

UCBA Diversity Initiatives

Included in this report is a summary of the results from the Diversity Inventory Survey. The inventory is a separate document.

Part 2: UCBA Diversity Initiatives-

2. Are you aware of or do you have a diversity initiative (e.g., course or class session, activity, program, facility, grant, award, policy, practice, publication / presentation, research, service, training, etc.) to record for the 2015-16 academic year? (N=241)

N	%	
96	39.8%	Yes (In the following questions, enter as much information as possible regarding the initiative. You can enter up to 3 initiatives.)
		67 69.8% 1 initiative
		21 21.9% 2 initiatives
		8 8.3% 3 initiatives
145	60.2%	No (End of survey. Please click 'Next' to submit your responses and leave the survey.)

Initiative-

As best you can, enter information regarding the diversity initiative below. Skip any items to which you do not know the answer.

3. Initiative background-

a. Initiative name or title	
b. Description	
c. Dates	
d. Contact person name	
e. Contact title	
f. Contact email	
g. Contact department	
h. Initiative website or URL	

4. Which diversity plan goal does the initiative best support? (check all that apply)

N	%	
60	62.5%	a. Students
40	41.7%	b. Faculty
32	33.3%	c. Staff
46	47.9%	d. Culture/Climate
5	5.2%	e. Supplier Diversity, Community Relations, Alumni Engagement
4	4.2%	f. Accountability Metrics

Note: Because this is a 'check all that apply,' each item would sum to 100%; thus, the % reflects those who selected the item.

5. Which category best describes the initiative? (check all that apply)

N	%	
36	37.5%	a. Course: a class, lecture material, readings, activities, and/or projects.
27	28.1%	b. Event: organized activity or program
1	1.0%	c. Facility: a building or designated space
7	7.3%	d. Grant/Scholarship/Sponsorship: a sum of money awarded to defray expense
0	0%	e. Highlight of Student/Staff/Faculty: special recognition or award
3	3.1%	f. Policy: standardized, documented operating procedures
4	4.2%	g. Practice: a common way of documenting business
6	6.3%	h. Publication/Presentation: prepared report
7	7.3%	i. Research: methodical investigation into a subject
9	9.4%	j. Service: work, advocacy, or special actions on behalf of an individual or group
22	22.9%	k. Training: an activity to raise awareness, enhance skills, change behavior, and build a culture of inclusion
8	8.3%	l. Other

Note: Because this is a 'check all that apply,' each item would sum to 100%; thus, the % reflects those who selected the item.

Other (please specify)

6. Initiative details- (enter a number value only, such as 5 or 1000, or leave blank. No characters)		N	Avg	Median	SD	Sum
a.	How many people utilized the initiative?	36	67	25	165	2,411
b.	How many staff/faculty assisted with the initiative?	34	7	4	7	229
c.	About how many personnel hours were devoted to the initiative?	21	87	45	100	1,820
d.	About how much in personnel salary was devoted to the initiative?	11	18,636	0	60,170	205,000
e.	About how much university funding was used?	18	450	0	760	8,093
f.	About how much external funding was used?	18	122	0	519	2,200

7. Briefly describe any results/impact of the initiative.

Initiative background-

Survey: 2

Initiative: 1

3a. Initiative name or title:

Integrated into FYE for Nursing students

3b. Description:

J Ellis -Nsg course coordinated -worked to coordinate with UCBA staff to present

3c. Dates:

Fall 2015 will repeat in 2016

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 3

Initiative: 1

3a. Initiative name or title:

Culture in the Classroom

3b. Description:

Workshop series on intergroup dialoge

3c. Dates:

varies

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 3

Initiative: 2

3a. Initiative name or title:

Diversity Scholars Program

3b. Description:

Mentor Program for 1st year students of color

3c. Dates:

various

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 5

Initiative: 1

3a. Initiative name or title:

World History courses, courses in British imperial history, courses in European history, History Club, my historical research

3b. Description:

See above

3c. Dates:

2015-2016 academic year

7. Briefly describe any results/impacts of this initiative.

Several sections of my course offerings are dedicated to themes of race and gender in the past and present. In fact, my professional research investigates race and gender in British and French imperialism, particularly concerning migration. I have also organized a Speakers Series and a History Club that presents talks, leads discussions, and shows films that deal with these themes.

