



## DIVERSITY AND INCLUSION SUBCOMMITTEES

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### 2020 Summary of Goals and Accomplishments

As part of our ongoing commitment to honor our expectations of an inclusive campus culture, many subcommittees across campus are working to make LSU a more welcoming environment for all. Their accomplishments and ongoing goals are summarized below and will continue into the spring 2021 and beyond.



#### Academics

- Established a new Bachelor of Arts in African & African American Studies.
- Concluded the proposal for the Inclusion Advocate Certificate program, where students can take specific courses, complete experiential learning, and reflect on how these activities affect their own personal philosophies.
- Worked with the faculty to develop a proposal to require a specific class on the Black experience in America (AAAS 2000) for every undergraduate student at LSU.



#### Communications

- Created a Diversity and Inclusion Toolkit, which will assist campus communicators with best practices in addition to advised words and statements.
- Tapped into subject-matter experts to showcase diversity and inclusion among LSU faculty and staff.
- Ensuring that internal and external messaging reflects inclusive excellence as a university priority.
- Developed a central channel where content and experts can be submitted for publishing.
- Created a Communications Advisory Group who will have a voice to help understand current events that should be acknowledged. The group will also promote diversity ideas that accurately portray the topic being acknowledged.



#### Community Building, Programming, and Sustained Reflection

- Established an Exploratory Committee for Diversity Research at LSU including faculty who are knowledgeable in the subject area and know the LSU landscape.
- Identified internal funding programs to support new internal grants programs for hypothesis-driven research on inclusion, diversity, and equity.
- Develop, organize, and implement a Diversity and Inclusion Conference for Spring 2022. The conference will include national guest speaker(s), sessions/workshops, and workplace trainings.
- Launched a crisis communications team to ensure LSU makes timely statements around racism and injustice at all levels of the university and implement policies clearly outlining the university's standard of disapproval.
- Met with TAF and LSU Foundation CEOs to discuss diversity funding.
- Representatives from all nine subcommittees participated in a revision and update to [LSU's diversity statement](#) to include more language on institutional and individual responsibility for diversity, equity, and inclusion.



#### Faculty | Recruiting and Retention

- Working to increase the number of faculty from underrepresented groups through effective recruitment and hiring practices.
- Completed the first edition of a Guidebook for Faculty Searches that is available to the campus community in the Faculty Resources section of the Academic Affairs website.

- To recognize those who go above and beyond, two monetary awards have been established that will be given to faculty members for excellence in mentoring colleagues and students. These will be part of the Faculty Awards program each May.
- Re-evaluated the Opportunity Hire Pilot Program, retitled it to President's Faculty Excellence Program, recommended new criteria and protocols for accessing funding, and requested financial investment in new faculty lines.
- Creating an environment where faculty with diverse backgrounds feel welcomed, respected, and valued by continuing to broaden, examine, and refine practices to be more inclusive.



### Physical Environment

- Working to become a state leader in inclusive architecture by committing to Universal Design and architectural/design accessibility beyond minimum legal requirements.
- Continuing to communicate existing commitments to inclusive spaces in public and accessible ways.
- Assessing, and as needed, accelerating current plans to remediate existing structures and campus environments for compliance with state and federal accessibility laws.
- Identifying and addressing pressing accessibility issues that can be paid for with existing money and utilize the Campus Access Site Team to help develop a campus survey and focus groups.
- The university is working with a consultant to develop an ADA Compliance Plan, which should be completed by the end of January 2021. The ADA Compliance Plan identifies the areas on campus that will need to be assessed. The compliance plan is the first step in developing a new ADA Transition Plan, which will evaluate ADA access throughout campus services, programs, and facilities and help prioritize remediation as well as funding requests for the ADA deficits.



### Staff | Recruiting and Retention

- Broadening new employee orientation to include resources for diverse employees.
- Implementing a meaningful exit interview questionnaire.
- Increasing and diversifying participation in LEAD LSU and other campus programs.
- Creating an LSU Cares page for Faculty and Staff with information and resources for employee relations issues, salary disparity review proposal, employee assistance program, and increasing diverse faculty, staff, and student participation in leadership and executive searches.
- Creating and implementing diversity training programs and developing new employee programs for mentoring and coaching.



### Student Health and Wellness

- Helped revise PM-73 to reflect recent changes to Title IX.
- Reviewed and submitted updates to the LSU Code of Student Conduct as it relates to sexual misconduct and inclusion.
- Assessing and auditing current education and training practices for both faculty/staff and students.
- Implementing a strategy for increasing awareness of mental health resources among underrepresented populations.



### Students | Recruiting and Retention

- Gathered data on FAFSA completion and scholarship awards from the LSU Office of Financial Aid and the LSU Foundation. Analyzing the data to identify and address any barriers for underrepresented students.
- Working with the Office of Retention and Student Success to identify and address any trends or gaps through the analysis of data from the EAB Navigate App.
- Received an update on the progress the Graduate School has made in diversity, equity, and inclusion, including conversations with different graduate student groups, as well as the launch of a new strategic planning process and a symposium featuring a national expert on graduate education.

- Working to increase the ratio of minority professionals by building a formal pipeline for former undergraduate students to return to LSU after they complete their graduate studies.
- Exploring ways LSU can increase participation in the President's Future Leaders in Research Program, which allows students to participate in research projects along with a faculty mentor during their undergraduate career.



### University Policies

- Drafted a statement of commitment to community for consideration by the Board of Supervisors. The statement is intended to weave together LSU's academic pursuits with the values of diversity, equity, inclusion, and freedom of speech on the highest levels.
- In response to student requests, identified 18 student-facing policies for priority review with a special focus on diversity, equity, and inclusivity. These policies include Permanent Memoranda and Policy Statements, as well as components of the General Catalog and the Code of Student Conduct.
- Developing a new "equity lens" through which all Permanent Memoranda and Policy Statements will be reviewed.