

SOME INCLUSIVE EXCELLENCE UPDATES & EVENTS

Winter 2023

Advancing Equity Requirement

In May 2022, Elon's faculty approved a new "Equitable Thinking" Core learning goal and the Advancing Equity Requirement (AER) for all students entering fall 2023 and beyond. Dr. Naeemah Clark authored and championed the proposal. She continues working to ensure faculty, courses, and partnerships are in place for the launch. Dr. Jessica Carew joins her and leads DEI efforts in the Core, including the AER initiative.

Elon Law Diversity Fellows

Dr. Laké Laosebikan-Buggs led the development of new opportunities for students and faculty to channel their passion and expertise for creating more significant levels of inclusion for the law school community. Four Law students will work closely with Dr. Buggs to liaise among students, support faculty DEI initiatives, and participate in inclusive excellence programming. Also, the dean's faculty fellow for equity and inclusion will have the opportunity to infuse diversity and inclusion into existing curricula, create models to improve classroom dynamics in support of social justice, create scholarly knowledge that supports equity, access, and inclusion, or identify strategies to enhance institutional practices.

Academic Council Diversity, Equity, and Inclusion Subcommittee

Faculty approved the proposal to formalize Academic Council's Diversity, Equity, and Inclusion as a subcommittee in the faculty handbook. The subcommittee's goals are as follows:

- Represent the faculty and Academic Council as liaisons and facilitate communication about DEI initiatives across campus.
- Advocate for the needs of the campus community around DEI-related concerns.
- Coordinate annual DEI training for Academic Council to promote awareness of bias in faculty roles and issues that affect faculty. At a minimum, this training will address biases related to race, ethnicity, gender, sexual orientation, socio-economic background, age, disability, and nationality.
- Meet at least twice per academic year with the Vice President for Inclusive Excellence (or designee) and report back to Academic Council about DEI efforts across campus.
- Offer suggestions for best practices regarding use of technology, survey implementation, and voting methods for faculty meetings to increase accessibility and inclusivity.

Equitable Hiring Protocol Manual

T.J. Bowie of Human Resources has led the first drafting of an equitable hiring protocol manual that will strengthen Elon's recruitment, interviewing, and onboarding processes. This protocol was one of the 2020 DEI action items President Book communicated. This manual aims to provide guidance for all faculty and staff hiring procedures inclusively and equitably. Infrastructure and Policies Subcommittee recently provided T.J. with feedback on the first draft.

Bias Response System Implementation Team

Carla Fullwood led a group of faculty and staff colleagues to begin implementing recommendations proposed by the Bias Response System Working Group. As a result, the Bias Education (B.E.) Campaign was launched with a series of workshops: B.E. Aware, B.E. Accountable, and B.E. Advocates. These workshops aim to increase awareness about identity-based bias, develop an understanding of Elon's bias response system, and provide strategies to integrate anti-bias advocacy skills into thinking and practice. Other recommendations addressed include adding a public dashboard of reported acts of bias and the resolution, updates to terminology related to acts of bias, and links to educational resources. The Office of Inclusive Excellence Education and Development will continue to address the recommendations developed by the working group.

Diversity Inclusion and Belonging (DIB) Modules

Carla Fullwood and T.J. Bowie launched the Diversity, Inclusion, and Belonging (DIB) modules that explore these concepts and provide foundational education and skills to contribute to positive work and learning environment. Incoming students engaged with the modules over summer of 2022. The suite provides faculty and staff with a common language and experiences as our students, assists in facilitating one of the pillars of the Boldly Elon Strategic Plan – thrive, and amplifies personal and professional development through inclusive excellence.

Supporting Affinity-Based Employee Resource Group

The Office of Inclusive Excellence Education and Development, Equal Opportunity and Human Resources Compliance, and Office of Leadership and Professional Development proposed and piloted a plan to support the growth and evolution of identity-based ERGs at Elon. The goal is to elevate institutional support of these groups to potentially increase representation and retention of faculty and staff from historically marginalized identity groups in alignment with several objectives under the Boldly Elon Strategic Plan – thrive.