Initiative background-

Survey: 9

Initiative: 1

3a. Initiative name or title:

History Club

3b. Description:

film screenings of Glory, 12 Years A Slave, panel discussion of reparations for slavery

3c. Dates:

since 2011; ongoing

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 9

Initiative: 2

3a. Initiative name or title:

History Club

3b. Description:

film screenings

3c. Dates:

2015-2016

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 9

Initiative: 3

3a. Initiative name or title:

Courses taught in 2015-2016

3b. Description:

The Coming of the Civil War; The Civil War & Reconstructon; US History I

3c. Dates:

2015-2016

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 15

Initiative: 1

3a. Initiative name or title:

Foreign Language language and content courses

3b. Description:

In any of our foreign language courses, students are exposed to cultural differences. They learn that the majority culture is not "right" it is just the majority. There are many ways of acting in the world. Foreign Language Department also offers study abroad programs that immerse students in a differen culture. They live with families and practice the language with native speakers. Our service-learning courses (at least the Spanish service-learning course) has students interacting with native speakers in the Greater Cincinnati community.

3c. Dates:

For this year, the dates were May 2016 (Maymester) through the current time.

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 20

Initiative: 1

3a. Initiative name or title:

Focus Groups - Diversity Climate

3b. Description:

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 25

Initiative: 1

3a. Initiative name or title:

Job postings and search committees

3b. Description:

As EOC at UCBA, I work with every search committee (Faculty, Staff, Administration) before and throughout the hiring process. Each search is advertised in over 30 diverse publications and websites. Diversity of the applicant pool is monitored. Our search committees are made up of diverse members.

3c. Dates:

Continual

7. Briefly describe any results/impacts of this initiative.

Raised awareness of current faculty and staff diversity and the need for reaching out to attract a diverse audience when a position is open. We have utilized Provost funding for strategic hires and dual career hiring.

Initiative background-

Survey: 32

Initiative: 1

3a. Initiative name or title:

Randomized Teams - creates a good mix of students - to work on special projects..

3b. Description:

Students get to work together and exchange ideas and learn to listen to each other.

3c. Dates:

Semester Long

7. Briefly describe any results/impacts of this initiative.

Class is more lively, and students do not feel shy about expressing themselves.

Initiative background-

Survey: 36

Initiative: 1

3a. Initiative name or title:

Teaching and Learning in Diverse Classrooms

3b. Description:

The course engages students in understanding their students by first understanding the diversity within themselves, and then issues of equity and social justice.

3c. Dates:

All semester

7. Briefly describe any results/impacts of this initiative.

It is in progress.

Initiative background-

Survey: 47 Initiative: 1

3a. Initiative name or title:

PSYC2005 Child and Adolescent Development Chapter Objectives

3b. Description:

For this course, I review some key cultural and race/ethnicity issues involved in explaining similarities and differences in child and adolescent development.

3c. Dates:

Spring Semester 2016

7. Briefly describe any results/impacts of this initiative.

Students are exposed to the various cultural and race/ethnicity issues involved in child and adolescent development, including special considerations of identity development for minorities during the teenage years. Because this class is happening now, I don't have any data to report on results or impacts of this course.

Initiative background-

Survey: 47 Initiative: 2

3a. Initiative name or title:

PSYC1001 Introduction to Psychology Chapter Objectives

3b. Description:

PSYC1001 covers the sub-fields of psychology at a low, introductory level; however, issues of diversity come up during some of the chapter coverage (e.g. Development, Social Psychology, Cognition/Intelligence)

3c. Dates:

Fall Semester 2015, Spring Semester 2016

7. Briefly describe any results/impacts of this initiative.

Students learn about how cultural and race/ethnicity differences are reflected in development, social relations, intelligence testing, etc. I have not done any systematic analysis of their performance on quiz questions relating to this, so I cannot say at this time what the results are of this initiative.

