (Student Foundation, Student Congress, SAAC, etc.)	Yellow
Survey minority and majority students regarding CDI programming to help increase overall student engagement with CDI events and opportunities	Red
Increase engagement of Student Development Division staff in support and retention efforts for current Black students	Green
Include education on diversity, equity, inclusion, and anti-racism in Welcome Week and Community Hour sessions for first-year students	Green
Explore expansion of Greek life to include Alpha Kappa Alpha Sorority and Sigma Gamma Rho Sorority	Green
Utilize social media to provide educational information and resources related to diversity, equity, and inclusion	Green
Research and pursue appropriate grant opportunities aimed at supporting historically underrepresented and minoritized populations	Green
Diversify programming to meet the needs and capture the interests of students with diverse perspectives, interests, and experiences	Yellow
<b>Academic Affairs</b>	
Examine courses and conduct an audit of the diversity presented through chosen readings, videos, and speakers	Yellow
Provide resources (e.g. honorariums for speakers) to faculty who bring in diverse speakers to complement course content	Yellow

Provide ongoing professional development for faculty on matters of diversity, equity, and inclusion	Green
Leverage digital fluency initiative to strategically partner with diverse members of the tech community and organizations serving diverse populations (e.g. Black Girls Code)	Yellow
Assess faculty member's inclusivity formally through adoption of a required item on course evaluations	Yellow
Collaborate with Student Development, asking faculty with experience in facilitating challenging conversations to serve as facilitators for co-curricular programming	Red
Prioritize diversity of the applicant pool in two anticipated full-time faculty searches this academic year and work with Human Resources to ensure these positions are posted in publications frequently accessed by minority scholars	Green
<b>Institutional Advancement</b>	
Emphasize diversity, equity, and inclusion in fundraising efforts: financial aid for underrepresented students, support for engaged learning, infrastructure support for Arthur Wilson House	Green
Initiate new offerings via our Alumni Engagement programming. These will include intentional partnership with Student Development and CDI to consider programming for Black alumni	Yellow
Ensure Black and minority representation in all alumni publications, including the alumni magazine, direct mail and email messaging, and all alumni social media platforms	Green
Support the Board of Trustees in their efforts to diversify that important governing body by providing more opportunities for diverse alumni to share information with their alma mater via surveys and updated website and actively seeking to identify and engage diverse prospects for trusteeship	Green
Increase engagement of Black alumni in support of retention efforts for current Black students	Red
<b>Business and Finance</b>	
Increase the pool of qualified candidates in all personnel searches through engagement with strategic media outlets	Yellow
Establish long-range (5-year) targets for diversifying faculty and staff	Yellow
Identify exposure and partnership opportunities that raise the profile of Franklin College as a workplace committed to diversity, equity, and inclusion	Red
Establish minimum minority participation requirements on major contracts with the College	Red
Seek a broader minority base in all routine supply areas of the College	Red
<b>Enrollment (Admissions and Financial Aid)</b>	
Recognize and communicate to staff the responsibility to recruit an increasingly diverse cohort of students each year	Green
Charge Assistant Director of Multicultural Recruitment to promote increased recruitment and increased relationship building with various groups and schools that will diversify our student body	Green
Increase focus on Marion County, Lake County, Allen County and other areas in Central Indiana where there are opportunities to engage with large populations of Black and underrepresented prospective students	Green
Engage in ongoing training for counselors to develop communication skills and mentoring skills to help connect students of underrepresented populations with Franklin College	Green
Build relationships with existing schools and identify new schools with significant populations of underrepresented students	Yellow
Focus on our existing institutional relationships with The Kipp School, Indiana Latino Higher Education Consortium, Indiana Latino Institute, InterAcquilla International Recruitment and Study International	Yellow
Engage with EAB, INACAC, NACAC and other groups to assist the College in identifying Black high school students and other students of color to allow the widest possible pool of prospective students for Franklin College	Yellow
Increase involvement of current Black students in minority student recruitment, building on institutional progress in the quality of the Black student experience	Green

<b>Athletics</b>	
Seek diverse representation in SAAC so all students have a voice; ask coaches to identify minority candidates on their rosters for SAAC participation	Yellow
Begin and attend International Student Welcome Meeting	Green
Seek the assistance of minority coaching staff members to provide support, discussions, and other programmatic involvement	Yellow
Focus on support, education, and communication that lead to positive action and outcomes	Yellow
Maintain equity in programming goals	Yellow
Focus student education and modified convocations on diversity recognition and advocacy	Red
Provide diversity training for the entire coaching staff	Yellow
Ensure a pool of diverse candidates for each job posting	Green
Establish a long-term plan that includes diversity and equity goals	Red
Better utilize the NCAA Diversity and Inclusion Resources	Yellow
Research hosting Diversity Education Workshops on campus offered by the NCAA	Yellow
Promote NCAA internship program	Yellow
Engage NCAA Leadership Institutes for Ethnic Minority Males and Females (12-month program) for minority staff members	Red
Engage Future Football Coaches Academy (exhausted playing careers within 2 years of applying) for minority student-athletes interested in coaching careers	Red