

Commitment to Diversity, Equity and Inclusion
STATUS REPORT AS OF MARCH 2023



Key: Blue = Completed; Green = On Target; Yellow = In Strategy Discussion;
 Red = Not Yet Begun or Paused

Commitment	Status
Office of the President	
Engage service of Ontay Johnson as consultant to the President and PCDI	Blue
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 citizens from under-represented populations	Green
Establish Arthur Wilson Black Experience Living/Learning Community	Green
Increase representation of students from diverse backgrounds on PCDI; engage PCDI in a more focused mission to address the quality of the student experience for students from under-represented populations	Green
Analyze the institutional systems, structures, policies, and procedures in place to ensure that they do not disproportionately adversely affect underrepresented populations	Yellow
Audit the language on our website, in campus communications, etc. to ensure we are promoting diversity and inclusivity	Yellow
Student Development	
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
Provide ongoing education and professional development for students (and faculty and staff, as appropriate and in partnership with Academic Affairs and Human Resources) through the CDI on issues related to Diversity, Equity, and Inclusion	Green
Encourage expanded inclusion for under-represented students in leadership positions within non-culturally-specific student organizations (Student Foundation, Student Congress, SAAC, etc.)	Green
Survey minority and majority students regarding CDI programming to help increase overall student engagement with CDI events and opportunities	Yellow
Increase engagement of Student Development Division staff in support and retention efforts for current under-represented 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 city-wide Black Greek chapters	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
Academic Affairs	
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 or provide opportunities to visit locations (e.g. restaurants, places of worship) that represent non-majority cultures to complement course content	Green
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)	Green

Assess faculty member's inclusivity formally through adoption of a required item on course evaluations	Yellow
Create policy to exclude biased comments on student evaluations of teaching (SET) to support and protect faculty from underrepresented populations	Yellow
Collaborate with Student Development and Athletics to examine travel policies involving overnight student travel for curricular, co-curricular, and athletic experiences to ensure sensitivity and parity for all students, but in particular those with non-binary gender identities	Red
Prioritize diversity of the applicant pool in faculty searches and work with Human Resources to ensure these positions are posted in publications frequently accessed by minority scholars	Green
Build required DEI professional development and trainings for faculty into the existing academic calendar.	Blue
Institutional Advancement	
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 alumni from historically underrepresented populations	Green
Ensure 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 alumni from historically underrepresented populations in support of student retention efforts	Red
Business and Finance	
Increase pool of qualified candidates in personnel searches through engagement with strategic media outlets and ensure conscious efforts are made in the recruiting efforts to identify qualified candidates that advance diversity within the staff environment	Green
Establish long range plan (5 year) goals for diversifying faculty and staff in comparison to the current status	Yellow
Identify opportunities and partnerships with minority businesses that provide supplies and contractor services to the College	Yellow
Incorporate the introduction and purpose of the College's DEI program into the onboarding program for new hires and the annual performance review process for all employees	Green
Conduct campus-wide, self-study training presentations that expertly convey the objectives and components of Diversity and Inclusion. Both mandatory and voluntary training presentations will be provided	Green
Ensure all faculty and staff are informed of DEI related events and programs and are encouraged to attend	Green
Enrollment (Admissions and Financial Aid)	
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 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 Center for Leadership Development, The Kipp School, Indiana Latino Higher Education Consortium, Indiana Latino Institute, InterAcquilla International Recruitment and Study International	Yellow

Engage with RNL, EAB, IASFAA, MASFAA, NASFAA, INACAC, NACAC, AACRAO and other groups to assist the College in identifying under-represented high school students to allow the widest possible pool of prospective students for Franklin College	Yellow
Increase involvement of current minority students in minority student recruitment, building on institutional progress in the quality of the under-represented student experience	Green
Athletics	
Seek diverse representation in SAAC so all students have a voice; ask coaches to identify under-represented candidates on their rosters for SAAC participation	Green
Identify and establish a department DEI liaison who focuses on on-going initiatives across campus and within the department	Green
Begin and attend International Student Welcome Meeting	Green
Work closely with admissions to recruit and retain a more diverse student body with particular focus on international students and domestic geographic diversity	Yellow
Establish quarterly group meetings with coaches of female sports to share best practices and provide support for unique challenges the coaches encounter throughout the year	Green
Seek the assistance of minority coaching staff members to provide support, discussions, and other programmatic involvement	Yellow
Ensure attendance at national conferences and sport-specific conventions for head coaches of female sports	Yellow
Maintain equity in programming goals	Yellow
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