Initiative background-

Survey: 51 Initiative: 1

3a. Initiative name or title:

How Racism is Illogical

3b. Description:

This is a class session I do with my class.

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 58 Initiative: 1

3a. Initiative name or title:

Diversity FLC

3b. Description:

Staff and faculty work together to develop their skills regarding D&I

3c. Dates:

ongoing

7. Briefly describe any results/impacts of this initiative.

It creates an avenue for faculty and staff to collaborate

Initiative background-

Survey: 58

Initiative: 2

3a. Initiative name or title:

Allied Health Department Culture initiative

3b. Description:

Faculty and staff development

3c. Dates:

each semester

7. Briefly describe any results/impacts of this initiative.

Opened perspective of faculty and staff in the Allied Health department

Initiative background-

Survey: 60

Initiative: 1

3a. Initiative name or title:

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3b. Description:

We have worked to create a more diverse curriculum - we've added in recently years courses on race, Latin America, and environmental justice. Our Liberal Arts and History speakers series both often focus on issues of diversity. And, of course, our regular World History courses, by their very nature, cover diverse cultures.

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

We have created a more diverse curriculum than existed six or seven years ago. We think that is important.

Initiative background-

Survey: 61 Initiative: 1

3a. Initiative name or title:

Cultural Diversity Faculty Learning Community

3b. Description:

The University of Cincinnati Blue Ash College Cultural Diversity FLC continues the work of the diversity series by engaging more personally with diversity issues. In this safe environment, we will explore our experiences of dealing with diversity through personal assessment using the Intercultural Development Instrument, immersion experience training, and frank discussions. Participants will create individual diversity plans and create ways to foster the advantages of diversity in their work. Both faculty and staff are welcome in this learning community.

3c. Dates:

August 2015-April 2016

7. Briefly describe any results/impacts of this initiative.

Studying, learning and discussing ways to bring diversity to the classroom.

Initiative background-

Survey: 62 Initiative: 1

3a. Initiative name or title:

First day of class introduction

3b. Description:

A way I like to introduce myself to the class is have students interview me. As an international faculty, I find this a very good ice-breaker.

3c. Dates:

The first day of class.

7. Briefly describe any results/impacts of this initiative.

It is an effective ice-breaker between faculty and students.

Initiative background-

Survey: 64

Initiative: 1

3a. Initiative name or title:

Cultural Diversity Learning Community

3b. Description:

This is a year-long, provost-funded faculty and staff learning community devoted to developing intercultural awareness.

3c. Dates:

We meet monthly during academic year 2015-2016

7. Briefly describe any results/impacts of this initiative.

Participants engaged in self-reflection, experiential learning and activity design. This initiative is still in progress.

Initiative background-

Survey: 64

Initiative: 2

3a. Initiative name or title:

Please see explanations in Ruth Benander's report.

3b. Description:

Please see explanations in Ruth Benander's report.

3c. Dates:

Please see explanations in Ruth Benander's report.

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 68

Initiative: 1

3a. Initiative name or title:

Culture in the Classroom

3b. Description:

diversity and inclusion

3c. Dates:

Spring 2016

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 68

Initiative: 2

3a. Initiative name or title:

Cultural Heritage Months

3b. Description:

lecture, activities,

3c. Dates:

Jan through March

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 68

Initiative: 3

3a. Initiative name or title:

Safe Zone 101/201 Training

3b. Description:

LGBTQ Center discussing sexuality and gender identifications

3c. Dates:

Nov and more

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 73

Initiative: 1

3a. Initiative name or title:

DiversityScholar's Program

3b. Description:

pairing diverse faculty and students

3c. Dates:

2014

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 73

Initiative: 2

3a. Initiative name or title:

Cultural Diversity Faculty Learning Community

3b. Description:

Faculty/Staff learning Community

3c. Dates:

2015-16

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 74

Initiative: 1

3a. Initiative name or title:

It's an initiative only in that all my courses deal with diversity, especially in examining its rejection in the past, and the effects of that on our contemporary lives.

