



Executive Summary
of the
Report to the President

November 25, 2020

Executive Summary

Purpose

In June 2020, President Tom Mengler announced the formation of a President's Council on Diversity, Equity and Inclusion (DEI) to advance St. Mary's University's efforts to become and stand firmly as an anti-racist university. The Council is charged with making specific recommendations for initiatives that could be acted upon by our community as early as this semester and would enhance the University's dedication to diversity, equity and inclusion. This committee is charged with focusing the University's work on topics including, but not limited to: implicit bias awareness, hiring, curriculum and co-curricular programming, faculty and staff training and development programming, community engagement and campus communications and marketing.

Process

Through a process of Council meetings, Subcommittee meetings, research, benchmarking, review of feedback from campus, and discussions, the Council came to consensus on 22 recommendations. The Council's deliberations and research resulted in four areas of focus that the Council believes are necessary for the university to achieve its goals of becoming an anti-racist institution. These areas are:

- (1) **Individual Discovery** because the solutions begin with individual awareness and education;
- (2) **Institutional Discovery** because to become anti-racist the institution needs to assess and address its internal environment, processes and operations in order to model the attributes of an anti-racist institution;
- (3) **Curriculum and Co-Curriculum** because if the university desires to cultivate its students to be effective advocates against racial injustice it must incorporate issues of diversity, equity and inclusion in the modes by which it educates the students; and
- (4) **Office of Diversity, Equity and Inclusion and Outreach** because this is necessary to sustain an intentional approach to issues of diversity, equity and inclusion on the campus and to affect change beyond the campus.

Therefore, the following Council recommendations are organized around these four areas.

Recommendations

Recommendations for Self-discovery

- The subcommittee recommends the Intercultural Development Inventory (IDI), because it speaks to the mission of St. Mary's. In addition, IDI provides the university with an assessment of its employees in aggregate form.
- The subcommittee suggests implementing IDI in stages, beginning with full-time faculty and staff. Through a spirit of collaboration and buy-in, additional funding should be sought from HR, Student Development, the academic schools, and other campus divisions to continue expanding IDI to the entire community.
- The subcommittee recommends applying the \$10,000 to go towards a campus-wide utilization of IDI, which could then be followed by a multitude of events, workshops, and trainings, ideally under the auspices of an Office of DEI.

Recommendations for Institutional Discovery

- Conduct a baseline cultural climate assessment survey of faculty, staff and students. This will inform the more comprehensive evaluation of the university's policies and procedures.
- Contract with an external evaluator to complete a comprehensive institutional evaluation.
- Review and evaluate results of the surveys and the external evaluation and establish a committee to oversee implementation of processes, policies and recommended for enhancing an intentional focus on diversity, equity and inclusion.

Recommendations for Curriculum/Cocurriculum

- Incorporate a universal statement related to diversity, equity, and inclusion in all University syllabi.
- Identify funding to train Faculty on how to integrate and promote Diversity, Equity, Inclusion in the pedagogy and the curriculum. Training should be ongoing and provide opportunities for faculty to be aware of Diversity, Equity, Inclusion issues, have meaningful conversations, and analyze practices.
- Incorporate Diversity, Equity, and Inclusion (DEI) curriculum in the Freshmen seminar.
- Add a required senior course (capstone course) to address Diversity, Equity, and Inclusion.
- Complete an external professional evaluation of the curriculum offered at St. Mary's University for Diversity, Equity, and Inclusion principles. This evaluation should include an assessment of curriculum at all levels (institution, school, department, courses) and individual practices. Given our pending affiliate status with the Center for Culturally Responsive Evaluation and Assessment (CREA) housed at the University of Illinois at Urbana-Champaign, we recommend seeking their advice when identifying an appropriate evaluator.
- Offer additional course electives such as Mexican American, African American, Asian, and additional racial and ethnic group studies, as well as, LGBTQ courses, and provide the appropriate faculty and staff resources to ensure a successful implementation in course delivery and marketing of the courses offered. We recommend adding this requirement to the SMC required curriculum or redesigning an SMC course or allowing students to substitute one of following for an SMC course (i.e. Mexican American, African American, Asian, and additional racial and ethnic group studies, as well as, LGBTQ course). We further recommend the creation of at least one ethnic studies major (standalone or as a stackable certificate) and sufficient time and institutional support for the major to build its reputation and fortitude.
- These recommendations can be implemented within one year.

Recommendations for an Office of Diversity, Equity and Inclusion & Community Outreach

- Establish a Presidential Task Force with the responsibility of reviewing and analyzing best practices for establishing a permanent Office of Diversity, Equity and Inclusion.
- Establish appropriate funding for a permanent Office of Diversity, Equity and Inclusion in order to be successful in accomplishing its mission.
- Allocate resources to carry out a strategic plan to increase the effectiveness of the University's diversity, equity, and inclusion efforts.
- Develop a Strategic Plan establishing clear measurable goals on how to engage the campus and the community issues involving diversity, equity and inclusion.
- Establish a reporting structure for the Chief Executive Officer of the Office of Diversity, Equity, and Inclusion that maximizes the ability to deal with diversity, equity and inclusion issues.

- Identify strategic partners inside and outside the university to work with the Office of Diversity, Equity, and Inclusion to include identifying existing functional areas of the University that might reasonably be incorporated into the new office structure.
- Move expeditiously to establish and hire staff for the Office of Diversity, Equity and Inclusion.
- Establish an internal page in Gateway that will include information on the Council, resources available to the community, and current campus events that support diversity, equity and inclusion.
- Create an external website visible on and linked from the University's main page highlighting campus and community events that support the mission of diversity, equity and inclusion. The timeline for a more robust external website should be tied to the creation of the Office of Diversity, Equity and Inclusion and the hiring of a Chief Diversity Officer.

Timeline

These recommendations should be adopted, and where possible, implemented in the spring semester.

The Council agrees on the importance of advancing St. Mary's as an institution that values diversity, equity and inclusion for students, employees, and our community, and is willing to continue its endeavors beyond the fall semester.