

2. Ensuring the diversity and inclusion of people and ideas

- a. Establish a diversity task force that will be responsible for developing and implementing a strategic plan for diversity and inclusion to be integrated with the strategic plan and implemented in 2017-18

<p>Policy</p>	<p>College diversity committee Develop diversity statement Plan, mission, support for diversity Follow though (who is responsible) Tension between on-line push & international students Post-secondary ed programs for people w/ intellectual disabilities Encourage experiences in diverse locations for faculty & students perhaps during fall and spring break Focus on diverse faculty University School accessibility & diversity, students from diverse neighborhoods walking to school since no transportation, obtain buses for specific areas, recruiting from diverse areas & take U School to diverse neighborhoods via satellite campuses Faculty learning about diverse students & resources & pedagogy needed & scholarships/connections with external partners for diverse students' needs Damian Williams Inclusive framework Working w/school systems to increase their notion of diversity and create policy regarding diversity Programs/department to support faculty in having conversations about diversity Sister schools</p>
<p>Procedures</p>	<p>Face-to-face diversity training is more effective than the current on-line training (former faculty-ask Steve C.) Diverse students need training as well as faculty Mandatory faculty participation in Poverty Simulation Bringing diverse students to campus Priority hiring of diverse faculty Addressing stress students & faculty are experiencing Scholarships</p>

Communication	<p>Piggy back on University diversity focus, communicate that focus in Blue & Gold digest</p> <p>High light accomplishments of diverse students</p> <p>Comm. Partnerships & Univ. workshops on diversity</p> <p>Electronic COE newsletter similar to Blue & Gold</p> <p>Committee reports @ faculty meetings</p> <p>Advocates for legislature create boiler plates for communication with legislatures</p> <p>Use Bridget Baird (networker/not lobbyist) more</p> <p>Explain to students what safe zone symbols mean</p> <p>Ask Arnold to lead sessions w/other faculty to demonstrate who is open to work with diverse students</p> <p>Better presence on the website</p> <p>1st gen-A LOT of div. on website</p> <p>Community Outreach to present at work shops</p> <p>Department of social services & financial resources</p> <p>Ask Teachers to present on ELL</p>
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- b. Focus on defining diversity and defining inclusion and expanding our view of diversity beyond race or nationality. Areas of focus:
- i. Students
 - ii. Faculty/Staff
 - iii. Student life
 - iv. Community around ETSU

Defining diversity	<p>Gender diversity</p> <p>Include SES & 1st gen in def., advocate for this def. at state level</p> <p>Expand students ideas/notions of diversity</p> <p>Focus on culture around us</p> <p>Working w/school systems to increase their notion of diversity and create policy regarding diversity</p> <p>Focus groups & research about diverse students' experiences</p>
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