3b. Description:

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

By now, it's clear the above wasn't exactly what you intended as an "initiative". Sorry.

Initiative background-

Survey: 85

Initiative: 1

3a. Initiative name or title:

Cultural Competency training

3b. Description:

Learn where we are, and where our goals are in terms of cultural competency

3c. Dates:

Once a month since August

7. Briefly describe any results/impacts of this initiative.

Helps you realize where you are in terms of cultural competency and gives you practical steps to increase your competency level

Initiative background-

Survey: 87

Initiative: 1

3a. Initiative name or title:

Cultural Diversity: Sexual Orientation and Gender Identity

3b. Description:

Classroom content at UCBA Nursing in NSTN 2005C Nursing IV

3c. Dates:

Fall 2015

7. Briefly describe any results/impacts of this initiative.

Students were exposed to the spectrum of sexual identities and gender identities in a culturally sensitive way, with the goal of assisting future nurses in interacting with and meeting the health care needs of this client group

Initiative background-

Survey: 90

Initiative: 1

3a. Initiative name or title:

La Bienvenida Latino student welcome event

3b. Description:

This was a welcome event at the beginning of the academic year for Latino students and their families.

3c. Dates:

9/23/2015

7. Briefly describe any results/impacts of this initiative.

This event help introduce the new Hispanic/Latino Affairs initiative to students, faulty and staff.

Initiative background-

Survey: 90

Initiative: 2

3a. Initiative name or title:

Latino Leadership Institute

3b. Description:

This is a series of leadership development and training workshops for UCBA Latino students.

3c. Dates:

January 28, February 25 and March 31

7. Briefly describe any results/impacts of this initiative.

While participation numbers were low, the participants had an impactful initial workshop where they took the DiSC behavioral assessment and learned about their personal styles, strengths and weaknesses.

Initiative background-

Survey: 90

Initiative: 3

3a. Initiative name or title:

Latinos En Accion

3b. Description:

Established this student organization in order to facilitate campus engagement.

3c. Dates:

Ongoing

7. Briefly describe any results/impacts of this initiative.

This organization is helping develop a sense of community among UCBA Latino students.

Initiative background-

Survey: 92

Initiative: 1

3a. Initiative name or title:

Title IX training

3b. Description:

Diversity and inclusiveness awareness

3c. Dates:

FS ?

7. Briefly describe any results/impacts of this initiative.

The Title IX training hopefully will help any student that is in an inappropriate climate feel comfortable coming forward. (Although not a specific example, I think this is very important).

Initiative background-

Survey: 94

Initiative: 1

3a. Initiative name or title:

Diversity FLC

3b. Description:

Faculty and Staff Learning Community

3c. Dates:

2015-2016

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 94

Initiative: 2

3a. Initiative name or title:

Diversity in the Professions

3b. Description:

BTAS AIS 4075 course

3c. Dates:

Spring 2015, 2016

7. Briefly describe any results/impacts of this initiative.

Students learn about primary and secondary dimensions of diversity and how to practice inclusion in the workplace.

Initiative background-

Survey: 94

Initiative: 3

3a. Initiative name or title:

Cultural Diversity Committee

3b. Description:

Shared Governance Committee

3c. Dates:

2015-2016

7. Briefly describe any results/impacts of this initiative.

CDC committee supports ideas to build diversity and inclusion across the UCBA campus population.
Developing UCBA Diversity Plan for 2016-2019

Initiative background-

Survey: 96

Initiative: 1

3a. Initiative name or title:

Black History Month

3b. Description:

various presentations on Black History, the current state of race relations, readings by/about African American writers and race issues

3c. Dates:

month of February each year

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 96

Initiative: 2

3a. Initiative name or title:

Diversity Climate & Initiatives Survey

3b. Description:

Data gathering to assess current perceptions of diversity at UCBA

3c. Dates:

ongoing

7. Briefly describe any results/impacts of this initiative.

If a statistically significant sample can be obtained, the results can be used to shape policies and plan events, programs etc. going forward.

