

Diversity and Inclusion Strategic Initiative
Summary of Accomplishments
2018–2019

Education/Training

- ✓ Leadership Team training provided through video viewings and facilitated discussions
- ✓ Dr. Kazique Prince, with Jelani Consulting, LLC, provided Equity and Inclusion Lab focused on mindset regarding diversity, equity, and inclusion education and awareness
- ✓ Faculty engagement in diversity and inclusion-related professional development through the Dinda Center for Excellence in Teaching and Learning
- ✓ Diversity, Equity and Inclusion Committee (DEIC) member training provided through video viewings and facilitated discussions
- ✓ Faculty Summer Development Series – Dr. Yolanda E. Norman presented “First Generation College Students”
- ✓ Human Resources Leadership cohort training provided through video viewings and facilitated discussions
- ✓ Leadership Austin provided Beyond Diversity training seminar, facilitated by Glenn Singleton, creator of Courageous Conversations
- ✓ Faculty participation in Inclusive Teaching & Learning Symposium at The University of Texas at Austin Faculty Innovation Center
- ✓ Race and Equity Center Virtual Module for Engaging Equity Live with Dr. Taffye Benson Clayton provided as training for Campus Climate Response Team (CCRT) and DEIC
- ✓ Faculty participation in Engaging Pedagogy Conference hosted at Texas Lutheran University

Services/Resources

- ✓ Institutional chief diversity officer appointed to support and partner with students, faculty, and staff regarding all diversity, equity and inclusion-related matters on campus
- ✓ University successfully received designation as Hispanic-Serving Institution (HSI)
- ✓ CTX Library produced displays of literature in recognition of Women’s History Month and Black History Month
- ✓ Sponsorship provided by DEIC to president and vice president of the Concordia Veterans Corps (CVC) for attendance at 2019 Student Veteran Association’s National Conference
- ✓ University sent five students to National Hispanic Medical Association (NHMA) Conference for first time
- ✓ HSI Grant Committee created to aid in process of strategically applying for grant funding to develop student support services directly related to HSI designation

- ✓ Graduation recognition of students affiliated with Black Student Union (BSU), Latin@ Student Association (LSA) and CVC through the issuing of cords/stoles and acknowledgement in printed ceremony program

Programs/Activities/Events

- ✓ Institutional celebration held in recognition of designation as HSI
- ✓ LSA hosted second annual Café con Leche community and conversation series, a second annual Fiesta cultural celebration and a variety of cultural events during Hispanic Heritage Month
- ✓ CTX Generation1 Program hosted first institutional celebration of National First-Generation College Day
- ✓ BSU hosted series of events in celebration of Black History Month in partnership with Student Activities and Residential Life
- ✓ CVC hosted a day of observance and recognition luncheon for student veterans on campus and coordinated a uniform display honoring students, faculty and staff as veterans on campus
- ✓ Service-Learning Program coordinated its annual day of service, entitled MLK Day: Make It A Day On, for entire campus community
- ✓ Department of History, Student Activities, DEIC and Office of the Provost co-hosted a campus-wide performance in honor of Women's History Month and Black History Month
- ✓ Institutional faculty, staff and student leadership invited to and attended The Summit on Race in America hosted by the Lyndon B. Johnson Presidential Library

Survey/Assessment

- ✓ Review of the HEDS Diversity and Equity Campus Climate Survey results conducted to determine areas of need with regard to diversity, equity and inclusion on campus (education, training, programs, activities, events, services and resources)
- ✓ Review of the NSSE/FSSE Engagement with Cultural Diversity section results conducted to determine areas of need with regard to diversity, equity and inclusion on campus (education, training, programs, activities, events, services and resources)
- ✓ Dr. Kazique Prince, with Jelani Consulting, LLC, reviewed and discussed Intercultural Development Inventory group reports with institutional leadership as well as next steps for Concordia in terms of its commitment to diversity, equity and inclusion