

Division of Student Affairs Diversity & Inclusion Initiatives 2019-2020

The Division of Student Affairs is committed to seeking out, identifying, understanding, and removing barriers to full participation and belonging among students, faculty, and staff.

We recognize our responsibility to foster an open, welcoming environment where students, faculty and staff of all backgrounds can collaboratively learn, work, and serve.

We commit to engaging in an ongoing dialogue and to work together to address challenges in a way that removes barriers to success and promotes a culture of inclusivity, compassion, and mutual respect. The competencies gained through diverse experiences across our campus prepare all of our students, staff, and faculty to thrive personally and professionally in a global society.

Actions Taken

- Ninety-six percent of DSA completed three diversity trainings by the June 1 deadline. Supervisors are following up with staff who have not completed the trainings to ensure accountability.
- In January, we brought in a diversity trainer to work with directors on implicit bias and the Intercultural Competency Inventory (ICI). Overarching departmental areas (i.e. Wellness, Engagement, Auxiliaries, etc.) were given their ICI score. Follow-up training was scheduled to learn how to move their department further along the IDI continuum, but was canceled due to COVID-19. We will look to reschedule or conduct virtually.
- Orientation and Transition Programs has contracted with Everfi to offer Diversity and Inclusion to all new undergraduate students at UNT this fall. Students will complete this training throughout the summer, similar to UNT's alcohol and sexual assault trainings. Follow-up with students will occur during First Flight and within a pilot First-Year Seminar course this fall.
- All DSA positions are posted externally to increase diversity, a practice we began in 2014.
- Through Student Service Fee and CARES Act funding, DSA has allocated or increased funding in the following areas: additional staff in the Multicultural Center; the creation of a first-generation center; the hiring of additional ACCESS Mentors to serve first-generation students; Parent Association and Parent Orientation scholarships for first-generation and low-socio-economic status parents and funds given to Institutional Equity and Diversity to allow for an additional trainer in their area.
- DSA incorporated time at Division-wide meetings for a student to share their story so staff could learn from their personal experiences.
- We contracted with a national consultant to review UNT's Counseling and Testing Center to assess its strengths and weaknesses, the staffing model, where efficiencies could be found, and what changes are needed to better understand the changing needs of our students. We are currently working through recommendations, including staffing recommendations.
- DSA has continued to incorporate diversity and inclusion initiatives into its 2020-2025 strategic plan.

Ongoing Actions

- Dr. With is meeting monthly with Division of Student Affairs Black Professional Network executive board members to keep a pulse on staff issues.
- Dr. With is meeting with the Black Student Union President one-on-one in addition to the Student Advisory Board each month.
- When the Event Safety Committee determines it necessary, DSA will provide funds to have a police presence at student organization events.
- DSA will purchase a book for each staff member to encourage and support a healthy dialogue that leads us to action regarding issues of systematic racial inequity. Every effort will be made to order selections from Black-owned bookstores.
- We will seek opportunities to educate DSA staff on restorative practices and racial battle fatigue.
- The DSA Diversity Council is developing guidelines and best practices for affirmative search processes and a 15-minute implicit bias training to offer to all DSA search committees at their initial meeting.
- Dr. With has asked Division directors to sponsor/lead small group discussions related to topics like white fragility, white accountability, and other race-related issues.
- DSA will establish the Center for Counseling Diverse Populations in the Counseling Department.
- Planning for a stand-alone Multicultural Center will begin this fall.
- Dr. With is sending monthly diversity updates to the Division.

DSA Diversity Council

The DSA Diversity Council was created in 2018 and is charged with reviewing and advocating for critical diversity issues and developing division-wide resources related to diversity and inclusion. Membership on the DSA Diversity Council was very intentional to ensure all levels and areas of the division, as well as diverse perspectives, are represented.

In the DSA Diversity Council's first year, planning surrounding several initiatives commenced and programs were offered in three broad categories—Training, Competencies, and Onboarding.

Trainings:

- Offered several training opportunities throughout the spring semester.
- Implicit Bias overview during a Division-wide meeting on January 30, 2019.
- Building Bridges: Exploring identity, power, and privilege in order to better serve students on March 27, 2019.
- Using Inclusive Language in the Workplace on April 16, 2019.

Competencies:

- The Council sought to develop competencies that could be utilized as part of the performance evaluation period on UPO-31s. To accomplish this, the National Association of Student Personnel Administrators' (NASPA) and Association of College Personnel Administrators' (ACPA) competencies on social justice were reviewed. The work surrounding competencies was put on hold after speaking to the Director of Human Resources, as well as the Vice President for Equity and Diversity.
- The Council will ask all supervisors to add a competency to UPO-31s during the 2020 evaluation period related to attending trainings that advance knowledge of inclusive and equitable practices.

Onboarding:

- A sub-committee met to discuss what we want all staff to receive and feel when they start at UNT. Some of these included: a sense of belonging, statistics on staff within our Division, information on employee resource groups, as well as resources in our community (Denton County and Collin County), and trainings to help all of our staff have consistency in training. As a result, the Staff Development Committee has added information to New Employee Orientation on student and staff statistics and they have developed an Ambassador Program where staff can receive a mentor based on a variety of desired demographic traits.

During the Council's second year, they are seeking to accomplish the following:

- Have all DSA staff complete 3 mandatory trainings through the Learning Bridge by June 1, 2020. It is the aim to have new employees complete the training within the first three months of their employments. Additionally, the Diversity Council will seek options offered in Spanish so all of our staff can participate.
 - By June 1, 96% of division employees completed the required trainings. Supervisors are following up with staff who have not completed the trainings to ensure accountability.
- Develop guidelines and best practices for Affirmative Search Processes
- Develop a 15-minute Implicit Bias training to offer to search committees at their first meeting.
- In collaboration with DSA leadership, recommend and develop exercises for DSA Director's reading of "Why Are All The Black Kids Sitting Together in the Cafeteria."
 - Directors are currently reading this book and will have facilitated discussions around it.
- Offer open Diversity Council meetings twice a semester so that staff can hear updates from the Council and provide feedback on issues they feel need addressing. The first open meeting is scheduled for July 2020.
- Develop a facilitation guide for Council members to meet with departments after incidents occur to help staff process their feelings and how to create change within their roles.
- The Diversity Council will also update all of you on their progress in their open meeting this afternoon. They also will be posting their Year 1 Review to <https://studentaffairs.unt.edu/diversity-and-inclusion>.

Resources

The Division of Student Affairs will purchase a book for each staff member to encourage and support a healthy dialogue that leads us to action regarding issues of systematic racial inequity. If the book you would like is currently sold out or on backorder, we will proceed with the order but delivery may be delayed. Every effort will be made to order your selection from Black-owned bookstores.

For more information about our Division's Diversity and Inclusion work and resources visit:

<https://studentaffairs.unt.edu/diversity-and-inclusion>