Initiative background-

Survey: 96

Initiative: 3

3a. Initiative name or title:

Office of Hispanic & Latino Affairs

3b. Description:

support service for Hispanic & Latino students

3c. Dates:

ongoing

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 98

Initiative: 1

3a. Initiative name or title:

Les Tournées French Film Festival

3b. Description:

A festival of contemporary French films from the Francophone world shown on campus through a grant from the USA French Ministry of Culture. Faculty, staff and students were joined by community members to open discussion about and celebrate the diversity of the French speaking world and to learn more about the French speaking population in the Cincinnati area.

3c. Dates:

October 8-November 22, 2015

7. Briefly describe any results/impacts of this initiative.

The films brought together multiple constituency groups including faculty and students from three campus, the local community, and the Alliance Française of Cincinnati members to celebrate the diversity of the French speaking world and to promote awareness of French culture in the USA.

Initiative background-

Survey: 99

Initiative: 2

3a. Initiative name or title:

Men in Nursing

3b. Description:

Men in Nursing Support Group

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 106 Initiative: 1

3a. Initiative name or title:

-

3b. Description:

I have a field specific conference presentation about diversity coming up.

3c. Dates:

June

7. Briefly describe any results/impacts of this initiative.

This upcoming presentation is part of my discipline specific scholarship and I think that having diversity-related scholarship improves things for students, faculty, and generally in regard to campus culture.

Initiative background-

Survey: 106 Initiative: 2

3a. Initiative name or title:

MCC -- fundraising for scholarship

3b. Description:

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

It will benefit a multicultural student.

Initiative background-

Survey: 106 Initiative: 3

3a. Initiative name or title:

Incorporating diversity-oriented work in my classes

3b. Description:

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

I incorporate readings and activities that focus on diverse perspectives throughout my classes.

Initiative background-

Survey: 107 Initiative: 1

3a. Initiative name or title:

InterProfessional Education Event. 15-16 theme: diversity

3b. Description:

Students from 6 programs (medical assisting, EMS, nursing, rad tech, pre-health education, social work)collaborate together in a simulation event

3c. Dates:

3/11/2016

7. Briefly describe any results/impacts of this initiative.

in progress to early to describe results/impact

Initiative background-

Survey: 109 Initiative: 1

3a. Initiative name or title:

Police, Race and Trust speaker series

3b. Description:

speaker series on the topic in the title with experts from around the country

3c. Dates:

Fall 15

7. Briefly describe any results/impacts of this initiative.

Hundreds of students were involved, it got some press.

Initiative background-

Survey: 109 Initiative: 2

3a. Initiative name or title:

Diversity FLC

3b. Description:

regularly meeting group with faculty and staff

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

lots of practice in practical setting.

Initiative background-

Survey: 110 Initiative: 1

3a. Initiative name or title:

Bringing in diverse guest speakers to my Intro to Business Class

3b. Description:

Bring guest speakers to my classes that represent diversity in various professions

3c. Dates:

Summer 2016

7. Briefly describe any results/impacts of this initiative.

TBD

Initiative background-

Survey: 111 Initiative: 1

3a. Initiative name or title:

American History Survey Courses

3b. Description:

3c. Dates:

Every Semester

7. Briefly describe any results/impacts of this initiative.

Both halves of the American history survey at UC include extensive discussions of race, gender and ethnicity in American history; the contributions of African Americans, Native Americans, women and other marginalized and disadvantaged groups; and efforts by those groups to attain a greater voice and representation in the United States of America, and history efforts to oppose those democratization movements. 10-15 sections of the survey course are taught every semester at UCBA, with 25 students per section.

Initiative background-

Survey: 111 Initiative: 2

3a. Initiative name or title:

Environmental Studies/History 2023

3b. Description:

Environmental Activism

3c. Dates:

Spring 2016

7. Briefly describe any results/impacts of this initiative.

Environmental Activism has a history of American environmentalism that emphasizes the role that race, gender and ethnicity plays in not only in who is an environmental activist, but in the types of activism they engage in, and how marginalized groups are more likely to face specific types of environmental and toxic threats.

