

**Division of Student Life
Diversity and Inclusion Five-Year Plan
2015-2020**

** Items with an asterisk also appear in the broader Division of Student Life Five-Year Plan*

1. *** Recruit and Retain a Diverse Staff:** Develop guidelines for recruiting and hiring new diverse staff to ensure a consistent and streamline process. Assess and follow up on divisional staff diversity. (Recruitment and New Staff Orientation Committee; Vice President for Student Life's Office; Fall 2015; ongoing assessment of retention)
2. *** Expand Multi-faith Engagement Program:** Improve and grow the Multi-Faith Engagement Program to increase multi-faith literacy and competence among students. (Truitt Center for Religious and Spiritual Life; Spring 2016)
3. *** Assess Annually Divisional Climate:** Building off the Great Place to Work findings, administer an annual divisional climate assessment to assess satisfaction among staff. (Vice President of Student Life's Office; Spring 2016)
4. *** Recruit and Support Students from Underrepresented Religions:** Develop a strategy for recruiting and supporting underrepresented religious traditions, including Muslim, Hindu, and Buddhist students. (Truitt Center for Religious and Spiritual Life; Admissions; Fall 2016)
5. *** Strengthen Introduction to Social Justice:** Update and promote existing programs, including DEEP Impact, Diversity Grants, Intersect, Elon Volunteers!, ADL, etc., to provide an introduction to social justice as initially recognizing differences that exist within our communities. (Center for Race, Ethnicity, and Diversity Education; Kernodle Center for Service Learning and Community Engagement; Center for Leadership; Fall 2016)
6. *** Increase Programming for ALANAM (African, Latino, Asian, Native American, & Multiracial) Students:** Develop and implement programming for racially and ethnically underrepresented students towards increasing social belonging and identity development including expanding SMART program, pre-orientation programs, social gatherings, etc. (Center for Race, Ethnicity, and Diversity Education; Residence Life; Fraternity and Sorority Life; Fall 2016)
7. *** Create Programming Around Issues of Privilege:** Plan and implement educational campus conversations related to privilege. (Center for Race, Ethnicity, and Diversity Education; Provost Inclusive Community Team; Truitt Center for Religious and Spiritual Life; Gender and LGBTQIA Center; Inclusive Community Wellbeing; Fraternity and Sorority Life; Fall 2016)
8. **Recruit and Retain a Diverse Staff:** Review search committee protocols and develop/provide training for search committee members to maximize inclusive hiring practices and address implicit/unconscious bias in the search process. (Vice President's Council; Spring 2017)
9. **World Class Student Life Division:** Review results from the divisional workplace environment survey and develop recommendations for action to address findings. (Vice President's Council; Summer 2017)

10. * **Compile a Calendar of Diversity Programs:** Map and showcase university wide diversity programs across identities/topic areas, levels, and departments to create a menu of opportunities for campus. (Convening Offices for Diversity Education; Fall 2017)
11. * **Create and Launch an Intercultural Competence Program:** Develop and implement a program that enhances students' intercultural competence. (Center for Race, Ethnicity, and Diversity Education; Fall 2017)
12. * **Define Intercultural Competence Language:** Define terms related to diversity and distinguish terms from other terms, including intercultural competence, privilege, diversity, bias, etc. (Center for Race, Ethnicity, and Diversity Education; Inclusive Community Wellbeing; Truitt Center for Religious and Spiritual Life; Gender and LGBTQIA Center; Provost Inclusive Community Team; Fall 2017)
13. * **Deliberative Dialogue Team:** Formalize a deliberative dialogue team to select topics and hold one campus dialogue per year designed to allow students to gain and demonstrate democratic and public discourse skills. (Kernodle Center for Service Learning and Community Engagement; Council on Civic Engagement; Inclusive Community Programs; Spring 2017)
14. * **Student Intercultural Assessment:** Create and implement an intercultural competence personal assessment for students. (Center for Race, Ethnicity, and Diversity Education; Fall 2017)
15. * **Restorative Justice Training/Program:** Explore creating a restorative justice program to help students connect their behavior/actions with the impact on the campus community. (Office of Student Conduct; Center for Race, Ethnicity, and Diversity Education; Residence Life; Inclusive Community Programs; Spring 2018)
16. * **Social Justice Framework:** Create a framework, including existing and new programs, to engage groups of students in discussions and initiatives to develop students' understanding of social justice as a process to create positive change in our communities. (Center for Leadership; Kernodle Center for Service Learning and Community Engagement; Center for Race, Ethnicity, and Diversity Education; Summer 2018)
17. * **Strengthen Peer Mentoring:** Strengthen student peer mentoring by more clearly delineating and communicating expectations for mentor/mentee relationships, and by implementing the recommendations of the 2014-2015 Peer Mentoring Committee to address training, compensation, and leadership expectations. (New Student and Transition Programs; Student Life Directors; Residence Life; Center for Race, Ethnicity, and Diversity Education; Fall 2018)
18. * **Create and Offer Staff Diversity Training:** Implement a diversity-focused staff development program series for Student Life staff and university staff to build upon former Anti-Defamation League training that deepens staff understanding of self-identity and prejudices, and prepares staff to work effectively with student and student organizations. (Center for Race, Ethnicity, and Diversity Education; Inclusive Community Wellbeing; Office of Professional Development and Leadership; Truitt Center for Religious and Spiritual Life; Gender and LGBTQIA Center; Fall 2018)
19. * **Infuse Interfaith Education:** Infuse interfaith education into existing programs and leadership positions outside of Truitt Center (Truitt Center for Religious and Spiritual Life; Center for Leadership; Fall 2018)