

President's Council For Diversity, Inclusion, and Respect Executive Summary Report 2023-24

Mission/Vision/Purpose:

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that supports the success of each person. The President's Council for Diversity, Inclusion, and Respect (PCDIR) received the directive from the President to provide NDSU administration with guidance on how to make NDSU a better community for historically underserved populations and to operationalize the diversity and inclusion goal of the strategic plan.

Strategic Priorities

The work of the PCDIR is informed by several NDSU-specific sources including the NDSU Strategic Plan, campus climate surveys, student satisfaction surveys, Crisis Response Task Force report, and other diversity, equity, and inclusion (DEI) related committees. The PCDIR specifically supports the Diversity, Inclusivity, and Respect goal of NDSU's 2021-2026 strategic plan, which is to create and maintain an open and collegial environment to promote inclusivity and diversity as a cornerstone of education, research, and outreach. The specific area goals and sub-goals of the strategic plan that the council focused on include:

Goal: Diversity, Inclusivity, and Respect. Create and maintain an open and collegial environment to promote inclusivity and diversity as a cornerstone of education, research, and outreach.

Sub-goals:

- Continuously improve the university climate for students, faculty, staff, and all stakeholders, with additional consideration of underrepresented groups as evidenced by regular assessment.
- Strengthen and secure an accessible and equitable university for our diverse body of students, faculty, staff, and administration.
- Design and implement additional programming, curriculum, outreach opportunities, and policies that uphold inclusivity, diversity, respect, and connection.

Goal: Student Success and Achievement. Provide transformational experiences for students from diverse backgrounds through high-quality education and opportunities for personal and professional development.

Sub-goal:

- Provide inclusive and collaborative opportunities to prepare students to be successful in a diverse and globally connected world.

Accomplishments in AY2023-2024

Accomplishment	Outcomes/Benefits
Reviewed and prioritized council recommendations from the previous year to be addressed in AY 2024-25. (See Goals for AY 2024-25).	With limited resources and funding, it was important to provide guidance on the top 3-4 items that need to be addressed expediently. This list has been submitted to the Provost.
Created a leadership position dedicated to advancing diversity, inclusion, and respect at NDSU.	The Council provided input on the duties within the position description and also created a list of recommended activities for this role within their first year.
Established dedicated prayer and reflection spaces across campus.	Students now have safe spaces across campus for prayer and reflection. These spaces help students destress, and feel welcomed by providing opportunities for fellowship and belonging with other students.
Met with Mark Genkinger, Director of Human Resources, and Angela Fowler, the Academic Personnel Coordinator in Faculty Affairs to lay out the steps to begin requiring that all search committee members take the search committee training.	Establishing a policy that requires this training for all search committee members helps to ensure that NDSU engages in best practices when it initiates the employment search process and maintains compliance with applicable laws, policies, and procedures.
Updated the PCDIR Master Planning and Strategies document.	This document articulates operational strategies and tactics to be deployed to achieve the stated goals and priorities. It also provides an opportunity for the council to track its progress.

Goals for AY 2024-2025

Goals/Tactics	Timeframe
<p>Goal 1: Mandate search committee training for all search committee members.</p> <p>Tactic 1: Angela Fowler draft new policy language and have a council review.</p>	TBD by the new Senior Director for Access and Opportunity

<p>Tactic 2: Submit draft to the Senate Coordinating Council, Provost, Deans and Chairs.</p> <p>Tactic 3: Develop a communication strategy with University Relations and Human Resources about the updated policy and its importance.</p> <p>Tactic 4: Obtain final approval from the President.</p>	
<p>Goal 2: Increase funding support for diversity scholarships (i.e. Tribal students) and programming (i.e. Bison Bridge).</p> <p>Tactic 1: Develop full-ride scholarship opportunities for Pell-eligible Indigenous students from North Dakota.</p> <p>Tactic 2: Develop fundraising strategies to support this goal.</p> <p>Tactic 3: Establish a list of current diversity scholarships for students.</p>	<p>TBD by the new Senior Director for Access and Opportunity</p>
<p>Goal 3: Provide additional staff, resources, and space including a Native American Center with kitchen access in OMP to support multicultural students and programming.</p> <p>Tactic 1: Identify funding source.</p> <p>Tactic 2: Work with facilities management to devise a renovation plan.</p>	<p>TBD by the new Senior Director for Access and Opportunity</p>
<p>Goal 4: Expand our reach to recruit diverse faculty and staff for open positions (i.e. post to diverse job boards).</p> <p>Tactic 1: Provide departments with a list of resources and tools to recruit diverse candidates.</p> <p>Tactic 2: List diverse job boards on HR website.</p> <p>Tactic 3: Review the number of diverse candidates in search pools periodically.</p>	<p>TBD by the new Senior Director for Access and Opportunity</p>