Initiative background-

Survey: 118 Initiative: 1

3a. Initiative name or title:

Cultural competency

3b. Description:

How to help dental hygienists become culturally competent

3c. Dates:

next 2 Wednesdays in lecture then on-going in clinic

7. Briefly describe any results/impacts of this initiative.

This is a lecture incorporated into a course. I am also having CJ Witherspoon speak to my students.

Initiative background-

Survey: 123 Initiative: 1

3a. Initiative name or title:

SafeZone 101

3b. Description:

Training on gender and sexuality vocabulary and sensitivity for working with LGBTQ students.

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 124 Initiative: 1

3a. Initiative name or title:

Cultural Diversity Learning Community

3b. Description:

The University of Cincinnati Blue Ash College Cultural Diversity FLC continues the work of the diversity series by engaging more personally with diversity issues. In this safe environment, we will explore our experiences of dealing with diversity through personal assessment using the Intercultural Development Instrument, immersion experience training, and frank discussions. Participants will create individual diversity plans and create ways to foster the advantages of diversity in their work. Both faculty and staff are welcome in this learning community.

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 124 Initiative: 2

3a. Initiative name or title:

Sister Circle

3b. Description:

Sister Circle is a support group for women of color. The purpose of Sister Circle is to encourage the promotion of sisterhood among women. Participants are encouraged to explore and consider leadership opportunities and to become connected in the community. This forum promotes sisterhood, and what it means to support, sustain the spirit of each sister participating.

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 124 Initiative: 3

3a. Initiative name or title:

Education Courses - CI 3003 - Teaching and Learning in Diverse Classrooms / ECE 2025 - Families, Communities and Schools / SPED 1001 - Individuals with Exceptionalities

3b. Description:

These are courses in the pre-education programs where students learn about culture, culturally responsive practice, exceptionality and working with diverse learners

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 129 Initiative: 1

3a. Initiative name or title:

Interprofessional Education-Theme of Diversity

3b. Description:

Collaborative effort in the health programs both faculty, staff, and students. The theme is diversity and we plan to have diversity theme in the student simulation scenario and between students

3c. Dates:

3/11/2016

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 131 Initiative: 1

3a. Initiative name or title:

Diversity Focus Groups

3b. Description:

Open to faculty, staff and students. Gathered information about how the people who work, learn and teach at our college view our diversity.

3c. Dates:

10/01/2015

7. Briefly describe any results/impacts of this initiative.

Not sure yet about impact.

Initiative background-

Survey: 131 Initiative: 2

3a. Initiative name or title:

Diversity Scholars Program

3b. Description:

Encourages student to be themselves and be proud of their culture. Offers support through workshops, mentorships, etc.

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Not aware of specific impact or results, but students have certainly benefited.

Initiative background-

Survey: 136 Initiative: 1

3a. Initiative name or title:

Awareness of Privilege class session

3b. Description:

Students watch a video of the privilege walk and discuss reactions. Students then participate in "step in" activity which moves from low- to high-challenge questions about their own identity. They step back out after each response so not at the same intensity as the privilege walk.

3c. Dates:

In class

7. Briefly describe any results/impacts of this initiative.

Many students (4 out of 40) listed this as the class session that was most impactful in the course.

Initiative background-

Survey: 136 Initiative: 2

3a. Initiative name or title:

SOL and Ambassador Diversity Training

3b. Description:

Ms. Witherspoon joins us for 90 minutes during SOL training and 60 minutes during Student Ambassador training to help student leaders: 1] consider their own identity and how it impacts their role at UCBA, 2] how to have conversation around identity with peers, and 3] to develop personal diversity plans for how they can improve their community and make it a more inclusive environment.

3c. Dates:

Every May and Every August

7. Briefly describe any results/impacts of this initiative.

After training, SOLs and Ambassadors indicate: learning more about themselves, feeling more comfortable in engaging with others that may be different from them, and setting goals related to diversity.