NCAA DEI Review

Faith Shearer and Dr. Jonathan McElerry are co-leading a Diversity, Equity, and Inclusion Review for Phoenix Athletics. This review is mandated by the NCAA for all Division I institutions. The NCAA states: *Division I adopted legislation that requires institutions to attest to completing a self-directed DEI review once every four years. Regular reviews provide unique opportunities for schools to examine their DEI efforts closely and to assess whether their existing programs contribute to a more equitable and inclusive athletics community within their organization and beyond. More specifically, athletics departments are urged to determine whether their individual DEI efforts create cultures of belonging where student-athletes and those who teach and lead them, coaches, administrators and staff, feel that they are seen, heard and matter beyond the playing field and for the greater good of the community.* Faith and Jonathan will lead a group of students, faculty, and staff in preparing this review which will require President Book's approval before submitting it to the NCAA by August 1, 2023.

Rebuilding the Yesanechi Language

Yesanechi is the heritage language of the Occaneechi people, who were the original stewards of the unceded lands, including the Piedmont of N.C. Working in partnership with Occaneechi tribal leaders and a linguistic researcher with a focus on Yesanechi, a group of Elon faculty and

staff are exploring ways to help revitalize the language that is in danger of becoming lost forever. There is broad excitement about this early exploration.

Asian and Pacific Islander & Middle Eastern Northern Africa Task Force Report

President Book charged the Asian and Pacific Islander & Middle Eastern Northern Africa (API&MEN) Task Force to focus on building community and empowerment within the Asian and Pacific Islander community by accomplishing objectives like understanding lived experiences, reviewing existing campus data, examining previous affinity group reports, and drafting recommendations related to the academic, social, and cultural development of the API&MEN community. The report will be released later in February.

Latinx/Hispanic Advisory Council

After years of progress in implementing recommendations developed by the Latinx/Hispanic Working Group, a group of students, faculty, and staff will launch the Latinx/Hispanic Advisory Council. This standing resource will help the university sustain many report recommendations and work in partnership with other campus resources supporting a thriving Latinx/Hispanic community. Invitations for the council are forthcoming based on a proposal from the working group.

Multifaith Strategic Plan

In consultation with a range of campus partners, the Multifaith Strategic Planning Committee proposes goals and recommendations that together describe a vision for a vibrant, diverse Elon, where students inhabiting a variety of religious, ethical, and secular viewpoints find communities of belonging and engage meaningfully and equitably with those who are different. These goals reflect Elon's commitments to inclusive excellence, religious liberty, a climate supportive of all spiritual/religious/secular identities, intercultural competency, and understanding across boundaries. This report is scheduled to be released in March.

NADOHE Carolinas

The National Association of Diversity Officers in Higher Education (NADOHE) is the preeminent voice for chief diversity officers. NADOHE Carolinas chapter supports chief diversity officers and other campus DEI leaders with similar responsibilities across North & South Carolina from both public and private institutions of higher education, including two- and four-year institutions. Elon is an inaugural member institution for the regional chapter.

Campus Conversation: Developing Individual and Community Resilience

This session uses two events from January 1923—the Elon fire and the Rosewood Massacre—to generate a conversation about building resilience on our campus and communities. Campus scholars will provide some context for Rosewood and share how they would connect this event to their teaching. Those in attendance will discuss what is necessary to build a resilient community, the challenges that stifle resilience, and how we can overcome these challenges in the work we do inside and outside of the classroom. **Tomorrow, 2-3 p.m. in McKinnon Hall!**

Black History Month Programming

Join the Elon community in celebrating Black History Month with a series of events throughout the month of February. The Black History Month theme for 2023 is “The Black Renaissance: Revive, Reclaim, Rejoice.” This month’s focus will be on the intellectual and cultural revival of African American music, dance, art, and culture. This will be a time to not only acknowledge the contributions but to authentically express one’s own sense of Black joy. Black History Month at Elon will focus on these subthemes — revive, reclaim, and rejoice. See Sylvia Muñoz’s January 26th campus announcement email.

Ripple Conference

Our goal is to empower and inspire interfaith student leaders. The Ripple Conference offers time to learn, engage, reflect, and share. Together we will learn about other traditions, including religious, spiritual, and secular worldviews. We will engage in social justice and interfaith dialogue. The Ripple Conference offers a balance of structured and unstructured, small and large group events to provide a unique conference experience. We don’t just want to talk about interfaith. We want to make it happen. February 17-19, 2023. For more about the conference, please visit rippleconference.org.