Initiative background-

Survey: 140 Initiative: 1

3a. Initiative name or title:

I requested and am teaching the African American Literature Survey I and II

3b. Description:

literature course

3c. Dates:

fall and winter semesters 2015-16 and (likely) 2016-7

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 143 Initiative: 1

3a. Initiative name or title:

Allied Health Diversity Task Force

3b. Description:

This group consists of faculty within the Allied Health department bringing speakers and/or topics related to diversity to the allied health department meetings. For example, on Sept. 29, 2015 our meeting included a guest speaker to do a presentation on the topic of "The not so neutral topic of gender neutrality"

3c. Dates:

Presentation: Sept. 29, 2015

7. Briefly describe any results/impacts of this initiative.

The fall 2015 presentation was very good and the speaker did an excellent job of explaining issues surrounding gender.

Initiative background-

Survey: 144 Initiative: 1

3a. Initiative name or title:

Cultural Diversity Faculty Learning Community

3b. Description:

3c. Dates:

2015-2016 Academic Year

7. Briefly describe any results/impacts of this initiative.

Not sure

Initiative background-

Survey: 149 Initiative: 1

3a. Initiative name or title:

Cultural Diversity Committee

3b. Description:

Working to understand and improve diversity

3c. Dates:

Academic year 2015-16 and forward

7. Briefly describe any results/impacts of this initiative.

To my knowledge the initiative is just beginning this academic year

Initiative background-

Survey: 159 Initiative: 1

3a. Initiative name or title:

grants for students

3b. Description:

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 159 Initiative: 2

3a. Initiative name or title:

educating faculty

3b. Description:

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 160 Initiative: 1

3a. Initiative name or title:

Class

3b. Description:

3c. Dates:

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 165 Initiative: 1

3a. Initiative name or title:

Class session on minority rhetoric

3b. Description:

I teach a class session/unit on minority rhetorical patterns in both 1001 and 2089 as part of understanding how knowledge is made and meaning is made in writing.

3c. Dates:

varies each term

7. Briefly describe any results/impacts of this initiative.

students are more aware of the difference of ways of making meaning and communicating (no metrics at this time -- forthcoming)

Initiative background-

Survey: 166 Initiative: 1

3a. Initiative name or title:

Cultural Diversity Learning Community (inclusive of faculty and staff)

3b. Description:

In this academic year, we have this Learning Community. We will offer it again next year to see if any one is interested in this extended, personal exploration of diversity and inclusion.

3c. Dates:

Fall 2015-Spring 2016

7. Briefly describe any results/impacts of this initiative.

Participants developed their awareness of themselves as cultural facilitators, and they developed activities to support students in understanding cultural inclusion and support. Much of the personal experience activities were about highlighting how to bring inclusion into the forefront of planning activities. In addition, faculty and staff joined each other to discuss the different ways that diversity is realized, supported, and promoted at the university, thereby creating a more inclusive environment.

Initiative background-

Survey: 166 Initiative: 2

3a. Initiative name or title:

Cultural Diversity Learning Community

3b. Description:

See previous entry

3c. Dates:

We will announce the offering of the community again for the 2016-2017 academic year.

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 167 Initiative: 1

3a. Initiative name or title:

Contemporary Moral Issues, Medical Ethics, Business Ethics (courses)

3b. Description:

Courses with at least one session on diversity and inclusion issues; the first course has several weeks devoted to relevant topics.

3c. Dates:

Courses run every academic year

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 167 Initiative: 2

3a. Initiative name or title:

"Racism, Xenophobia, and Homophobia on Campus"

3b. Description:

Panel discussion as part of the UCBA Liberal Arts Speaker Series

3c. Dates:

January 14th, 2016

7. Briefly describe any results/impacts of this initiative.

Initiative background-

Survey: 170 Initiative: 1

3a. Initiative name or title:

Allied Health Diversity Awareness

3b. Description:

ALH department gets together 2X yearly to discuss diversity

3c. Dates:

upcoming

7. Briefly describe any results/impacts of this initiative.
